

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 4.

(Sugar, Cement, Textile, Shellac and Miscellaneous).



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TABLE OF CONTENTS.

Serial no.	SUGAR.	Pages.
1.	Summary of Replies to the Questionnaire ..	1—11
2.	Indian Sugar Mills Association Calcutta ..	12—16
3.	Lohat Sugar Works, Lohat (Darbhanga) ..	17—35
4.	Sakri Sugar Works, Sakri (Darbhanga) ..	36—53
5.	Ryam Sugar Factory, Ryam (Darbhanga) ..	54—67
6.	The Belsund Sugar Company, Limited, Riga (Muzaffarpur) ..	68—80
7.	The Sugar Factory, Rohtas Industries Limited, Dalmianagar ..	81—98
8.	The Motipur Sugar Factory, Motipur (Muzaffarpur) ..	99—106
9.	Marhowrah Sugar Factory, Marhowrah (Saran) ..	107—121
10.	New Savan Sugar and Gur Refining Company, Limited, Siwan (Saran)-	122—132
11.	Bihar Sugar Works, Pachrukhi ..	133—140
12.	Barrah Sugar Factory, Barrah-Chakia (Champanan) ..	141—153
13.	The Vishnu Sugar Mills, Gopalganj (Saran) ..	154—159
14.	Sitalpur Sugar Works Limited, Sitalpur (Saran) ..	160—166
15.	Semapur Sugar Works, Semapur (Purnea) ..	167—174
16.	Samastipur Central Sugar Company, Limited, Samastipur ..	175—189
17.	Japaha Sugar Factory, Bhikanpur (Muzaffarpur) ..	190—195
18.	Gaya Sugar Mills Limited, Guraru (Gaya) ..	196—206
19.	Pursa Sugar Factory, Lauria (Champanan) ..	207—216
20.	Chanpatia Sugar Factory, Chanpatia (Champanan) ..	217—229
21.	Indian Sugar Works, Siwan (Saran) ..	230—239
22.	Sugauli Sugar Works Sugauli (Champanan) ..	240—245
23.	Rama Sugar Factory, Bishambherchak (Bhagalpur) ..	246—253
24.	Gurnam Sugar Mills, Amarpur (Bhagalpur) ..	254—257
25.	Rameshwar Gur Mill, Kishenganj ..	258—264
26.	South Bihar Sugar Mills, Limited, Bihta (Patna) ..	265—266
27.	The Ganga Deshi Sugar Factory, Buxar ..	267
28.	Shree Laxmi Sugar Mills, Gidhaur (Monghyr) ..	268
CEMENT.		
29.	Summary of Replies to the Questionnaire ..	269—276
30.	Sone Valley Portland Cement Company, Limited, Japla (Falamau).	277—285
31.	Khalari Cement Factory, Khalari (Ranchi) ..	287—291
32.	Dalmia Cement Factory, Dalmianagar (Shahabad) ..	292

TEXTILE.

33. Summary of Replies to the Questionnaire ..	293—299
34. Rai Bahadur Hurdutroy Motilall Jute Mills, Katihar (Purnea). ..	300—301
35. Bihar Cotton Mills, Limited, Phulwarisharif (Patna) ..	302

SHELLAC.

36. Summary of Replies to the Questionnaire ..	303—310
37. Pakur Lac Factory, Pakur (Santal Parganas) ..	311—314
38. Mr. J. S. Oreet, Shellac Manufacturer, Jhalda (Manbhumi).	315—316

MISCELLANEOUS.

39. Summary of Replies to the Questionnaire ..	317—337
40. Government Printing Press, Gulzarbagh (Patna) ..	338—343
41. Bihar Survey Office, Gulzarbagh (Patna) ...	343—345
42. Reformatory School, Hazaribagh ..	346—447
43. Ranchi Technical School, Ranchi ..	348
44. Tirhut Technical Institute, Muzaffarpur ..	349
45. Bhagalpur Central Jail, Bhagalpur ...	350—356
46. Dehri Workshop, Dehri ...	357—365
47. Ranchi Municipality, Ranchi ...	366—369
48. The Health Officer, Municipality, Bhagalpur ..	370
49. Assam Frontier Tea Company, Limited, Sabaya, Ranchi.	371—373
50. Assam Frontier Tea Company, Limited, Palandu, Ranchi.	374—375
51. Shahabad Tea Company, Limited, Gayagangaram (Purnea).	376—378
52. Debijhora Tea Company, Jalpaiguri (Purnea) ...	379—380
53. Sayedabad Tea Estate, Kharibari (Purnea) ..	381—382
54. The Patna, Muzaffarpur and Bhagalpur Electric Supply Companies, Limited.	483—394
55. Sijua (Jharia) Electric Supply Company, Limited, Jharia (Manbhumi).	395—408
56. Arrah Electric Supply Company, Limited, Arrah ..	409
57. Reliance Firebrick and Pottery Company, Limited, Barakar (Manbhumi).	410—426
58. Gulfarbari Firebrick Works, Mugma (Manbhumi) ..	427—431

Serial no.	Pages.
MISCELLANEOUS—concl'd.	
59. Bihar Chinaclay and Mining Company, Patharghatta (Bhagalpur).	432—437
60. Associated Power Company, Limited	438—442
61. Ajit Kumar Mullick, Bhonda White Clay Mines ..	443—450
62. Tobacco Manufacturers (India) Limited, Monghyr ..	451—455
63. Printers (India) Limited, Monghyr	456—463
64. Dalmia Paper Factory, Dalmianagar (Shahabad) ...	464
65. Muzaffarpur Municipal Water Works (Muzaffarpur)	465—466
66. The Patna Timber Merchants' Association, Patna City	467—468
67. Patna Motor Bus Association, Patna City ..	469—471
68. The Editor, 'Indian Nation', Patna	472—487
69. Ranchi and Mankatha Distilleries, Ranchi ..	488—489
70. Messrs. C. and E. Morton (India), Limited, Marhowrah.	490—491
71. Matrumal Dhannalal Oil Mills Sahibganj (Santal Parganas).	492—495
72. Messrs. Moinuddin Ahmed, Rice and Oil Mills, Tehta (Gaya).	496—497
73. Shree Bihariji Mills, Patna City	498—503
74. Thakur Ram Ganga Prasad, Oil and Rice Mill (Darbhanga).	504—505
75. Sree Mohan Panna Lall, Rice, Dal, Oil and Ice Mills, Bhagalpur.	506—911
76. Shanker Kali Mills, Katihar (Purnea)	512—515
77. Chowdhry Mills, Katihar (Purnea)	516—518
78. Matrumal Dhannalal Oil Mills Dumka (Santal Parganas).	519—522
79. Durga Rice and Oil Mills, Chukulia (Singhbhum) ..	523—524
80. Shivagauri Flour Mills, Bhagalpur	525—526
81. The Sree Krishna Rice and Oil Mills, Chukulia (Singhbhum).	527—528
82. Bujrung Rice Mill, Chukulia (Singhbhum) ..	529—530
83. Ganesh Rice Mills, Chukulia (Singhbhum) ..	531—532
84. Messrs. Jhabarmall Mahabir Prasad Dal Mill, Sahibganj (Santal Parganas).	533—535
85. Chirkunda Rice Mill, Chirkunda (Manbhum) ..	536—537
86. Shree Mahabirjee Rice, Oil and Ice Mills, Darbhanga	538
87. Shree Ramjanki Rice Mill, Sursund. (Muzaffarpur) ..	539—540

S U G A R.

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

Sugar.

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
1	Indian Sugar Mills Association.	..	Direct ..	..	Impracticable ..
2	Darbhanga Sugar Co., Lohat.	1,192 S. 192 O.S.	Do. ..	..	Do. ..
3	Darbhanga Sugar Co., Sakri.	877 S. 135 O.S.	Do. ..	..	Do. ..
4	Ryam Sugar Co. ..	686 S.	Do. ..	..	Against ..
5	Belsund Sugar Co., Riga.	1,006 S. 185 O.S.	Do. ..	..	Impracticable. Possible for skilled.
6	Rohtas Industries, Ltd., Dalmianagar.	1,283 S.	Do. ..	..	Against ..
7	Motipur Sugar Factory.	972 S.	Do. ..	..	Do. ..
8	Cawnpore Sugar Works, Marhowrah.	850 S.	Do. ..	..	Do. ..
9	New Savan Sugar Co.	800 S.	Do. ..	..	Do. ..
10	Bihar Sugar Works, Pachrukhi.	958 S.	Do. ..	..	....
11	Champaran Sugar Co.	699 S.	Do. ..	..	Against ..
12	The Vishnu Sugar Mills, Gopalganj.	764 S. 160 O.S.	Do. ..	..	Not desirable. Not practicable.
13	Sitalpur Sugar Works.	800 S. 200 C.	Do. ..	..	For ..
14	Purnea Sugar Co., Ltd., Semapur.	837 S. 97 O.S.	Do. ..	..	Against ..
15	Samastipur Central Sugar Co.	669 S. 163 O.S.	Do. ..	..	Do. ..
16	Japaha Sugar Factory.	642 S. 121 O.S.	Do. ..	..	Do. ..
17	Gaya Sugar Mills, Guraru.	662 S. 159 O.S.	Do. ..	..	Not desirable ..
18	Parsa Sugar Factory.	590 S. 25 O.S.	Do. ..	..	....
19	Chanpatia Sugar Factory.	567 S.	Do. ..	..	Against ..
20	Indian Sugar Works, Siwan	616 S.	Do. ..	..	....
21	Sugauli Sugar Works	527 S. 200 O.S.	Do. ..	..	Desirable. State control.
22	Rama Sugar Factory Bishambherchak (Bhagalpur).	200 S.	Do. ..	..	....
23	Gurunam Sugar Mill, Amarpur (Bhagalpur).	50-80 S.	Do. ..	..	....
24	Rameswar Gur Mill, Kishenganj (Bhagalpur).	112 S.	Do. ..	..	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	Indian Sugar Mills Association.	..	..	..	..	..	..
2	Darbhanga Sugar Co., Lohat.	Clerical staff. Others ..	Sickness ..	Full .. Half ..	Permanent employees Up to Rs. 15 Rs. 15—30 Rs. 30—200 and above Rs. 200.	1 week .. 2 weeks 3 weeks 1 month	Full .. Do. .. Do. ..
3	Darbhanga Sugar Co., Sakri.	Discretionary.	Discretionary.	Half ..	Permanent emp Up to Rs. 15pm Rs. 15—30 Rs. 30—200 "	1 week .. 2 weeks 2 weeks 3 weeks	Do. .. Do. .. Do. .. Do. ..
4	Ryam Sugar Co. ...	..	..	..	Perm. staff, skilled ..	3 weeks 2 weeks	Do. .. Do. ..
5	Belsund Sugar Co., Riga.	Permanent staff.	3 weeks	Full ..	Staff ..	3 weeks	Do. ..
6	Rohtas Industries, Ltd., Dalmianagar.	None ..	..	..	None ..	..	..
7	Motipur Sugar Factory.	Permanent staff.	Sickness	Full ..	..	..	..
8	Cawnpore Sugar Works, Marhowrah.	..	..	..	a. 200 Permanent.	4 weeks 3 weeks	Full .. Do. ..
9	New Savan Sugar Co.	Discretionary.	..	..	Staff ..	15 days	Do. ..
10	Bihar Sugar Works, Pachrukhl.	Permanent staff.	15 days (including sick-leave.)	..	..	..	..
11	Champan Sugar Co.	Discretionary.	..	..	Peon staff Clerks ..	14 days 21 days	Full .. Do. ..
12	The Vishnu Sugar Mills, Gopalganj.	Permanent staff.	One month.	..	Permanent staff.	15 days	Do. ..
13	Sitalpur Sugar Works	See rules	..	..	..	..	..
14	Purnea Sugar Co., Ltd., Semapur.	None ..	..	..	Perm. staff..	1 month	Do. ..
15	Samastipur Central Sugar Co.	Discretionary.	..	..	Permanent staff (Clerical) Skilled ..	21 days 10 days and 10 days sick leave..	Do. ..
16	Japaha Sugar Factory.	Staff ..	..	Full ..	Permanent employees.	..	Do. ..
17	Gaya Sugar Mills, Guraru.	Discretionary.	See rules	..	..	..	..
18	Parsa Sugar Factory.	Ditto ..	..	..	..	..	..
19	Channatia Sugar Factory.	Ditto ..	..	..	Perm. staff	14 days	Full ..
20	Indian Sugar Works, Sivan.	..	..	..	See rule	..	..
21	Sugauli Sugar Works.	None ..	..	..	Discretionary	..	..
22	Rama Sugar Factory, Bishambherchak (Bhagalpur).	..	..	..	..	..	..
23	Gurunam Sugar Mill, Amarpur (Bhagalpur).	Sickness ..	Free food	..	..	..	..
24	Rameswar Gur Mill Kishanganj (Bhagalpur).	None ..	..	..	..	..	..

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	Indian Sugar Mills Association.	..	..	..	..
2	Darbhanga Sugar Co., Lohat.	..	..	..	..
3	Darbhanga Sugar Co., Sakri.	..	..	..	..
4	Ryam Sugar Co. ..	..	..	..	..
5	Belsund Sugar Co., Riga.	..	..	..	..
6	Rohtas Industries, Ltd., Dalmianagar.	..	..	..	..
7	Motipur Sugar Factory.	..	..	..	..
8	Cawnpore Sugar Works, Marhowrah.	..	..	..	..
9	New Savan Sugar Co.	..	..	..	..
10	Bihar Sugar Works, Pachrukhi.	..	..	..	..
11	Champaran Sugar Co.	..	..	..	..
12	The Vishnu Sugar Mills, Gopalganj.	Temporary staff	3 or 4 days	..	..
13	Sitalpur Sugar Works	..	..	..	..
14	Purnea Sugar Co., Ltd. Semapur.	..	..	..	..
15	Samastipur Central Sugar, Co.	Permanent staff Other than clerks—chowkidars and peons.	7 days 10 days	..	..
16	Japaha Sugar Factory.	..	..	..	..
17	Gaya Sugar Mills, Guraru.	..	..	..	..
18	Parsa Sugar Factory.	..	..	..	..
19	Chanpatia Sugar Factory.	..	..	..	..
20	Indian Sugar Works, Siwan.	..	..	..	..
21	Sugauli Sugar Works.	..	..	..	..
22	Rama Sugar Factory, Bishambherchak (Bhagalpur).	..	..	..	..
23	Gurunam Sugar Mill, Amarpur (Bhagalpur).	..	..	..	..
24	Rameswar Gur Mill, Kishanganj (Bhagalpur).	..	..	..	..

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
1	Indian Sugar Mills Association.	....	..	..	..
2	Darbhanga Sugar Co., Lohat.	None .. ..	..	..	..
3	Darbhanga Sugar Co., Sakri.	Do. .. ..	..	..	Used for sports recreation.
4	Ryam Sugar Co. ..	Permanent employees with Rs. 25.	..	..	For sports recreation and hospital.
5	Belsund Sugar Co., Riga.	See rules .. ..	..	..	No fines now
6	Rohtas Industries, Ltd., Dalmanagar.	None .. ..	..	..	..
7	Motipur Sugar Factory	Do. .. ..	..	..	No fines ..
8	Cawnpore Sugar Works, Marhowrah.	Only permanent employee with over Rs. 25.	..	..	Given to local hospital.
9	New Savan Sugar Co.	None .. ..	..	..	No fines ..
10	Bihar Sugar Works, Pachrukhi.	....	..	..	Ditto ..
11	Champaran Sugar Co.	....	..	..	Ditto ..
12	The Vishnu Sugar Mills, Gopalganj.	None .. ..	..	..	Ditto ..
13	Sitalpur Sugar Works	Do. .. ..	..	..	Ditto
14	Purnea Sugar Co., Ltd., Semapur.	Clerks and fitters drawing Rs. 25.	..	..	Ditto
15	Samastipur Central Sugar Co.	Permanent employees with over Rs. 25.	..	..	For sports, recreation, etc.
16	Japaha Sugar Factory.	None .. ..	..	..	Credited to Medical fund.
17	Gaya Sugar Mills, Guraru.	None .. ..	..	..	No fines ..
18	Parsa Sugar Factory	Yes .. ..	..	..	..
19	Chanpatia Sugar Factory.	Do. .. ..	..	..	Fines fund, sports, etc.
20	Indian Sugar Works, Siwan.	....	..	..	..
21	Sugauli Sugar Works	None .. ..	..	..	Seldom but no fund.
22	Rama Sugar Factory, Bishamberchak (Bhagalpur).	None .. ..	..	..	Nil ..
23	Gurunam Sugar Mill, Amarpur (Bhagalpur).	....	..	..	..
24	Rameswar Gur Mill, Kishanganj (Bhagalpur).	None .. ..	..	..	No fund ..

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
1	Indian Sugar Mills Association.	..	..	..	Free ..	..
2	Darbhang Sugar Co., Lohat.	..	..	No details given.	..	No ..
3	Darbhang Sugar Co., Sakri.	..	Not favoured	15 family quarters.	Free ..	No ..
4	Ryam Sugar Co. ..	Not favoured	Not favoured	88 pucca .. 32 kutchha	..	No ..
5	Belsund Sugar Co., Riga.	..	..	88 rooms ..	Free ..	No ..
6	Rohtas Industries, Ltd., Dalmianagar.	Favoured ..	..	350 ..	Rent ..	No ..
7	Motipur Sugar Factory.	Not favoured	..	80 for fitters	..	No ..
8	Cawnpore Sugar Works, Marhowrah.	Do. ..	..	138 ..	Free ..	No ..
9	New Savan Sugar Co.	Not favoured	..	62 houses (3 to 4 persons).	Do. ..	No ..
10	Bihar Sugar Works, Pachrukhi.	..	..	56 quarters to workers.	Do. ..	No ..
11	Champaran Sugar Co.	Ditto ..	..	67 quarters to workers.	Do. ..	Grant to Local School.
12	The Vishnu Sugar Mills, Gopalgunj.	..	..	4 blocks of coolies 95' x 28', 12 for fitters 102 for coolies.	Do. ..	1 Lower Primary.
13	Sitalpur Sugar Works.	Favoured ..	..	130 rooms ..	Do. ..	No ..
14	Purnea Sugar Co., Ltd., Semapur.	..	..	113 rooms ..	Do. ..	..
15	Samastipur Central Sugar Co.	Not favoured	..	78 quarters..	Do. ..	No ..
16	Japaha Sugar Factory.	Ditto ..	..	..	..	No ..
17	Gaya Sugar Mills, Gararu.	Ditto ..	Not favoured	280 houses ..	Free ..	Under construction.
18	Parsa Sugar Factory.	Favoured Trade Union	Favoured ..	Details not given.	Do. ..	Grant to M. E. school.
19	Chanpatia Sugar Factory.	Not favoured	..	32 for fitters, 11 for watchmen.	Do. ..	Grant to local M. E. school.
20	Indian Sugar Works, Siwan.	..	..	25 double quarters, 72 employees quarters.	Do. ..	Grant to local school.
21	Sugauli Sugar Works	Favoured State managed.	..	No details ..	Do. ..	No ..
22	Rama Sugar Factory, Bishamberchak (Bhagalpur)	Not favoured	..	..	Do. ..	No ..
23	Gurunam Sugar Mill, Amarpur (Bhagalpur).	..	..	No details ..	Do. ..	..
24	Rameswar Gur Mill, Kishenganj (Bhagalpur).	Not favoured	Favoured ..	..	Do. ..	No ..

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
1	Indian Sugar Mills Association.	..	..	..	..
2	Darbhanga Sugar Co., Lohat.	..	..	..	..
3	Darbhanga Sugar Co., Sakri.	Allowance to District Board Doctor.	Subscription Rs. 600 to District Board Hospital.	..	..
4	Ryam Sugar Co. ..	Ditto ..	Donation to District Board Dispensary.	Free ..	Free ..
5	Belsund Sugar Co., Riga.	Doctor ..	Dispensary ..	..	Do. ..
6	Rohtas Industries, Ltd., Dalmianagar.	Details not given	..	..	Do. ..
7	Motipur Sugar Factory.	Doctor ..	Dispensary ..	Free ..	Do. ..
8	Cawnpore Sugar Works, Marhowrah.	Do. ..	Grant Rs 1,500 to Board Hospital.	..	..
9	New Savan Sugar Co.	Do. ..	..	Free to employees' family.	Free ..
10	Bihar Sugar Works, Pachrukhl.	Registered Government Assistant Surgeon, one L. M. S. with compounder and dresser.	..	Free ..	Do. ..
11	Champaran Sugar Co.	Allowance to Doctor, District Board.	Grant to Hospital, District Board.	Do. ..	Do. ..
12	The Vishnu Sugar Mills, Gopalgunj.	Ditto ..	..	Do. ..	Do. ..
13	Sitalpur Sugar Works.	Doctor ..	Dispensary ..	Free ..	Payment for patients' medicine.
14	Purnea Sugar Co., Ltd., Semapur.	Do. ..	Dispensary, donation for a bed.	Deduction 1 pice per rupee.	..
15	Samastipur Central Sugar Co.	Do. ..	Dispensary ..	Free ..	Free.
16	Japaha Sugar Factory.	Details not given	..	Deduction 1 pice per rupee.	..
17	Gaya Sugar Mills, Guraru.	Doctor ..	Dispensary ..	Free ..	Free ..
18	Farsa Sugar Factory	Allowance to Doctor.	Dispensary and donation.	Free ..	Do. ..
19	Chanpatia Sugar Factory.	Doctor ..	Dispensary. Donation to Hospital.	Do. ..	Do. ..
20	Indian Sugar Works, Siwan.	..	..	..	..
21	Sugauli Sugar Works	Local District Board Doctor	..	..	..
22	Bama Sugar Factory, Bishamberchak (Bhagalpur).	Doctor ..	Dispensary ..	Free ..	Free ..
23	Gurunam Sugar Mill, Amarpur (Bagalpur).	Do. ..	Do. ..	Do. ..	Do. ..
24	Rameswar Gur Mill, Kishanganj (Bhagalpur.)	Do. ..	Do. ..	Do. ..	Do. ..

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	Indian Sugar Mills Association.	..	..	Against reduction.	..	..	..
2	Darbhanga Sugar Co., Lohat.	Against	..	Hours to be reduced to 9.	For ..	Not more than as. 5.	..
3	Darbhanga Sugar Co., Sakri.	Do. ..	..	Ditto ..	For ..	Not more than as. 5 a day.	..
4	Ryam Sugar Co. ..	Do. ..	..	Against reduction.	For ..	..	Universal Scope and wide variation ..
5	Belsund Sugar Co., Riga.	Do. ..	..	Against reduction.	Against	..	..
6	Rohtas Industries Ltd., Dalmianagar.	Do. ..	..	..	For ..	..	Local variation. Uniformity. ..
7	Motipur Sugar Factory.	Do. ..	..	..	For ..	..	..
8	Cawnpore Sugar Works, Marhowrah.	Do. ..	..	Against reduction.	For ..	..	Universal application.
9	New Savan Sugar Co.	Do. ..	..	Present hour satisfactory.	Against	..	All India.
10	Bihar Sugar Works, Pachrukhi.	..	..	..	..	..	..
11	Champaran Sugar Co.	Against	..	Present hour satisfactory.	Against	..	All India.
12	The Vishnu Sugar Mills, Gopalganj.	Do. ..	..	..	Do. ..	..	..
13	Sitalpur Sugar Works.	..	..	Shorter hours unsuitable.	For ..	..	..
14	Purnea Sugar Co., Ltd., Semapur.	..	..	..	..	..	..
15	Samastipur Central Sugar Co.	Against	..	Against reduction.	For ..	..	Universal scope and local variations. ..
16	Japaha Sugar Factory.	Do. ..	..	..	Against	..	..
17	Gaya Sugar Mills, Guraru.	For ..	Contribution.	12 hours for strenuous and hazardous job.	For ..	..	Local standard of living. ..
18	Parsa Sugar Factory	For ..	Do. ..	..	For ..	..	..
19	Chanpatia Sugar Factory.	Against	..	Against reduction.	For ..	..	Local standard of living. Subsistence and efficiency. ..
20	Indian Sugar Works, Siwan.	..	..	10 hours. General shift.	For ..	..	..
21	Sugauli Sugar Works.	..	..	..	..	..	..
22	Rama Sugar Factory, Bishamberchak, Bhagalpur.	For ..	Contribution.	..	For ..	..	..
23	Gurunam Sugar Mill, Amarapur (Bhagalpur).	..	..	Night shift shorter.	Against	..	..
24	Rameswar Gur Mill, Kishanganj (Bhagalpur).	For ..	Contribution.	Against reduction.	For ..	Agricultural wage.	..

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	Indian Sugar Mills Association.	..	..	..	..	..
2	Darbhanga Sugar Co., Lohat.	8 0 0	..	..	None	..
3	Darbhanga Sugar Co., Sakri.	8 0 0	All monthly	..	Do.	..
4	Byam Sugar Co. ..	9 0 0	88 per cent daily. 12 per cent monthly.	5.67 per cent ..	..	..
5	Belsand Sugar Co., Riga.	..	..	..	None	..
6	Rohtas Industries, Ltd, Dalmianagar.	11 0 0 monthly.	(Conversion possible) coolies daily.	..	Do.	..
7	Motipur Sugar Factory.	..	Staff-monthly. Rest daily	..	Do.	..
8	Cawnpore Sugar Works, Marhowrah.	10 0 0 monthly.	89 per cent daily. 11 per cent monthly.	6.52 per cent ..	Do.	..
9	New Savan Sugar Co.	..	All Mill workers monthly.	..	Do.	..
10	Bihar Sugar Works, Pachrukhi.	..	..	..	..	..
11	Champaran Sugar Co.	10 0 0	90 per cent daily. 10 per cent monthly. All monthly	4.83 per cent ..	None	..
12	The Vishnu Sugar Mills, Gopalganj.	..	..	..	Staff bonus on profits.	..
13	Sitalpur Sugar Works.	8 0 0 monthly.	90 per cent daily. 10 per cent monthly.	..	..	..
14	Purnea Sugar Co., Ltd., Semapur.	9 0 0 monthly.	..	..	None	..
15	Samastipur Central Sugar Co.	11 6 0 monthly.	92 per cent daily. 8 per cent monthly.	..	Do.	..
16	Japaha Sugar Factory.	6 0 0 monthly.	All monthly	..	Do.	..
17	Gaya Sugar Mills, Guraru.	8 0 0	All monthly	..	All workers half month's pay as bonus, 1937.	..
18	Purnea Sugar Factory.	9 11 0 monthly.	..	..	Discontinued since 1934.	..
19	Chanpatia Sugar Factory.	9 12 0	92 per cent daily. 8 per cent monthly. All monthly	4.01 per cent ..	None	..
20	Indian Sugar Works, Siwan.	7 8 0 monthly.	All monthly	..	..	..
21	Sugauli Sugar Works.	..	Nearly all monthly.	..	None	..
22	Rama Sugar Factory, Bishambherchak (Bhagalpur).	7 8 0 monthly.	All monthly	..	Department bonus on profit.	..
23	Gurunam Sugar Mill, Amarapur (Bhagalpur).	..	..	..	..	..
24	Ramcwar Gur Mill, K's enganj (Bhagalpur).	6 0 0 monthly.	Generally monthly.	..	None	..

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	Indian Sugar Mills Association.	..	..	..	....
2	Darbhanga Sugar Co., Lohat.	Total ..	11	..	Rs. 57 2 0
3	Darbhanga Sugar Co., Sakri.	Total ..	8	..	Rs. (590 4 1)
4	Ryam Sugar Co. ..	..	12	..	Rs. 12 (409 7 0)
5	Belsund Sugar Co., Riga.	Total ..	18	..	18
6	Rohtas Industries, Ltd., Dalmjanagar.	..	..	..	....
7	Motipur Sugar Factory.	Total ..	15	..	....
8	Cawnpore Sugar Works, Marhowrah.	Total ..	18	..	Rs. 18 (83 2 0)
9	New Savan Sugar Co.	Total ..	21	..	Rs. 2 (2,310 0 0)
10	Bihar Sugar Works, Pachrukhi.	Total ..	8	..	2
11	Champaran Sugar Co. ..	Total ..	11	..	Rs. 959 9 0
12	The Vishnu Sugar Mills, Gopalgunj.	2	3	13	....
13	Sitalpur Sugar Works.	..	..	..	....
14	Purnea Sugar Co., Ltd., Semapur.	Total ..	61	..	43
15	Samastipur Central Sugar Co.	Total ..	10	..	Rs. 6 (37 15 0)
16	Jaraha Sugar Factory.	Total ..	4	..	....
17	Gaya Sugar Mills, Guraru.	Total ..	12	..	....
18	Parsa Sugar Factory	Nil ..	Nil	..	Nil ..
19	Chanpatia Sugar Factory.	Total ..	11	..	Rs. 11 (873 9 0)
20	Indian Sugar Works, Siwan.	Total ..	3	..	....
21	Sugauli Sugar Works	Total ..	12	..	..
22	Rama Sugar Factory Bishambherchak (Bhagalpur).	Nil ..	Nil	..	Nil ..
23	Gurunam Sugar Mill, Amarapur (Bhagalpur).	Nil ..	Nil	Nil	Nil ..
24	Rameswar Gur Mill, Kithanganj (Bhagalpur).	Nil ..	Nil	..	Nil ..

Serial no.	Name.	Trade union.	Works committee.	Conciliation or arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	Indian Sugar Mills Association.	....	..	..	..
2	Darbhanga Sugar Co., Lohat.	....	..	Against	..
3	Darbhanga Sugar Co., Sakri.	....	..	Do.	..
4	Byam Sugar Co. . .	No ..	No ..	Compulsory	Voluntary.
5	Belsund Sugar Co., Riga.	No ..	No ..	..	..
6	Rohtas Industries, Ltd., Dalmianagar.	No ..	No ..	..	..
7	Motipur Sugar Factory.	No ..	No ..	..	..
8	Cawnpore Sugar Works, Marhowrah.	No ..	No ..	Compulsory	Voluntary.
9	New Savan Sugar Co.	No ..	No ..	Voluntary	Compulsory.
10	Bihar Sugar Works, Pachrukhi.	No ..	No ..	Do.	Do.
11	Champan Sugar Co.	No ..	No ..	Do.	Do.
12	The Vishnu Sugar Mills, Gopalgunj.	....	..	..	..
13	Sitalpur Sugar Works.	....	..	..	..
14	Purnea Sugar Co., Ltd., Semapur.	No ..	No ..	..	..
15	Samastipur Central Sugar Co.	No ..	No ..	Compulsory	Voluntary.
16	Japaha Sugar Factory.	No ..	No ..	..	..
17	Gaya Sugar Mills, Guraru.	No ..	No ..	..	..
18	Parsa Sugar Factory	Nil ..	Nil ..	..	..
19	Chanpatia Sugar Factory.	....	..	..	..
20	Indian Sugar Works, Siwan.	....	..	..	..
21	Sugauli Sugar Works.	No ..	..	..	..
22	Rama Sugar Factory, Bishamberchak (Bhagalpur).	Nil ..	..	..	..
23	Gurman Sugar Mill, Amarpur (Bhagalpur).	No ..	No ..	..	..
24	Rameswar Gur Mill, Kishanganj (Bhagalpur).	No ..	No ..	..	..

Indian Sugar Mills Association, Calcutta.

NATURE AND RECRUITMENT OF LABOUR.

3-4. A very large proportion of workers are drawn from village homes immediately adjacent to the factories in which they respectively work.

5. The annual turn-over in sugar factories, as a rule, is extremely small.

7. So far as we are aware, the workers are recruited directly by the management and there are no jobbers.

8. The existing system of recruitment is the best.

11. We have not heard of any abuses or corrupt practices which show that if any exist in any factory they must be negligible.

12. It would be impossible to establish Labour Exchanges in the case of this industry owing to its scattered nature and owing to the factories being located in rural areas.

13-14. The proportion of casual labour as distinguished from seasonal labour would be negligible as being needed only for purposes of erection of or alterations to buildings or similar purposes.

CONDITIONS OF EMPLOYMENT.

16. We understand that a number of mills have got such schemes.

18. (1) So far as this question refers to re-engaging old employees, when recruiting at the beginning of each season, factories should and we believe they invariably do, give such preference.

(2) In so far as this question may refer to dismissals, every worker should have the right, if dismissed, of personal appeal to the manager. We believe that factory managers do in fact generally allow such right of appeal and investigate personally any case brought to their notice. In fact we believe it is known to be the general practice that the manager alone possesses the right to dismiss employees.

19-22. These do not arise in the case of a seasonal industry as the workers continue to live in their own homes, particularly since sugar factories are situated in rural areas.

23. Holidays are allowed according to the Factories Act.

HOURS OF WORK.

34. The process of manufacture of sugar is a continuous one but the hours of work are according to the Factories Act. We do not recommend shorter hours particularly because the workers have got to work in the factories only for a short season. There are no strenuous or hazardous jobs in sugar factories.

41. We are sure that enforced idleness does not refer to the off-season.

CONDITIONS IN FACTORIES.

58. No such scheme is practicable in the case of a scattered and seasonal industry.

59 to 61. Recently the United Provinces Government recommended a minimum wage of 5 annas per day which was agreed to by the industry.

The principle on which it was done was that it should compare with, but be slightly higher than, the agricultural wages and we think that the principle is correct. In view of this, as also of the unsettled condition of the industry, at present it would be premature to establish any machinery for fixing and revising the minimum wage.

62. All factories should be treated alike as they have got to compete with each other.

63. Having regard to what we have said above and as many workers generally get more than the rate mentioned there is no risk of the suggested minimum wage becoming the maximum, particularly in view of the increased demand for skilled workers in the sugar industry during recent years.

64. If a high minimum wage be fixed and the cost of production of sugar be thereby increased there is a risk of the industry in Bihar disappearing.

65. The grant of protection has been used by the Governments of United Provinces and Bihar to secure as high a rate for sugarcane as possible, for securing special advantages to every class of people without placing an undue burden on the industry the result of which may be its disappearance owing to its development in other provinces and states. Further protection is given to industries with the intention of helping them to establish themselves permanently without the need of protection. This object will be defeated if at this early stage of the industry the cost of production is increased. Moreover if legislation

prescribing minimum wage is adopted in Bihar, without similar legislation being enacted in other provinces, it will mean serious disadvantage to the industry in Bihar.

RATIONALISATION.

66 to 69. Assuming rationalisation and intensification are used in the same sense as by the Cawnpore Labour Enquiry Committee we do not think these questions are likely to arise in the sugar industry which is highly rationalised and in which there has been little change for many years past.

WELFARE WORK.

72 to 82. Most factories have their own arrangements for medical attention and assistance to workers. We believe the state renders no assistance. Drinking water and sanitary arrangements are generally provided. In circumstances already explained elsewhere we do not think any necessity arises for sickness insurance or compulsory maternity benefits.

INDEBTEDNESS.

91 to 98. Individual factories would no doubt give information regarding the facts. The Association is unable to make any concrete suggestions owing to the seasonal nature of the industry.

WORKMEN'S COMPENSATION.

99 to 102. Workmen's Compensation Act was only recently amended by the Central Legislature. So far as we are aware every factory is insured and the managers see to it that the workers get adequate compensation in all appropriate cases. We do not suggest any further amendment of the Act.

TRADE UNIONS.

116. The Association would be generally sympathetic towards trade Unions composed of and controlled by workers themselves and run on genuine Trade Union lines. We, however, feel it would be necessary to proceed slowly and with caution owing to the special circumstances of this industry as described elsewhere in these replies; particularly since the smooth and continuous running of the factories is essential to the welfare of the sugar cane cultivator.

INDUSTRIAL PEACE.

118 to 135. We cannot too strongly deprecate industrial disputes. In the sugar industry particularly a large mass of agriculturists who supply the raw material of the industry

depend on the smooth running of factories. The stoppage of work in a sugar factory would directly affect the livelihood of the cane cultivators who depend upon the factories for the disposal of their produce. We feel that the appointment of a conciliation officer in whom both employers and labour could feel confidence would be helpful in settling differences amicably when they do arise. Disputes not settled amicably might with the consent of both sides be referred to arbitration and we recommend that the machinery provided by the Trade Disputes Act should be freely utilised on all occasions. The composition of the arbitral authority is of the utmost importance in inducing confidence in the method of arbitration in both the sides, and we suggest should ordinarily include an acting or retired High Court Judge or other official of equal status and experience.

Replies to Supplementary Questionnaire on sugar.

1-2. The duration of an average crushing season in Bihar is estimated to be 120 days, it being 99 for the last season and 150 days for the season 1936-37, the former being abnormally short and the latter being abnormally long. The length of the season is mainly dependent upon the sugarcane crop. Sugarcane is a perishable commodity and cannot be stored. It will undoubtedly be an advantage to the factories if the length of the season could be increased as that would mean better utilisation of the machinery and the permanent services and would reduce the overhead charges. It is possible to increase the duration of the season by introducing early and late ripening varieties of the cane and bringing about an adjustment between the early, mid-season and late varieties of cane so that the factories may be in a position to obtain supplies of raw material throughout the season. Unless this agricultural improvement is brought about, it is not possible under the existing circumstances to prolong the season as cane is not ripe for crushing before the beginning of December and generally deteriorates about the end of April.

In this connection, it may be pointed out that an increase in the duration of the crushing season will result in a larger quantity of sugar being produced by factories in Bihar and this has got a bearing on the question of the control of erection of new factories and extension of the present ones in the country.

6. As has already been pointed out in connection with the general questionnaire, the labour force working in sugar factories in Bihar is mostly drawn from neighbouring villages. The labourers belong to the agricultural class and they revert to

agricultural operations after serving in the factory for the season. The distances travelled by them are small and in most cases are such as admit of their daily coming from and going back to their homes. It is only the skilled workers that may have to travel to the factories for some distance for working during the season.

7. It appears that undue stress is being laid on the question of payments to skilled workers for the off season. It is obvious that whether salaries are paid only for the busy months of the year or for all the twelve months, it is only a matter of arithmetical calculation to equalate both. The present scales of salaries for such skilled workers and staff who are paid only for the busy months are fixed after making due allowance for the remaining part of the year. If any off season allowance is also to be paid in such cases, the scale of salaries could naturally be revised accordingly. For example, if an employee receives a salary of say, Rs. 150 per mensem at present without any off-season allowance, if the same is to be distributed over all the twelve months, his monthly salary will be accordingly reduced to say, Rs. 100 per mensem.

11. At present most factories in Bihar utilise the bagasse as fuel for steaming. The quantity of surplus bagasse is not much. However, if with the establishment of a suitable industry, e. g., paper industry, bagasse can be utilised as raw material for the said industry, it may be desirable to investigate, if it is not cheaper to use coal instead of bagasse as fuel, particularly as coal is mined in Bihar and is available at comparatively cheaper rates.

As regards molasses, it is urgently important that this by-product should be suitably utilised and is not allowed to be wasted. It has already been pointed out in the Committee's reply to the general questionnaire that if molasses can be disposed off at some suitable price, it will to that extent, be an addition to the total earnings of the factories, benefit of which will also accrue to the labourers.

12. The Committee wish to emphasise the point in connection with this question that about 75 per cent of the sugar produced in Bihar is to be marketed outside the province. Calcutta offers sugar factories in Bihar a most important market. Bihar sugar is also transported to distant markets like Madras, etc., and there also besides overcoming the disadvantage of the freight, the factories have to compete with local producers.

Lohat Sugar Works, Lohat (Darbhanga).

NATURE AND RECRUITMENT OF LABOUR.

	Officers:	Clerks:	Men.	Women.	Total.
Season.	6	14	1,192	..	1,212
Off season	6	11	192	..	209

Our cane purchasing department has a separate establishment which is not included in the above figures.

2. (a) Most of our workers (season and off season) are from neighbouring villages. Those from farther distance stay in the Company's quarters.

(b) Migratory—(None).

3. About 80 per cent.

4. Mostly from neighbouring villages.

Some skilled workers, such as pansmen and fitters are from distant towns and villages. Assistant chemists are from Bengal.

5. Being a seasonal process the 'turn-over' is high about 85 per cent. It varies according to the extent and duration of the overhaul. The workers return to the cultivation of their fields in the off season. The seasonal employment is supplementary to their ordinary mode of life.

6. Left establishment due to—

	1936.	1937.
(a) Retirement	... Nil	1
(b) Dismissal	... 72	75
(c) Sickness or accident	... 1	11
(d) Slackness or stoppage of operations (discharged after season) ...	... 1,024	1,102
(e) On their own account	Nil	4

7. (c) All appointments are made by officers of the Company.

The same workers are employed each season.

8. Appointment by officers.

No intermediary to demand bribes.

9. No.

When a vacancy occurs usually the worker who has given up the employment, due to say, health or age, wishes someone in his family to be appointed in his place. This we do as far as possible, as it keeps the wage in the joint family.

10. A list is not maintained.

11. No.

12. Impracticable and of no benefit to worker or employer in the case of sugar factories situated far from industrial centres.

13. We do not employ casual labourers. Work, such as masonry or earthwork, is often given to a contractor at a definite rate. He employs casual labour, which does not come under our control.

14. All seasonal operators are employed for the season only. The season is usually less than six months' duration. The proportion of labourers employed for the season only to those employed on a permanent basis is 83.89 per cent seasonal to 16.11 per cent permanent.

CONDITION OF EMPLOYMENT.

15. No.

16. We train a few apprentices, some nominated by Government, in engineering; and occasionally chemists are trained in sugar analyses and chemical control of manufacture.

17. There is no graded promotion. Workers rise on their merits only. For instance, a *khalasi* might become a fitter or a turner and even rise to be head *mistry*.

18. In a seasonal factory it is difficult to give any security of service.

The workers primarily are agriculturists. If they were not employed for the season in the factory they would be doing some form of work connected with agriculture. If there was not sufficient work on their own land they might be employed by large growers, in which case their wage would be much less than that paid by factories.

19. Seasonal workers are not granted leave other than that laid down by the Factory Act and recognised local holidays such as the Holi, Moharram, Id, etc.

Permanent workers get leave according to their standing. Roughly leave is granted as follows :—

- Up to Rs. 15 per month—One week.
- Rs. 15 to Rs. 30 per month—Two weeks.
- Rs. 30 to Rs. 200 per month—Three weeks.
- Above Rs. 200—One month.

Hindu holidays amount to $6\frac{1}{2}$ days per year and Muham-madan 4 days. Workers get these holidays, in addition to annual leave, on full pay.

20. Half pay is granted. We have to demand a prescription chit. There used to be many cases of absentees saying they had had fever when there had been no illness whatsoever.

Clerical staff and senior subordinate employees would get full pay throughout the period of sickness.

21. No women are employed.

22. No.

23. Durga puja	...	...	...	2 days
Dewali	...	...	...	$\frac{1}{2}$ day
Chhath	...	...	...	$\frac{1}{2}$ day
Holi	...	...	...	1 day
Jursital	...	...	...	1 day
Janamastmi	...	...	...	1 day
Chowth Chand...	...	...	...	$\frac{1}{2}$ day
				<hr/>
				$6\frac{1}{2}$ days
Moharram	...	...	...	2 days
Idul Fitr	...	...	...	1 day
Id-uz-Zoha	...	...	...	1 day
				<hr/>
				$10\frac{1}{2}$ days.
				<hr/>

During off season all Sundays. During season men on shift work get four rest periods of continuous 32 hours in a month, and men on a 10-hour day get one day in seven, not necessarily a Sunday.

24. No.

25. We employ three safety inspectors during the season. It is their duty to see that all rules are observed. We also have a safety committee.

26. The worker is dismissed by an officer of the Company. He can appeal to the manager.

27. Can appeal to the Manager. They do so.

28. We do not encourage the system of fines; but the alternative is dismissal, and this would be harder on the worker.

For theft the worker is summarily dismissed. For other offences a reprimand and warning are usually given. If this is not effective the worker is dismissed.

29. Yes. But they are rarely applied.

30. Punished in the year ending 31st March 1938.—

	No of workers.	
Reduction in pay
Compulsory leave
Stoppage of promotion
Suspension
Dismissal	85

31. This is very difficult to control. Workers say they were ill and there is no check on them. More men than are necessary have to be employed. At the time of marriages there are many absentees.

32. There is not much late attendance. Late comers, on the third offence, are not allowed to work that day. This rule, however, is very seldom applied. Deductions are not made for late attendance.

Workers are not taken in for part of a period.

Day workers lose half pay if they are absent for one of the two periods (morning or afternoon) and relay workers, when absent, lose a day's pay.

33. Fines are utilized for sports and recreation for the staff and workers and all employees are allowed to participate.

HOURS OF WORK.

34. During the working season most workers are on 8-hour shifts.

Daily workers are on from 6 A.M. to noon with time off for food, and again from 2 P.M. to 6 P.M.

In the off season all workers but the few connected with the electric plant work from 6 A.M. to 11 A.M. and 12-30 P.M. to 5 P.M.

Shorter hours are unnecessary on shift work, 8 hours with time off for food is not too long a period.

Ten hours on day work might be too long a day, but they do not work all the time. In the off season we have curtailed the hours to $9\frac{1}{2}$ with no time off for food, and I am sure we get at least as much work out of each man.

We would have no objection to the hours being reduced to 9.

35. Three shifts each of 8 hours.

6 to 14 hour

14 to 22 hour

22 to 6 hour

} These men are allowed to take light refreshments for at least half an hour in course of their employment.

MECHANICAL DEPARTMENT.

6 to 12

14 to 18

} 2 hours interval for rest and food also half an hour in the morning for light food.

CLERICAL ESTABLISHMENT.

6 to 12

14 to 18

} Actually much less.

36. The three Relays "A", "B" and "C" change over their shifts after 4 days work in any one group so that they get 32 hours continuous rest each time they change over from "A" to "C". Each Relay gets not less than four such opportunities in a month.

There is no overlapping of shifts.

37. No.

38. No system. Often during the weekly stop day in the season when running repairs are carried out, and also when there

is a breakdown, it is necessary for men to work overtime. This is calculated on a weekly basis, vide the Factory Rules.

39. Fitters, turners and khalasies.

Overtime allowance depends on rate of pay in each individual case.

1½ time his normal wage rate for all time worked in excess of 56 hours.

1½ time his normal wage rate for all time worked in excess of 60 hours.

40. No.

NUMBER OF WORKING DAYS.

41. Year ending December 1933 records not available.

1934	..	319.
1935	..	325.
1936	..	326.
1937	..	334.

Weekly stop for cleaning and repair. Other stoppages and breakdowns.

} We do not cut wages. Men are kept employed on some job or other.

CONDITIONS IN FACTORIES.

42. Jerseys are provided to some workers to discourage them wearing any loose clothing ; others who are operating fast running machines, such as centrifugals, are provided with a shirt and shorts made from old press cloth ; coolies employed on the cane carrier, where they are exposed to the cold, are also provided with shirts and shorts.

43. We have a safety committee and employ three safety inspectors during the season.

Belts and machinery have adequate guards.

Accidents are immediately reported to an officer on duty. First aid is given. If the accident is at all serious the doctor is called. Serious cases are sent to Laheriasarai Hospital by car. We are satisfied with these measures. No suggestions for improvement.

44. No. Factory Act is comprehensive and need not be elaborated.

46. No.

47. None to our knowledge.

48. No.

WAGES.

49. Completed forms sent herewith.

50. Piece work was introduced last year in a few repetition jobs, such as grinding valves.

Men like it as they earn more money, and we benefit by getting more work done per unit cost. There is however little work in the overhaul of plant that can be done on a piece rate.

No department in the manufacturing process is on a piece rate.

51. Skill required and manual labour. For instance, coolies on the cane carrier, which is probably the most laborious work in the factory, get Re. 0-5-6 per day. Regarding skill, centrifugal operators on no. 1 Masecuite get Rs. 9 per month, on no. 2 Masecuite Rs. 8-8-0 and on no. 3 Masecuite Rs. 8-4-0.

Overtime is paid at the rates laid down by the Factory Act.

52. Different rates are not paid for night work.

Each worker on shifts gets his turn of night work, as he does day work 6 A.M. to 2 P.M. and 2 P.M. to 10 P.M. and 10 P.M. to 6 A.M.

Work on holidays is paid for at double rate, i.e., one day's pay for the holiday and one day's pay for work. When work such as in connection with electric lighting, has to be done on a Hindu holiday, Muhammadans do the duty, and *vice versa*.

53. Categories of work.	Proportion of workers on fortnightly wage system.
Carpenters ...	4
Masons ...	4
Masons coolies ...	8
Cinder pickers ...	4
Cane carrier coolies	237
	} Total 257 or 21.56 per cent of total workers.

Fortnightly to monthly wage payment would mean 4 to 5 days' extra wages to the worker.

54. Officers and clerical staff ... On the last day of the month to which the wages relate.

SEASON

54. (1) All others on monthly wages. Before the 10th day after the last day of the wage period in respect of which the wages are payable.

(2) All others on fortnightly wage payment. Before the 5th day, after the last day of the wage period in respect of which the wages are payable.

OFF-SEASON.

Item (1) above Before the 7th day.

(2) above Before the 3rd day.

55. About the same.

56. None.

57. There is no profit sharing. We have a provident fund for workers drawing over Rs. 25 per month.

58. No. When the cost of living increases our workers, who have land, presumably get more for their agricultural produce. When the price of agricultural produce drops they are compensated by getting the same wage.

Even in industrial areas fluctuation in wages to the cost of living indices is not desirable or practicable. Workers would not understand a reduction in wages because of lower cost of living indices.

59. We have no objection, but Re. 0-5-0 per day is somewhat too high, particularly when agricultural casual labour is paid generally in kind to the value of about Re. 0-3-0 per day, and never in cash over Re. 0-3-0 per day.

If wages are increased factories will extend mechanization and discharge many workers. In no country are so many workers employed per unit output as in India. Cost of labour is not a small item.

60. Rs. 0-4-6 per day.

62. Yes. If there is no work in the locality men leave their homes to go to industrial centres, and the cost of living is higher,

and probably more work is demanded of them. Workers naturally prefer to get employment near their own homes.

63. Cannot be done. The energetic worker would get the same as the slacker.

64. (a) Reduction.

(b) Reduction due to mechanization.

65. The benefits of protection are not showered on factories. Cane growers profit by it much more than the manufacturer. Factories are burdened with having to pay a high price for cane, and excise duty on sugar. Profits are passed on to the growers, and the excise duty compensates Government for the loss in revenue from tariff on imported sugar, or for the protection to industry.

The argument that industries 'enjoying' protection should have to pay a minimum wage is not sound, and certainly has no more justification than enforcing a minimum wage for agricultural workers, employed in sugarcane cultivation, because the industry is protected and the growers profit to the greatest extent.

RATIONALIZATION.

66. None at present.

67. (a) A large reduction.

(b) Less employment for unskilled labour.

(c) Possibly slightly higher, as there would be more skill in operation.

(d) Reduction in wage bill.

(e) Same as under existing conditions.

(f) No more strain or fatigue than at present.

68. None.

69. None. Although the wage paid to labourers is low there are so many employed that the total wage bill of any factory is very high. For instance in Java women workers each operate two centrifugal machines, in the Hawaiian Islands up to 8 large machines, with automatic contrivances, are operated by one man; in India one man will operate only one machine. This is without parallel. Total wages paid by factories in India are very high.

WELFARE WORK.

70. (a) No.

(b) No.

(c) No.

Practically all our workers are from neighbouring villages.

71. No. Under contemplation.

72. (a) None.

(b) and (c) We contribute Rs. 600 annually to the district board towards the dispensary at Lohat. The doctor is paid by the Company Rs. 35 per month. He visits the factory frequently and looks after the general health of the workers.

A malaria surveyor is employed by the Company on a salary of Rs. 70 per mensem. He also looks after sanitation.

Women are not employed. Provisions are adequate.

73. No charges.

No system of regular periodic examinations.

75. No occupational diseases.

76. Malaria should be more effectively combated.

77. Not to my knowledge.

78. Sanitary arrangements are sufficient.

79. Tube well water at taps.

80. Half pay is granted in cases of sickness. We have no recognized maximum period for which we would concede this gratuity, but frequently pay up to a fortnight, and occasionally longer.

Clerical staff and officers get full pay regardless of the number of days they are sick.

81. No.

Workers get free medical attention at present.

In a case of a malaria epidemic a doctor would not have the time to attend workers at their homes in villages.

82. No. (We do not employ women.)

83. Adequate housing for those living at the factory is provided.

84. About 80 per cent of the total workers during the season live at their own homes in neighbouring villages.

The remainder living at Lohat are adequately housed.

85. Rent is not charged.

86. None.

87. No.

REST AND RECREATION.

88. Recreation ground for football. A tennis court is being made.

89. No shelters are supplied nor are they necessary.

90. No.

INDEBTEDNESS.

91. No shops in vicinity.

92. No.

93. Not appreciably.

94. Advances are paid at the time of festivals and holidays only.

95. We do not pay recruiting advances.

96. No information on the point.

98. No.

WORKMEN'S COMPENSATION.

99/100.

Year ending.	Number of Accidents.	Compensation awarded.			Cases referred to the Commissioner.
		Rs.	a.	p.	
December 1935	3	19	6	0	None.
1936	5	17	11	0	„
1937	3	20	1	0	„

101. We have experienced no difficulty in the working and administration of the Workmen's Compensation Act as all our

workmen are insured with the North British Mercantile Insurance Company.

102. We have no suggestions to make.

TRADE UNION.

103. No.

110. No.

116. The existence of a well organised Trade Union might be beneficial to both employer and employee. The Factory Act is however an adequate safeguard for the worker.

117. We have never had workers who were members of a Trade Union.

INDUSTRIAL PEACE.

118 to 124. We have never had strikes.

125. They know they can approach the manager at any time to have any grievances investigated.

126. All officers are in close touch with the workers.

127. None.

128. No.

129. No intimate knowledge of the Act.

130. No.

131. Know of no safeguards.

132. These are not available.

133. No schemes of improvement.

134. Only twelve out of a hundred in India are engaged in industry. The wage level of these twelve is higher than is paid in kind and or cash to the equivalent class engaged in agricultural work. It is impracticable to raise the standard of living of 12 per cent of the population. The wages of the industrial worker must be in some relationship to the pay of the agricultural worker, or the earnings of the cultivator.

If wages were increased the number of workers would be drastically decreased.

The problem of improving the standard of living in India is fundamentally agricultural.

135. Abundantly adequate.

In reducing hours of work and granting leave employers do not benefit by any improvement in the physical condition of the workers, as most of them work equally hard on their own land during their time off duty. At 5 p.m. they hurry off to their homes and work until sunset. Any leave granted is spent on the cultivation of their land, and re-building their houses.

The Darbhanga Sugar Company, Limited.
Lohat Sugar Works.

WAGES FORM

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
		Rs.	Rs.	Rs.	Rs.		Rs.	Rs.
Manager	1	1,400	1,400	1,400	1,400	1	1,200	1,200
	1	1,400	1,400	1,400	1,400	1	1,200	1,200
Assistant Manager and Chief Chemist,	1	900	900	900	900	1	1,000	1,000
	1	900	900	900	900	1	1,000	1,000
Chemist	...	...	...	...	...	...	...	...
Engineers	3	650 550 450	1,650	1,650	550	3	900 750 550	2,200
	3	1,650	1,650	1,650	550	3	2,200	2,200
Sugar Boiler	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Assistant Chemists	...	...	...	...	...	...	...	...
Fansmen	...	...	...	...	...	...	...	Figures not
Draftsman	...	...	...	...	...	...	...	...
Mistries	...	...	...	...	...	...	...	...

NOTE.—January figures
July figures in

(QUESTION 49).

1839.		January 1839,					Ratio of column 11 to column 6.	Ratio of column 18 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. s. p.	1	Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.			
1,200	1,200 0 0	1	1,200 0 0	1,200 0 0	1,200 0 0	1,200 0 0	...	...
1,200	1,200 0 0	1	1,200 0 0	1,200 0 0	1,200 0 0	1,200 0 0	...	...
1,000	1,000 0 0	...	...	...	...	...	...	...
1,000	1,000 0 0	...	...	...	...	...	...	...
...	...	1	325 0 0	325 0 0	325 0 0	325 0 0	...	...
...	...	1	325 0 0	325 0 0	325 0 0	325 0 0	...	...
2,200	733 5 3	3	1,000 0 0 600 0 0 500 0 0	2,100 0 0	2,100 0 0	700 0 0	...	...
2,200	733 5 3	3	1,000 0 0 550 0 0 500 0 0	2,050 0 0	2,050 0 0	683 5 3	...	...
Nil	Nil	1	575 0 0	575 0 0	575 0 0	575 0 0	...	...
...	...	1	550 0 0	550 0 0	550 0 0	550 0 0	...	...
		5	40 0 0 to 140 0 0	450 0 0	450 0 0	90 0 0	...	...	Off season retaining allowance.
			20 0 0 to 70 0 0	225 0 0	225 0 0	45 0 0	...	...
available	...	14	15 0 0 to 85 0 0	458 0 0	458 0 0	33 11 5	...	...	Off season retaining allowance.
		14	7 8 0 to 42 8 0	229 0 0	229 0 0	16 5 9	...	...
		1	90 0 0	90 0 0	90 0 0	90 0 0	...	...
		1	90 0 0	90 0 0	90 0 0	90 0 0	...	...
		3	65 0 0 59 0 0 53 0 0	178 0 0	178 0 0	58 10 8	...	...
		3	65 0 0 58 0 0 53 0 0	178 0 0	178 0 0	58 10 8	...	...

In black ink,
thick ink.

The Darbhanga Sugar Company, Limited.
Lohat Sugar Works.

WAGES FORM

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
Fitters						
Turners						
Moulders						
Blacksmiths						
Bollers Tindels	Figures not
Electricians						
Engine Drivers and oilers (work as Khalasies in off season).						
Locomotive drivers						
Carpenters						

Note.—January figures
July figures in

Lohat Sugar Works.

QUESTION 49).

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
		16	Rs. s. p. 20 0 0 to 45 0 0	Rs. s. p. 454 14 3	Rs. s. p. 454 14 3	Rs. s. p. 28 6 9	...	...
		21	20 0 0 to 45 0 0	549 12 6	549 12 6	26 2 9	...	...
		3	34 0 0 33 0 0 26 0 0	91 3 0	91 3 0	30 6 3	...	...
		2	34 0 0 25 0 0	59 0 0	59 0 0	29 8 0	...	...
		2	35 0 0 33 0 0	68 0 0	68 0 0	34 0 0	...	...
		2	35 0 0 33 0 0	66 15 0	66 15 0	33 7 6	...	...
		3	30 0 0 25 0 0 20 0 0	75 0 0	75 0 0	25 0 0	...	...
		3	30 0 0 25 0 0 20 0 0	70 7 0	70 7 0	23 7 9	...	...
liable	...	4	14 0 0 to 20 0 0	63 0 0	63 0 0	15 12 0	...	...
		2	14 0 0 e.a.h.	28 0 0	28 0 0	14 0 0	...	...
		3	40 0 0 40 0 0 37 0 0	117 0 0	117 0 0	39 0 0	...	...
		3	49 0 0 49 0 0 37 0 0	117 0 0	117 0 0	39 0 0	...	...
		133	8 0 0 to 27 0 0	1,177 8 0	1,177 9 0	8 14 9	...	...	Driver on Rs. 27 works as fitter in off season (July).
		53	8 0 0 to 17 0 0	457 15 6	457 15 6	8 10 3	...	...
		6	8 0 0 to 30 0 0	124 8 0	124 8 0	20 12 0	...	...
		1	8 0 0	8 0 0	8 0 0	8 0 0	...	...
		4	19 0 0 each.	67 12 0	67 12 0	18 15 0	...	...
		4	19 0 0 each.	73 2 0	73 2 0	18 4 6	...	...

The Darbhanga Sugar Company, Limited.
Lohat Sugar Works.

WAGES FORM

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
Masons								
Males								
Coolies								
Malaria Surveyor								
Clerks								Figures not
Time-keepers								
Safety Inspectors								
Supervisors								
Chowkidars								
weepers								

NOTE.—January figures
July figures in

Lohat Sugar Works.

(QUESTION 49).

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1933.		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
		4	Rs. s. p. 19 0 0 each.	68 4 0	68 4 0	17 1 0	...	...
		8	19 0 0 to 35 0 0	123 4 3	123 4 3	15 6 6	...	...
		26	9 0 0 to 17 0 0	335 12 0	335 12 0	12 10 9	...	...	Mates with the exception of 3, work in Sugar Godown on Rs. 9 in off season.
		3	14 0 0 14 0 0 17 0 0	45 0 0	45 0 0	15 0 0	...	...
		804	8 0 0 to 10 8 0	6,331 11 6	6,331 11 6	7 14 9	...	...
		157	8 0 0 to 10 0 0	1,208 10 6	1,208 10 6	7 11 3	...	...
		1	70 0 0	70 0 0	70 0 0	70 0 0	...	...
		1	70 0 0	70 0 0	70 0 0	70 0 0	...	...
available	...	12	30 0 0 to 95 0 0	458 0 0	458 0 0	38 2 6	...	...
		12	20 0 0 to 95 0 0	458 0 0	458 0 0	38 12 6	...	...
		2	20 0 0 21 0 0	51 0 0	51 0 0	25 8 0	...	...
		2	30 0 0 16 0 0	46 0 0	46 0 0	23 0 0	...	...
		3	20 0 0 each.	60 0 0	60 0 0	20 0 0	...	...	Not employed in off season.
		8	15 0 0 each.	45 0 0	45 0 0	15 0 0	...	...	Ditto.
		31	9 0 0 to 30 0 0	452 0 0	452 0 0	14 9 3	...	...
		23	10 0 0 to 20 0 0	362 9 3	362 9 3	15 12 3	...	...
		11	8 8 0 to 13 0 0	116 0 9	116 0 9	10 8 9	...	...
		7	8 8 0 to 13 0 0	76 2 9	76 2 9	10 14 0	...	...

in black ink,
black ink,

Sakri Sugar Works, Lohat (Darbhanga).

NATURE AND RECRUITMENT OF LABOUR.

	Officers.	Clerks.	Men.	Total.
Season ..	4	14	877	895
Off Season ..	3	9	135	147

Our cane purchasing Department has a separate establishment which is not included in the above figures.

2 (a) Most of our workers (Season and Off Season) are from neighbouring villages. Those from farther distance stay in the Company's quarters.

(b) Migratory. (None).

3. About 88 per cent.

4. Mostly from neighbouring villages.

Some skilled workers such as Pansmen and fitters, are from distant towns and villages. Some Assistant Chemists are from Bengal.

5. Being a seasonal process the turnover is high about 83 per cent. It varies according to the extent and duration of the overhaul. The workers return to the cultivation of their fields in the off season. The seasonal employment is supplementary to their ordinary mode of life.

6. Left establishment due to

	1936.	1937.
(a) Retirement.. ..	Nil	Nil
(b) Dismissal	20	27
(c) Sickness or accident (all sickness) ..	42	Nil
(d) Slackness or stoppage of operations (discharged after season) ...	633	765
(e) On their own account	Nil	8

7. (c) All appointments are made by officers of the Company.

The same workers are employed each season.

8. Appointment by officers.

No intermediary to demand bribes.

9. No.

When a vacancy occurs usually the worker who has given up the employment, due say, to health or age, wishes someone in his family to be appointed in his place. This we do as far as possible, as it keeps the wage in the joint family.

10. A list is not maintained.

11. No.

12. Impracticable and of no benefit to worker or employer in the case of sugar factories situated far from industrial centres.

13. We do not employ casual labourers. Work, such as masonry or earth work, is often given to a contractor at a definite rate. He employs casual labour, which does not come under our control.

14. All seasonal operators are employed for the season only. The season is usually less than six months duration. The proportion of labourers employed for the season only to those employed on a permanent basis is 84.60 per cent seasonal to 15.40 per cent permanent.

CONDITION OF EMPLOYMENT.

15. No.

16. We train a few apprentices, some nominated by Government, in engineering; and occasionally chemists are trained in sugar analyses and chemical control of manufacture.

17. There is no graded promotion. Workers rise on their merits only. For instance a Khalasi might become a fitter or a turner and even rise to be Head Mistry.

18. In a seasonal factory it is difficult to give any security of service.

The workers primarily are agriculturists. If they were not employed for the season in the factory they would be doing some form of work connected with agriculture. If there was not sufficient work on their own land they might be employed by large growers, in which case their wage would be much less than that paid by factories.

19. Seasonal workers are not granted leave other than that laid down by the Factory Act, and recognised local holidays, such as the Holi, Moharram, Id, etc.

Permanent workers get leave according to their standing. Roughly leave is granted as follows :—

Up to Rs. 15 per month	..	..	..	One week.
Rs. 15 to Rs. 30	..	..	..	Two weeks.
Rs. 30 to Rs. 200	..	..	..	Three weeks.
Above Rs. 200	..	..	..	One month.

Hindu holidays amount to 6½ days per year and Mohamadan four days. Workers get these holidays, in addition to annual leave, on full pay.

20. Half pay is granted. We have to demand a prescription chit. There used to be many cases of absentees saying they had had fever when there had been no illness whatsoever.

Clerical staff and senior subordinate employees would get full pay throughout the period of sickness.

21. No women are employed.

22. No.

23.

Durga Puja	..	..	..	2 days.
Dewali	..	..	..	½ "
Chath	..	..	..	½ "
Holi	..	..	..	1 "
Jursital	..	..	..	1 "
Janamastmi	..	..	..	1 "
Chowth Chand	..	..	..	2 "
Moharram	..	..	..	2 " For Moham-
				madans only.
Idul Fitr	..	..	..	1 "
Iduz-Zoha	..	..	..	1 "
				<hr/>
			Total	.. 10½ days.
				<hr/>

During off season all Sundays. During season men on shift work get four rest periods of continuous 32 hours in a month, and men on a 10 hour day get one day in seven, not necessarily a Sunday.

24. No.

25. We employ three Safety Inspectors during the season. It is their duty to see that all rules are observed. We also have a Safety Committee.

26. The worker is dismissed by an officer of the Company. He can appeal to the Manager.

27. Can appeal to the Manager. They do so.

28. We do not encourage the system of fines; but the alternative is dismissal, and this would be harder on the worker.

For theft the worker is summarily dismissed. For other offences a reprimand and warning are usually given. If this is not effective the worker is dismissed.

29. Yes. But they are rarely applied.

30. Punished in the year ending 31st March 1938.

	Number of workers.			
Reduction in pay	Nil
Compulsory leave	Nil
Stoppage of promotion	Nil
Suspension	Nil
Dismissal	38

31. This is very difficult to control. Workers say they were ill and there is no check on them. More men than are necessary have to be employed. At the time of marriages there are many absentees.

32. There is not much late attendance. Late comers, on the third offence, are not allowed to work that day. This rule however is very seldom applied. Deductions are not made for late attendance.

Workers are not taken in for part of a period.

Day workers lose half pay if they are absent for one of the two periods (morning or afternoon) and relay workers when absent lose a day's pay.

33. Fines are utilised for sports and recreation for the staff and workers and all employees are allowed to participate.

HOURS OF WORK.

34. During the working season most workers are on eight hours shifts.

Daily workers are on from 6 A.M. to noon with time off for food, and again from 2 P.M. to 6 P.M.

In the off season all workers but the few connected with the electric plant work from 6 A.M. to 11 A.M. and 12-30 P.M. to 5 P.M.

Shorter hours are unnecessary on shift work. Eight hours with time off for food is not too long a period.

Ten hours on day work might be too long a day, but they do not work all the time. In the off season we have curtailed the hours to 9½, with no time off for food, and I am sure we get at least as much work out of each man.

We would have no objection to the hours being reduced to 9.

35. Three shifts each of eight hours :—

6 to 14 hour, 14 to 22 hour and 22 to 6 hour.

These men are allowed to take light refreshments for at least half an hour in course of their employment.

MECHANICAL DEPARTMENT.

Two hours interval for rest and food, also half an hour

6 to 12.
14 to 18.

in the morning for light food.

CLERICAL ESTABLISHMENT.

6 to 12.
14 to 18.

Actually much less.

36. The three Relays A, B and C change over their shifts after four days work in any one group so that they get 32 hours continuous rest each time they change over from A to C. Each Relay gets not less than four such opportunities in a month.

There is no overlapping of shifts.

37. No.

38. No system. Often during the weekly stop day in the season when running repairs are carried out, and also when there is a breakdown it is necessary for men to work overtime.

This is calculated on a weekly basis, vide the Factory Rules.

39. Fitters, Turners and Khalasies.

Overtime allowance depends on rate of pay in each individual case.

One and a half time normal wage rate for all time worked in excess to his normal duties.

40. No.

41.—

Year ending December.				No. of working days.	
1933	...	...	..	Records not available.	
1934	..	..	..	338	365
1935	..	..	..	326	365
1936	..	...	..	326	366
1937	..	..	..	332½	365

For Electric Maintenance.

Ordinary Fy. Operators.

Weekly stop for cleaning and repair. Other stoppages and Break-downs.

We do not cut wages. Men are kept employed on some job or other.

CONDITIONS IN FACTORIES.

42. Jerseys are provided to some workers to discourage them wearing any loose clothing ; others who are operating fast running machines, such as centrifugals, are provided with a shirt and shorts made from old press cloth ; coolies employed on the cane carrier, where they are exposed to the cold, are also provided with shirts and shorts.

43. We have a Safety Committee and employ three Safety Inspectors during the season.

Belts and machinery have adequate guards.

Accidents are immediately reported to an officer on duty First Aid is given. If the accident is at all serious the doctor is called. Serious cases are sent to Laheria Sarai Hospital by car. We are satisfied with these measures. No suggestions for improvement.

44. No Factory Act is comprehensive and need not be elaborated.

46. No.

47. None to our knowledge.

48. No.

WAGES.

49. Completed forms sent herewith.

50. Piece rate not in force.

51. Skill required and manual labour. For instance Fitter coolies and coolies in sugar godown who have got to do more laborious work get Rs. 10 and Rs. 9 respectively. Regarding skill, centrifugal operators on no. 1 Masecuite get Rs. 9 per month, on no. 2 Masecuite Rs. 8-8-0 and on no. 3 Masecuite Rs. 8-4-0.

Overtime is paid at the rates laid down by the Factory Act.

52. Different rates are not paid for night work, each worker on shifts gets his turn of night work, as he does day work 6 A.M. to 2 P.M. and 2 P.M. to 10 P.M. and 10 P.M. to 6 A.M. Work on holidays is paid for at double rate, i.e., one day's pay for the holidays and one day's pay for work. When work, such as in connection with electric lighting, has to be done on a Hindu holidays, Muhammadans do the duty, and *vice versa*.

53. Monthly basis.

54. (i) Officers and Clerical Staff. On the last day of the month to which the wages relate.

(ii) All others on monthly wages. Before the expiry of the seventh day, after the last day of the wage period in respect of which the wages are payable.

55. About the same.

56. None.

57. There is no profit sharing. We have a Provident Fund for workers drawing over Rs. 25 per month.

58. No. When the cost of living increases our workers, who have land, presumably get more for their agricultural produce.

When the price of agricultural produce drops they are compensated by getting the same wage. Even in industrial areas fluctuation in wages to the cost of living indices is not desirable or practicable. Workers would not understand a reduction in wages because of lower cost of living indices.

59. We have no objection, but 5 annas per day is somewhat too high. Particularly when agricultural casual labour is paid generally in kind to the value of about three annas per day, and never in cash over three annas per day.

If wages are increased factories will extend mechanization and discharge many workers. In no country are so many workers employed per unit output as in India. Cost of labour is not a small item.

60. Four annas and six pies per day.

62. Yes. If there is no work in the locality men leave their homes to go to industrial centres, and the cost of living is higher, and probably more work is demanded of them. Workers naturally prefer to get employment near their own homes.

63. Cannot be done. The energetic worker would get the same as the slacker.

64. (a) Reduction.

(b) Reduction due to mechanization.

65. The benefits of protection are not showered on factories. Cane growers profit by it much more than the manufacturer. Factories are burdened with having to pay a high price for cane, and excise duty on sugar. Profits are passed on to the growers, and the excise duty compensates Government for the loss in revenue from tariff on imported sugar, or for the protection to the industry.

The argument that industries 'enjoying' protection should have to pay a minimum wage is not sound, and certainly has no more justification than enforcing a minimum wage for agricultural workers, employed in sugarcane cultivation, because the industry is protected and the growers profit to the greatest extent.

RATIONALISATION.

66. None at present.

67. (a) Large reduction.

(b) Less employment for unskilled labour.

(c) Possibly slightly higher, as there would be more skill in operation.

(d) Reduction in wage bill.

(e) Same as under existing conditions.

(f) No more strain of fatigue than at present.

68. None.

69. None. Although the wage paid to labourers is low, there are so many employed that the total wage bill of any factory is very high. For instance in Java women workers each operate two centrifugal machines : in the Hawaiian Islands up to 8 large machines, with automatic contrivances, are operated by one man; in India one man will operate only one machine. This is without parallel. Total wages paid by factories in India are very high.

WELFARE WORK.

70. (a) No.

(b) No.

(c) No.

Practically all our workers are from neighbouring villages.

71. No. Under contemplation.

72. (a) None.

(b) and (c) : We contribute Rs. 600 annually to the District Board towards the dispensary at Sakri. The doctor is paid by the Company Rs. 25 per month. He visits the factory frequently and looks after the general health of the workers.

A Malaria Surveyor is employed by the Company stationed at Lohat who visits this factory and looks after sanitation.

Women are not employed. Provisions are adequate.

73. No charges.

74. No system of regular periodic examination.

75. No occupational diseases.

76. Malaria should be more effectively combated.

77. Not to my knowledge.

78. Sanitary arrangements are sufficient.

79. Tube well water at taps.

80. Half pay is granted in cases of sickness. We have no recognised maximum period for which we would concede this

gratuity, but frequently pay up to a fortnight, and occasionally longer.

Clerical staff and Officers get full pay regardless of the number of days they are sick.

81. No.

Workers get free medical attention at present.

In case of a malaria epidemic a doctor would not have the time to attend workers at their homes in villages.

82. No. (We do not employ women.)

83. Adequate housing for those living at the factory is provided.

84. About 88 per cent of the total workers during the season live at their own homes in neighbouring villages.

The remainder living at Sakri are adequately housed.

85. Rent is not charged.

86. None.

87. No.

88. No.

89. No shelters are supplied nor are they necessary.

90. No.

INDEBTEDNESS.

91. Not known.

92. No.

93. Not appreciably.

94. Advances are paid at the time of festivals and holidays only.

95. We do not pay recruiting advances.

96. No information on the point.

98. No.

WORKMEN'S COMPENSATION.

99-100.		Number of Accidents.	Compensation awarded.	Cases referred to Commissioner.
			Rs. a. p.	
Year ending	December	5	500 4 0	One out of 5.
1935.				
	1936	Nil.	Nil.	Nil.
	1937	3	Nil.	Nil.

101. We have experienced no difficulty in the working and administration of the Workmen's Compensation Act as all our workmen are insured with the North British Mercantile Insurance Company.

102. We have no suggestions to make.

103. No.

116. The existence of a well organised trade union might be beneficial to both employer and employees.

The Factory Act is however an adequate safeguard for the workers.

117. We have never had workers who were members of a trade union.

INDUSTRIAL PEACE.

118-124. We have never had strikes.

125. They know they can approach the Manager at any time to have any grievance investigated.

126. All officers are in close touch with the workers.

127. None.

128. No.

129. No intimate knowledge of the Act.

130. No.

131. Know of no safeguards.

132. These are not available.

133. No schemes of improvement.

134. Only twelve out of a hundred in India are engaged in industry. The wage level of these twelve is higher than is paid in kind and or cash to the equivalent class engaged in agricultural work. It is impracticable to raise the standard of living of 12 per cent of the population. The wages of the industrial worker must be in some relationship to the pay of the agricultural worker, or the earnings of the cultivator.

If wages were increased the number of workers would be drastically decreased.

The problem of improving the standard of living in India is fundamentally agricultural.

135. Abundantly adequate.

In reducing hours of work and granting leave employers do not benefit by any improvement in the physical condition of the workers, as most of them work equally hard on their own land during their time off duty. At 5 P.M. they hurry off to their homes and work until sunset. Any leave granted is spent on cultivation of their land, and re-building their houses.

(QUESTION 49).

Darbhanga Sugar Company, Limited.

Sakri Sugar Works.

WAGES

Category of work.	January 1929. July 1929.					January July		
	No. of workers.	Wage-rate P. or T.	Monthly earning.			No. of workers.	Wage-rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
Manager								
Chemist								
Engineer								
Assistant Chemist								
Panmen								
Mistries								
Fitters								
App. Fitters								

Factory was built during 1938. No

FORM

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 18 to column 6.	Remarks.
1937.		No. of workers.	Wage-rate P. or T.	Monthly earning.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	19	
			Rs. s. p.	Rs. s. p.	Rs. s. p.	Rs. s. p.			
		1	900 0 0	900 0 0	900 0 0	900 0 0	...	...
		1	900 0 0	900 0 0	900 0 0	900 0 0	...	...
		1	800 0 0	800 0 0	800 0 0	800 0 0	...	...
		1	800 0 0	800 0 0	800 0 0	800 0 0	...	...
		2	850 0 0	850 0 0	850 0 0	475 0 0	...	...
		2	200 0 0	800 0 0	800 0 0	400 0 0	...	...
			600 0 0						
			200 0 0						
		5	50 0 0	510 0 0	510 0 0	162 0 0	...	...	Off season retaining allowance.
			to						
			200 0 0						
		1	200 0 0	200 0 0	200 0 0	200 0 0	...	...	Ditto.
		4	25 0 0	155 0 0	155 0 0	38 12 0	...	...
			to						
			50 0 0						
		10	10 0 0	380 0 0	350 0 0	38 0 0	...	...
			to						
			90 0 0						
		9	12 8 0	185 0 0	185 0 0	20 9 0	...	...
			to						
			45 0 0						
		8	48 0 0	151 0 0	151 0 0	50 5 4	...	...
			to						
			53 0 0						
		3	48 0 0	151 0 0	151 0 0	50 5 4	...	...
			to						
			53 0 0						
		12	11 8 0	252 0 0	252 0 0	21 0 0	...	...
			to						
			31 0 0						
		55	11 8 0	308 0 0	308 0 0	20 8 6	...	...
			to						
			31 0 0						
		4	10 0 0	42 0 0	42 0 0	10 8 0	...	...
			to						
			11 8 0						
		7	10 0 0	102 0 0	102 0 0	14 9 10	...	...
			to						
			25 0 0						

figures are available.

N OX.—January figures in Black Ink.
July figures in thick Ink.

FORM

1933		January 1938.					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 earning.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
		3	16 0 0 to 22 0 0	57 0 0	57 0 0	19 0 0	...	...
		3	16 0 0 to 21 0 0	58 0 0	58 0 0	18 10 8	...	...
		1	15 0 0	15 0 0	15 0 0	15 0 0	...	...
		1	15 0 0	15 0 0	15 0 0	15 0 0	...	...
		3	16 8 0	49 8 0	49 8 0	16 8 0	...	...
		2	16 8 0	33 0 0	33 0 0	16 3 0	...	...
		4	20 0 0	80 0 0	80 0 0	20 0 0	...	...
		4	20 0 0	80 0 0	80 0 0	20 0 0	...	...
		2	20 0 0 to 27 0 0	74 0 0	74 0 0	24 10 6	...	...
		3	27 0 0	81 0 0	81 0 0	27 0 0	...	...
		77	8 0 0 to 20 8 0	740 8 0	740 8 0	9 9 20	...	...	4 S. B. Line Loco drivers worked as fitters in off season (July) on salary Rs. 20 to 25.
		26	8 0 0 to 35 0 0	400 0 0	400 0 0	13 5 4	...	...
		3	15 0 0 to 22 0 0	52 0 0	52 0 0	17 5 4	...	...
		3	15 0 0 to 23 0 0	52 0 0	52 0 0	17 5 4	...	...
		5	17 0 0 to 25 0 0	93 0 0	93 0 0	18 9 7	...	...
		7	17 0 0 to 25 0 0	127 0 0	127 0 0	18 2 3	...	...

FORM.

1933. 1933.		January 1938. July 1937.					Rates of column 11 to column 6.	Rates of column 18 to column 6.	Remarks.
Earning.		No. of workers.	Wage-rate P. ce T.	Monthly earning.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
		22	8 0 0 to 15 0 0	219 8 0	219 8 0	9 15 7	In July 8 worked as khalasis on salaries Rs. 8-0 to 10-0.
		1	10 8 0	10 8 0	10 8 0	10 8 0	...	...
		453	8 0 0 to 11 0 0	3,700 0 0	3,700 0 0	8 6 2	...	...
		99	8 0 0 to 12 0 0	952 0 0	952 0 0	9 9 10	...	...
		10	15 0 0 to 75 0 0	290 0 0	290 0 0	29 0 0	...	...
		8	15 0 0 to 75 0 0	255 0 0	255 0 0	31 14 0	...	...
		4	15 0 0 to 30 0 0	81 0 0	81 0 0	20 4 0	...	...
		3	18 0 0 to 30 0 0	66 0 0	66 0 0	22 0 0	...	...
		3	12 0 0 to 12 8 0	36 8 0	36 8 0	12 2 8	...	...
		1	18 0 0	18 0 0	18 0 0	18 0 0	...	...
		1	65 0 0	65 0 0	65 0 0	65 0 0	...	...
		1	65 0 0	65 0 0	65 0 0	65 0 0	...	...
		23	9 0 0 to 30 0 0	304 0 0	304 0 0	13 13 1	...	...
		14	10 0 0 to 20 0 0	232 0 0	232 0 0	16 9 1/2	...	...
		10	9 0 0 to 10 0 0	91 0 0	91 0 0	9 1 7	...	...
		10	9 0 0 to 10 0 0	91 0 0	91 0 0	9 1 7	...	...

figures are available...

**Ryam Sugar Factory, Ryam Factory P. O., district
Darbhanga.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	..	..	..	6
Clerks...	..	..	..	12
Foreman	..	..	..	1
Chemists	..	..	..	4
Panmen	..	..	..	10
Workpeople —				
Men	..	..	..	686
Women	..	..	..	Nil.
Children	..	..	..	Nil

2. (a) 703.

(b) 10.

3. 85 per cent.

4. Roughly speaking labour is drawn from villages within a 4 miles radius of the factory.

5. The same labour comes back more or less each year.

6. 1936 : Retirement — nil, Dismissal — 6, Sickness only — 3, Work completed — 22, own accord — 3.

1937 : Retirement—nil, Dismissal—6, Sickness only—19, Work completed—27, own accord—5.

7. Directly by the management.

8. Directly by the management as then there is no fear of corrupt practices.

9. (1) The wages register is our list for employment and we engage as far as possible the same people each season.

(2) We maintain an application file.

(3) These automatically come on in the wages register.

10. Already answered in question 9 (1).

11 & 12. No.

13. Odd jobs are not included in the daily routine, also, these are few in number and only during odd times. This class amounts to about 1·20 and the proportion is not increasing.

14. No. Being a seasonal factory it is difficult to class labour as casual for the total season may not last six months.

CONDITION OF EMPLOYMENT.

15. No service rules are issued to employees but engagement is subject to the conditions of the rules under the Payment of Wages Act sanctioned by the Chief Inspector of Factories.

16. Yes. Prior to 1936, 1st year Rs. 5, 2nd year annas 4 per day, 3rd year annas 5 per day, 4th year annas 6 per day, 5th year annas 7 per day. Since 1936, 1st year without pay, 2nd year Rs. 5 per month, 3rd year Rs. 10 per month, 4th year Rs. 15 per month and 5th year Rs. 20 per month after which promoted according to the vacancies.

17. There is no system of promotion other than that apprentices showing ability are given increments and more responsible duties and that increments in salary and changes in duties are according to ability.

18. Sugar factories being seasonal, there is no guarantee of continuity of service throughout the year, only certain labour required throughout the year being retained, but we suggest that on termination of the season every worker who has been employed throughout the season should be given a re-engagement memo.

19. There is no system of leave with or without pay for those who work for the season only. For those who are permanently employed they are given —

Clerical staff	...	3 weeks with pay.
Skilled workers	...	2 weeks with pay.

20. Sick leave for skilled workers is included in the above two weeks' leave but in special circumstances extra leave is granted.

This also applies to the clerical staff.

21. No women employed.

22. The company has a Provident Fund and permanent employees drawing over Rs. 25 per month are permitted to join. The majority of labour being seasonal are not eligible for the Provident Fund.

23. During the crushing season the shift workers get 32 consecutive hours off every 14th day and day workers, 24 hours per week.

During the off season the day workers get off every Sunday. Over and above the periods already stated there are 10½ festival holidays on full pay for those employed throughout the year.

24. The ordinary rules regarding conduct are those published on the factory notice board relating to the rules under the Payment of Wages Act, etc.

25. Notices are posted throughout the factory, those notices are printed in Hindi, Urdu and English, also all workers are instructed to obey the rules.

26. The offender is usually given two warnings and on the third occasion of any offence dismissed.

27. All punishment of dismissal is done by the management who gives consideration to any statement given by the person concerned.

28. See answer to question 26.

29. Fines are permitted under the Payment of Wages Act but we do not enforce the system.

30. Dismissal—6. Fines—Nil.

31. See answer to question 26.

32. Unless the person has a good excuse for being late he is not allowed on duty.

33. Should fines be imposed they would be utilised for the following :—

(a) Sports Fund.

(b) Recreation Fund.

(c) Medical attention.

Sanction for utilising fines, if any, for the above has been granted by the Chief Inspector of Factories.

HOURS OF WORK.

34. The hours of work are as prescribed in the Factory Act and Rules for exemption as applicable to continuous and seasonal process factories, to those stations where the process is continuous.

Labour not employed under the continuous process is employed according to the hours laid down in the Factory Act. We see no reason for further cutting down of the number of hours for day and night shifts.

35. Three shifts. Nature of work for shift workers is given below :—

Eight hours of work with $\frac{1}{2}$ hour rest for shift workers.

16. Sixteen hours' interval for each shift. Ten hours of work for day workers and two hours rest.

Eight hours of work for clerks and two hours rest.

(1) Handling Cane.

(2) Milling.

- (3) Steam Generation.
- (4) Clarification.
- (5) Evaporation.
- (6) Curing.
- (7) Finishing and Bagging.
- (8) Operating and Fuelling Locomotives.

36. Shifts workers get one day rest after 13 days' work and day workers every Sunday. No multiple shifts are employed, nor is there overlapping.

37. The sugar factories being seasonal and working from November to April—May, and also being continuous, there is no necessity for changing the hours of shifts followed, which have been imposed by the Chief Inspector of Factories.

38. We seldom work overtime and when we do in the case of a breakdown overtime is calculated according to the Act.

39. Seldom called on but when called it is usually the workshop shift and the rates are according to the Act.

40. No.

41.

Season.	Number of possible days.	Actual days working.	Number of days lost due to mechanical breakdown and cane shortage.	Number of days for overhaul.	Number of days silent.
1	2	3	4	5	6
1932-33 ..	203	172.8	6	141	21
1933-34 ..	148	124.9	4.8	188	29
1934-35 ..	123	103.9	6.2	209	33
1935-36 ..	134	114.5	4.8	200	32
1936-37 ..	182	152.7	9.8	160	23
1937-38 ..	98	84	2.1	229	38

CONDITION IN FACTORIES.

42. Yes.

43. All machinery is properly fenced and guarded to avoid accidents. Accidents are reported as laid down in the Factory Act. Notices are displayed instructing the workers how to avoid accidents.

The safety committee at our factory has maintained a good influence.

44. No.

46. No.

47. We know of no evasion or violation.

48. No.

WAGES.

49. See wages form.

50. No change.

51. Wages are fixed with some relationship to the cost of living and according to the amount of skill required in carrying out the respective duties. Some regard is also paid to the local rates ruling for labour of the same categories. Overtime is governed by the Factory Act.

52. Sugar manufacture being seasonal and continuous, no difference is made as between rates of wages for day and night shifts but all workers change over from one shift to another. When labour work on a holiday they receive pay for the holiday *plus* one day's pay.

53. (a) Daily—88 per cent.

(b) Weekly—Nil.

(c) Fortnightly—Nil.

(d) Monthly—12 per cent.

54. Wages are paid on the 6th of each month but should the 6th be a Sunday then wages are paid on the 5th. We prefer monthly payments and from our experience the workers also prefer this.

55. No general increase or decrease have been made since 1929.

Individual increases have been given from time to time on efficiency of their work. The proportion of wages of labour against total cost exclusive of depreciation and excise duty is 5.67 per cent.

56. Provident Fund deductions where applicable.

57. No reading room or library is provided and labour going off shift proceed to their homes.

58. No. We think the labour prefer a steady wage rather than a fluctuating one.

59. On principle we are in favour of a minimum wage, if it is applied to all Industries and local bodies and varies according to local circumstances.

60. *See* reply to 59.

62. *See* reply to 59.

64. The effect on employment may mean rationalisation, i.e., labour saving devices and therefore cutting down of work for the labour available.

65. The reason for protection was that the Industry was unable to survive without it and the fact that it has protection does not place it in a more favourable position than another Industry which does not require it. Before protection was granted there were 30 factories in India. With the granting of protection these have increased to 150 offering work to more than five times the amount of labour employed before.

RATIONALISATION.

66. There are no schemes for rationalisation in force at present but if the cost of labour increases, all industries will be compelled to adopt labour-saving devices.

67-68. Since there is no scheme under consideration the question does not, therefore, arise.

69. It is impossible to reply to this question in a general manner and each scheme of rationalisation will have to be considered with some regard to capital outlay, depreciation, increased production and labour saved.

WELFARE WORK.

70. (a) No, as children are not employed.

(b) Yes. Fees not charged. About 40 children attend the school.

(c) No.

71. No.

72. There is a district board dispensary, the company contributes to the dispensary funds, also the company pays an additional Rs. 40 per month, so that a better qualified doctor is posted at this dispensary. All factory employees are treated free of charge.

No women or children are employed in this factory.

73. Free of charge.

74. No charge made to workers for medical attention and medicines.

75. No occupational diseases, and general health good.

76. Special measures are provided when necessary.

77. No.

78. Sufficient sanitary arrangements are provided at the factory.

79. Tube-well water at factory and quarters. Cold water is always available during the hot season.

80. See reply to question 72.

81. In the case of sugar factories working only five months in the year, and where workers return to agricultural occupations for the rest of the year, we think it is unreasonable for factories to be expected to contribute to a health insurance fund.

82. See reply to question 81 ; also industries not employing women should not be called upon to contribute to any maternity benefit scheme.

83. (a) Eleven blocks containing 88 rooms ; *kutcha-pucca* masonry ; room space 10'×10'. Besides 22 *kutcha* houses containing 32 rooms ; 128 persons living in the quarters.

(b) Nil.

(c) Nil.

(d) Most of the workers live in their own houses in villages.

The houses are occupied by clerks, watch and ward and skilled workers.

100. Compensation paid. See answer to question no. 99.

101. No.

102. No.

TRADE UNION.

103. There is no Trade Union.

106. Does not apply.

110. The point of this question is not understood, as we do not know whether it is a single Trade Union for all the workers at one factory only, or a single Trade Union for all the workers for all the factories in the province. If it is a Trade Union for all the workers of one factory, we are not averse to such a single Trade Union, as the object of the Trade Union is to promote better understanding between the workers and the employers and to provide one body for negotiations between the two parties in the event of any dispute or grievance.

116. As stated in question no. 110, we are not opposed to the Trade Union Movement provided Trade Unions are composed of the workmen and the executive are workmen and there is no outside political influence dictating the policy to be pursued. We have no means of knowing this as we have hitherto seldom had anything but harmony in our relations with labour. See reply under question no. 110.

117. Does not arise.

INDUSTRIAL PEACE.

118. We have no record of any strike at this factory.

119. See answer to question no. 118.

120. Ditto ditto.

121. Ditto ditto.

122. Ditto ditto.

123. Ditto ditto.

124. Ditto ditto.

125. All workers have free access to the Factory Manager to place before him their grievances for investigation.

126. The Factory Manager and the heads of departments are in direct contact with the workmen. No jobbers are employed.

127. There is no permanent joint machinery for the settlement of difference or disputes. No necessity for this has been found in the past.

128. We are in favour of disputes, not mutually settled by the parties, being referred to such arbitration as is provided in the Trade Disputes Act, 1929 with subsequent amendments. The composition of the arbitral authority should be :—

(a) a sitting High Court Judge to be permanent Chairman,

(b) a technical adviser to be drawn from a panel of experts,

This panel of experts to consist of experts from each important trade and industry in the province.

(c) a responsible public man of independent views whose interests were neither for nor against labour or employer.

The procedure should be a fair and unbiassed investigation of the disputes on the lines of the Board of Conciliation as provided for in the Act.

We cannot suggest any sanction. Compulsion used against either party might have undesirable repercussions. The findings of a Board making a fair and unbiassed enquiry should in itself command acceptance to the parties concerned.

129. Yes, subject to the views we have expressed in 128.

130. Yes, as set out in the Act.

131. The safeguards as provided for in the Trade Dispute Act.

132. Bonus paid is given below and the statement of accounts from 1929 to 1937 are enclosed.

Year.	Period.	Month paid in	Amount.		
			Rs.	a.	p.
1929	.. ..	....	..
1930	.. ..	....	..
1931	.. 1929-30	.. April and May 1931	.. 5,598	10	0
1932	.. 1930-31	.. March 1932	.. 6,879	8	0
1933	.. 1931-32	.. May and June 1933	.. 6,044	8	0
1934	.. 1932-33	.. April 1934 ..	.. 6,199	7	6
1935	.. ..	....	..
1936	.. ..	....	..
1937	.. ..	....	..

133. Does not arise.

134. The only measure likely to help in raising the level of wages is rationalisation involving reduction in the units of labour employed, secondly, increase of efficiency in labour with the same object, thirdly, the reduction in the minimum cane rate which will enable factories to pay more for labour and fourthly, the prohibition of more sugar factories throughout India in view of the present position of over-production.

135. It is presumed that by reference to the machinery administrating the various Acts and Rules and matters affecting—

- (1) the industry,
- (2) the employers, and
- (3) the workers,

the Government are referring to—

- (a) the Indian Factories Act and Rules,
- (b) the Indian Electricity Act and Rules,
- (c) the Workmen's Compensation Act and Rules,
- (d) Payment of Wages Act and Rules,

all of which affect the industry, the employers and the workmen, but if they are dealing with each of the three sections, industry, employer and worker individually, there are other Acts; for instance, the Bihar Sugar Factories' Control Act.

WAGES FORM.

WAGES

Category of work.	January 1933.					July 1933.				
	Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly earnings.		
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.
1	2	3	4	5	6	7	8	9	10	11
Mates ...	24	T.	Rs. 22	Rs. 15	Rs. 16	1	T.	Rs. 20	Rs. 20	Rs. 20
Coolies ...	566	T.	15	9	12	251	T.	15	9	12
Coal Firemen ...	9	T.	11	11	11	3	T.	11	11	11
Boiler Chargehand ...	3	T.	50	13	26	---	---	---	---	---
Fitters ...	20	T.	66	15	33	13	T.	73	21	36
Apprentice Fitters ...	6	T.	17	5	7	9	T.	17	5	8
Khalasis ...	6	T.	18	11	14	5	T.	21	13	16
Turners ...	2	T.	45	40	43	2	T.	45	40	43
Apprentice Turners	2	T.	11	7	9	3	T.	20	7	13
Mochies ...	3	T.	12	12	12	---	---	---	---	---
Moulder ...	1	T.	42	42	42	1	T.	44	44	44
Carpenter ...	2	T.	17	15	16	5	T.	17	13	16
Apprentice Carpenter	1	T.	5	5	5	1	T.	5	5	5
Masons ...	2	T.	15	15	15	5	T.	15	15	15
Paumen ...	5	T.	130	35	60	---	---	---	---	---
Apprentice Paumen	5	T.	15	10	12	---	---	---	---	---
Loco Drivers ...	10	T.	19	15	15	10	T.	19	15	15
Tinsmith	---	---	---	---	---	---	---	---	---	---
Welder ...	---	---	---	---	---	---	---	---	---	---
Tailors ...	3	T.	15	15	15	1	T.	15	15	15
Electricians ...	3	T.	20	16	21	3	T.	50	16	22
Blacksmiths ...	2	T.	35	15	25	2	T.	37	15	26

As the figures for 1929 are 100:

FORM.

January 1937.					July 1937.				
Number of workers.	Wage rate P. or T.	Monthly earnings.			Number of workers.	Wage rate P. or T.	Monthly earnings.		
		Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.
12	13	14	15	16	17	18	19	20	21
		Rs.	Rs.	Rs.			Rs.	Rs.	Rs.
23	T.	15	15	15	1	T.	20	20	20
595	T.	15	9	12	104	T.	15	9	12
9	T.	11	11	11	3	T.	11	11	11
3	T.	15	15	15	...	...	...	...	...
18	T.	90	20	38	18	T.	90	20	9
11	T.	15	9	11	10	T.	15	9	11
7	T.	23	11	16	8	T.	23	11	15
2	T.	45	17	31	3	T.	45	17	28
2	T.	15	11	13	2	T.	15	9	11
3	T.	12	12	12	...	...	...	...	...
1	T.	44	44	44	1	T.	44	44	44
5	T.	17	13	14	2	T.	25	17	21
...
2	T.	14	14	14	2	T.	14	14	14
4	T.	100	18	61	...	...	...	...	...
4	T.	15	10	13	...	...	...	...	...
13	T.	20	15	16	7	T.	19	15	16
1	T.	25	25	25	1	T.	25	25	25
1	T.	100	100	100	..	...	..	..	...
2	T.	15	15	15	...	...	...	...	...
3	T.	60	15	35	3	T.	60	15	35
2	T.	37	15	26	2	T.	37	15	26

available the ratios are not given.

**The Belsund Sugar Company, Limited, Righa P. O.
(Muzaffarpur).**

NATURE AND RECRUITMENT OF LABOUR.

1. Sugar manufacture is a seasonal occupation and we normally employ approximately the following workers :—

			Season.	Off season.
Officers	..	..	7	7
Supervising staff		..	37	10
Clerks	..	..	72	18
Men..	..	..	890	150
			1,006	185
			1,006	185

2. About 85 to 90 per cent of our total staff is domiciled in our immediate vicinity and the remainder are mainly workers possessing skill or training in special occupations. We have an ideal of training up suitable local people to fit into all these positions gradually.

3-4. We have quarters providing accommodation for about 300 employees and the remainder of our work people live in village homes nearby.

5-6. It is exceedingly difficult to estimate the "turn over" of labour in our factory because of the seasonal nature of our work.

7. All workers are recruited directly by the management.

8. We have never attempted to recruit labour through jobbers or contractors and we do not consider this would be at all satisfactory.

9-10. We do not maintain any list for employment.

11. Some years ago we had reports of corrupt practices in connection with engaging labour through inferior members of our staff and to counteract this, during the last two years, we have made a practice of having all appointments, however, menial, made or confirmed directly by the manager.

12. We do not consider it feasible to establish labour exchanges for the purpose of recruiting labour generally for the

Sugar Industry. This might be employed satisfactorily, however, for skilled or semi-skilled positions such as Chemists, Shifts Engineers, Pan Boilers, Fitters and the like.

13. Regarding persons employed for 6 months or less as casual labour about 80 per cent of our workers must be considered in this category. We have, however, a principle of avoiding what we ourselves refer to as casual labour (i.e. daily labourers) as much as possible and these are only employed in emergency.

14. Regarding supervising staff (see question 1), as skilled casual labour whose employment is for less than 6 months' duration, the proportion of casual to permanent skilled workers is 3·7 to 1.

CONDITIONS OF EMPLOYMENT.

15. We have service rules applying only to Company's officers and permanent clerks and supervising staff.

16. We make a general practice of training about four apprentices in the Engineering Department. These men are educated to Matriculation standard and receive about 4 years training with us under the direct guidance of a Shift Engineer and from time to time given lessons in special work by the Chief Engineer. Two of our present staff of three Shift Engineers have served their apprenticeship and been trained by ourselves.

In our Chemical Control Department we train three Chemists at a time and these have preliminary education usually to B.Sc. standard. For the first two years their training is exclusively in laboratory work; in the following two years they are given experience in practical control of the process from a chemical point of view.

We have also attempted to train Pan Boilers in the process operation but our endeavours in this department have not been so outstandingly successful as in the two departments referred to above.

18. We have a system of graded promotion in our factory and the following is a selection of promotions in the scheme:—

- (1) Cost Clerk to Store-keeper.
- (2) Assistant Accounts Clerk to Accounts Clerk.
- (3) Cost Clerk to Assistant Accounts Clerk.
- (4) Assistant Cost Clerk to Cost Clerk.
- (5) Stores Clerk to Head Time-keeper.

- (6) Checking Clerk to Assistant Cost Clerk.
- (7) Assistant Cost Clerk to Sugar Clerk.
- (8) Checking Clerk to Assistant Sugar Clerk.
- (9) Assistant Time-keeper to Head Time-keeper.
- (10) Store Boy to Stores Clerk.
- (11) Cane Weighment Clerk to Cane Head Clerk.
- (12) Apprentice Engineers (2) to Shift Engineers (2).
- (13) Welder Cooly to Welder.
- (14) Watchmen (2) to Havildars (2).
- (15) Fitter to Workshop Foreman.
- (16) Cane Weighment Clerk to Cane Cashier.
- (17) Fitter Coolies (6) to Fitters (6).
- (18) Khalasies (3) to Fitters (3).
- (19) Furnace coolies (2) to firemen (2).
- (20) Settling coolies (2) to settling mates (2).
- (21) Juice heater valveman to trippleman.
- (22) Coolies mate to Process mate.
- (23) Laboratory Coolies to Sulphitation Mate.
- (24) Tripple Apprentice to Trippleman.
- (25) Trippleman to Clarification Supervisor.
- (26) Clarification Supervisor to Assistant Pan Boiler.
- (27) Assistant Pan Boilers (3) to Head Pan Boilers (3).
- (28) Cane Carrier Mates (2) to Cane Carrier Jamadars (2).

19. All supervising and clerical staff are granted 21 days' annual leave with full pay.

Public holidays, usually 10—12 days per annum, and Sundays are granted to all employees with full pay.

20. Permanent staff is granted leave during sickness subject to a maximum of three weeks after which each individual case is subject to consideration.

21. Women are never employed in our factory.

22. We have a Provident Fund in operation in our Company and we enclose copy of the rules concerning this herewith. (Not printed.)

23. The number of general holidays including Sundays and festival holidays is 62 days in 1938.

24. We have not laid down any general rules regarding conduct.

25. When any rule or order is framed it is posted on Notice Boards situated at prominent places about our factory and office.

26—30. Breaches of discipline, slackness in work and other offences are dealt with individually and punishment varies from oral admonition, relegation to inferior positions, etc., to extreme cases where dismissal is the only recourse. In the latter two examples, the decision is finally made by the Manager after investigation. Every worker has opportunity of defending his case to the Manager.

We have discontinued entirely the system of imposing fines on employees for breaches of discipline.

31. Unauthorised absence of workers is dealt with individually. If the employee can produce reasonable ground for his unauthorised absence his breach is condoned otherwise the employee forfeits his pay for the period of unauthorised absence or dealt with more severely according to circumstances.

32. We have not encountered serious difficulties arising from late attendance.

33. Previously when we did impose fines on employees the fine fund was used exclusively for sports, recreation and a few other purposes of general benefit to the employees.

HOURS OF WORK.

34—37	Season.	Off season.
A Shift ..	12 P. M. to 8 A.M. ..	.. ..
B Shift ..	8 A.M. to 4 P.M. ..	.. ..
C Shift ..	4 P.M. to 12 P.M. ..	.. ..
Day Workers	7 A.M. to 12 M.D. ..	7 A.M. to 12 M. D.
	1 P.M. to 5 P.M. ..	1-30 P.M. to 5 P.M.
Clerical staff	7-30 A.M. to 12 M.D. ..	7-30 A.M. to 12 M.D.
	2-30 P.M. to 5 P.M. ..	2-30 P.M. to 5 P.M.

Hours of work for shift and day workers applies to both Process and Mechanical departments.

Shift workers have short periods of rest within each shift for food, etc., arranged by their mate in charge.

Shift workers have 32 hours' rest period every fortnight.

Day workers have every Sunday off or a day in the following week in lieu of Sunday.

In off-season work ceases at 4-30 P.M. on Tuesdays and 4 P.M. on Saturdays (market days).

Work ceases for clerical staff at 4 P.M. on Saturdays.

We are not in favour of shorter hours of work generally or specially for night shifts and we have no particularly strenuous and hazardous jobs.

38—40. We avoid working overtime as much as possible and this is only reverted to in emergency and usually only the Engineering Department is affected. The employee is paid $1\frac{1}{2}$ times wages on a monthly hour basis. We have no system of substituting overtime work by granting leave instead of paying higher wages.

CONDITIONS IN FACTORIES.

42. We provide all workers employed near moving machinery with half pants free of charge to diminish risk of injury.

We take particular precaution in protecting moving machinery and in this connection we have a Safety Committee composed of workers which meets at regular intervals under direction of the Chief Engineer and/or Manager to discuss ways and means of improving the safety of employees working in our factory.

43. All accidents whether minor or major are reported immediately to the Factory Inspector and to the Collector of the District.

44 to 48. We consider that the Factories Act in itself is adequate but the staff employed for inspecting factories is too small. We seldom have a visit from the Factory Inspector more than once or twice a year.

WAGES.

49. See form attached.

50. We have made no material change in the system of wage calculation since 1929.

51. In fixing the rate of wages we take into account such conditions as the degree of skill required, necessary attention to the work performed, responsibility, etc.

We only employ overtime in emergency.

52. We have no different rates for day and night work. If employees are required to work on a holiday they are paid at double rates.

53. Practically all our workers are on a monthly basis and we only employ daily-paid coolies in emergency.

54. A very small proportion of our workers is sometimes employed and paid on a daily basis.

The number of workers in each pay period during the season is about 1,000 and during off-season about 185. In crushing season the workers are paid within 7 days (usually about 5 days) at the end of the month and in off-season within two days.

55. We have no piece work.

56. A small nominal charge for tools lost by the workers is sometimes deducted from their wages and this is in the interest of preventing waste and theft. This is the only deduction from wages we make other than recovery of wages advances.

57. We have no scheme of paying profit-sharing or additional allowances.

58. We do not consider that automatic adjustment of wages to the cost of living is desirable or practical.

59 to 64. We are not in favour of establishment of a minimum rate wage scale if this will materially change existing conditions and we believe that introduction of this would reduce the numbers employed owing to the impossibility of paying increased wages to a large staff and labour-saving devices would undoubtedly be resorted to. Such a system would prejudice recruitment of new and unskilled workers, which would probably penalise good workers, as the factory would not be able to pay higher rate if the general scale were increased. It might even necessitate the closing down of factories.

Although the Sugar Industry enjoys protection it also has to pay an extremely high rate of excise duty and in Bihar and the United Provinces a rate for cane which makes competition with factories in other provinces is impossible.

RATIONALISATION.

66 to 69. We are not clear what is to be understood by this section.

WELFARE WORK.

70 to 71. We have no schools or reading rooms for our employees.

72. No medical facilities are supplied by the State or other agencies in our area. We have a licentiate Medical Officer in our employ and a dispensary is maintained by the Company and we think these provisions are adequate and satisfactory.

73. Our Medical Officer attends cases of minor illnesses free of charge and in such cases medicines are provided by the Company.

74-75. We have no system of periodical medical examination of workers and there are no occupational diseases connected with our manufacture.

76. We have not experienced any serious epidemic of diseases since we commenced operating in this district.

77. Deficiency diseases are not present to any extent in our area.

78. Latrine accommodation is provided both within the mill compound and at the living quarters.

79. We have a large tube-well situated at the factory from which water is drawn by an electrically driven pump discharging into an elevated tank. An elaborate system of pipes distributes this to a large number of convenient places near the living quarters. We have also six hand tube-wells situated near the quarters for emergency when the main water-supply is not available as during night time in off-season.

80 to 82. We have no provision for sickness relief.

83. Housing accommodation is provided for workers as follows:—

FOR OFFICERS.

Six brick bungalows.

FOR SUPERVISING OR SENIOR STAFF.

Ten quarters, brick, with G. C. I. roof covered with thatch, each composed of three rooms measuring 12'×12', verandah

kitchen, bath, and latrine within the compound. These accommodate about 20 employees in season and 9 in off-season.

FOR WATCHMEN.

Twelve rooms, brick, with *pucca* roof and verandah, each room measuring 10'×8'. These accommodate about 35 employees in season and 22 in off-season.

FOR TEMPORARY PEONS.

Eight rooms, *kutchra* built, each measuring 15'×14'. These accommodate 24 peons in season and one watchman in off-season.

FOR SENIOR OPERATORS.

Twenty rooms, brick, with G. C. I. roof and thatch, each room measuring 12'×12' with verandah in front. These accommodate about 25 employees in season and 12 in off-season.

FOR JUNIOR OPERATORS.

Sixty rooms of cement plaster supported on bamboo (earthquake proof) with G. C. I. roof and thatch and with verandah in front. Each room measures 12'×12'. These accommodate about 142 in season and 12 in off-season.

84. There is adequate housing accommodation for the total number of workers in our area. About 25 per cent are housed in the Company's quarters and the remainder are residents of nearby villages.

85. Quarters are supplied to employees free of rent charges.

86-87. We do not provide financial or other facilities to workers for building their houses and as far as we know, neither does any public authority.

88—90. There is a play ground including a football pitch, and gymnasium, etc., for our employees, maintained at Company's cost. The employees themselves maintain a sports fund to which the Company makes contributions from time to time as desirable.

The employees make their own arrangements for indoor games.

91. We understand employees are able to obtain credit from local store-keepers approximately to the extent of their monthly salary. It is difficult to obtain reliable information regarding the difference between market and credit prices but we would put it at least 1 anna per rupee.

92. We have no views to express regarding co-operative stores.

93. We do not consider that reduction in the period of wage payment will alleviate indebtedness and credit purchasing.

94. Wage advances are frequently granted to office employees and supervising staff after 15th of each month, not exceeding half month's salary and this is recovered without interest at the end of the month.

95—98. We have no comments to offer.

WORKMEN'S COMPENSATION.

99-100. We have had 18 reportable accidents in the factory during the last 3 years and in all these cases compensation was awarded and no cases were referred to the Commissioner.

101-102. We have experienced no great difficulty in the working of the Workmen's Compensation Act.

TRADE UNION.

103—115. We have no Trade Unions among our workers.

116-117. We place no restriction on workers joining a Trade Union but our operations are so local that we do not think an organised Trade Union would assist in dealing with labour in the factory.

INDUSTRIAL PEACE.

118—131. We have had no strikes of our workers since we commenced operation and have no experience in this connection.

132. We attach herewith our balance sheets and profit and loss accounts showing our financial position up to date, details of Depreciation, Reserves, Dividends and Bonus. (*Not printed. Vidyabhusan Shukla.*)

133-134. We have no comments to offer.

WAGES FORM.

BELSAND SUGAR

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.	Mon'ly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
Our Company commenced operation								
Clerks other than in charge
Panboilers
Skilled labour
Unskilled labour
Clerks other than in charge
Panboilers including apprentices.
Skilled labour (Fitters, Mates, etc.)
Unskilled labour

Notes.—(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

stated in the

COMPANY, LIMITED.

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.	Monthly earnings.					
Minimum.	Average.		Maximum.	Minimum.				Average.
10	11	12	13	14	15	16	17	18

after July 1938.

		JULY 1937.							} Off season.
		Rs. 50	Rs. 18	Rs. 34					
...	...	32	} Off season.
...	
...	...	37	90	14	13	...	...	...
...	...	107	20	6	10	...	...	...
		JANUARY 1938.							} Season.
		Rs. 50	Rs. 18	Rs. 26					
...	...	77	...	...	...	...	...	...
...	...	10	80	10	40	...	...	...
...	...	100	4	9	20	...	...	...
...	...	780	15	6	9	Only men employed.

overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be explicitly column no. 18.

Replies to Supplementary Questionnaire on Sugar.

1. The length of the season depends on the quantity of cane available but the average duration may be taken as from December to April.

2. It would be possible to extend the crushing season by commencing operations in November if the cultivators could be persuaded to grow early ripening varieties of cane.

3. The following shows the number of our skilled and unskilled employees for the year ending 31st October 1938 which may be taken as an average year—

	Seasonal.	Permanent:
Skilled (including clerical staff)	.. 271	50
Unskilled (including watchmen and peons)	673	124

4. No. We do not generally make written contracts with our employees.

5. We pay our panboilers and chemists their full travelling expenses to and from their homes.

6. With the exception of certain skilled employees who have to be imported to the district the bulk of our workers are taken from the immediate neighbourhood of our factory and they have not to spend anything on transport.

7. Excepting in some cases to special skilled employees, chemists and panboilers, we do not pay allowances to workers during off-season.

8. We endeavour to keep our shift engineers and apprentice engineers employed during the whole year, but it is not possible to find work for our chemist in off-season.

9. It is not our practice to discharge and re-engage workers on a lower salary or make replacements on a lower salary.

10. The minimum rate of pay for our unskilled workers is Rs. 8 per month. Agricultural labourers in the district receive from Rs. 3 to Rs. 5 per month.

11. We sell our molasses mostly locally and burn our bagasse as fuel for steaming.

12. The bulk of our sugar is sold on the Calcutta market where it has to compete with the product of the Bengal Factories.

Rohtas Industries Limited, Sugar Factory, Dalmianagar.

1. Officers 18, clerks 35, work-people 1,283. All men ; no women and no children.

Workshop :—Officers 3, clerks 4 and work-people 165.

2 and 3. The factory being seasonal, most of the labour works in that season and in the off-season they go back to their homes.

About 200 persons of the sugar factory are retained in the off-season for repairing and over-hauling work. The whole of the workshop staff is retained. The raw material handling staff is dispensed with in the off-season and the finished goods handling staff is permanent. About 60 per cent of the staff live in their village homes.

4. The labour comes from the neighbouring villages and about 200 persons come from North Bihar.

5. Most of the labour of the previous season is again taken in. Every year some percentage of the local staff is replacing the labour that is being recruited from outside.

6. Reply to this question is under preparation.

7. The workers are recruited directly by the management.

8. We prefer recruitment direct by the management.

9. Recently a system has been introduced for keeping a list of the persons who have been retrenched and when there is necessity, the same persons are re-employed.

10. It is proposed, that keeping efficiency in view, the re-employment should be according to the list.

11. Nil.

12. No.

13. Casual labour is employed for erection purposes and for carrying on the building work which is done mostly through contractors.

14. No skilled labourers are employed as casual, except masons and carpenters. No definite proportion can be given of the casual labour to the permanent labour, as it depends and varies according to the amount of construction work that is in hand.

15. A copy of our service rules is being supplied.

16. Yes, there is a regular system of training apprentices. We put an ordinary intelligent coolie along with the fitter, who is then made fitter helper and in course of time as he learns the work, increments are given to him and he is made assistant fitter, driver, etc. In the manufacturing side, a number of local coolies have been given chances to work as mates and a number of educated young boys have been trained as panman. Ordinary matriculates also have been trained for carrying on ordinary analysis work in the sugar factory. A list is attached.

17. At the beginning of every season the services of those who are in service are scrutinised and according to the quality of their services increments are given to them. A separate list in this connection is attached.

18. Efficiency and sincere work.

19. No leave with pay.

20. Leave with full pay for all for Dashara, Holi and Diwali, to Mussalmans three and to Sikhs three such holidays in addition for their festival days.

21. No women are employed.

22. We have no scheme for paying gratuity, provident fund and old age pension.

23. Reply to this question is embodied in the reply to question no. 19.

24. No definite rules regarding conduct are laid down except a general understanding that they will be obedient to their superiors and sincere in their work.

25. Does not arise.

26. We have recently introduced a system of keeping a record of ten black marks and for every indiscipline and slackness of work, the labourer is awarded black marks according to the nature of the offence and when a total number of ten marks is completed, he is dismissed.

27. A form is attached showing how the black marks are put.

28. No other punishment is given.

29. No.

30. In the last season, the above procedure was not in practice in the sugar factory, but no other punishment has been

meted out except dismissal after several warnings and this too, has not happened in more than 4 or 5 cases.

31. Persons who absent themselves without notice are marked only absent and they are not paid for that day. If such absence continues for about 10 or 12 days, their services are dispensed with.

32. If workers are late for more than half an hour, they are not allowed to take tickets and if they come in the other half of the day, they are marked half day present.

33. Does not arise.

34. The workmen work in the following four shifts :—

A shift 12 A. M. to 8 P. M.

B. ,, 8 A. M. to 4 P. M.

C. ,, 4 P. M. to 12 P. M.

D. ,, 6 A. M. to 12 A. M. and 2.30 P. M. to 5.30 P. M.

Eight hours in A to C shift and nine hours in D shift (General).

35 and 36. Four shifts work in our sugar factory. Workmen work in the different departments of works such as carpentry, smithy, machinery, fittery, welding and all sorts of manual work. Those who work in shift discharge eight hours duty and get a rest of 32 hours on the 13th day and those who work for nine hours in the general shift get rest on Sundays. We have no multiple or over-lapping system of shift.

37. We do not think it desirable to change the present working hours of shifts according to seasons, summer, winter and rains.

38. We take very little overtime from the workmen and we pay them $1\frac{1}{2}$ times the normal wages according to the Act in this respect.

39. Reply to question no. 38 embodies the reply to this question.

40. No.

41. For all breakdowns, no workmen were penalised in any way. They were paid their normal wages during all breakdowns.

42. No. We have only made a rule that all the labourers should attend their duties in tight dresses but in spite of several warnings the labourers are not very particular about it.

43. All possible measures such as fencing the gears, machinery guards etc., and covering all the drains are taken by us to prevent accidents and according to the Act we send reports of the accidents to the Government authorities as prescribed in the Act.

49. A list is attached.

50. No change has been made in the system of wages calculation. They are paid according to time calculation.

51. Overtime work wages are fixed $1\frac{1}{2}$ times the normal wages as provided in the Act.

52. The question of different rates does not arise as the work is carried on in shifts.

53 and 54. All the wages are paid on monthly basis. The wages of khalasis and coolies are calculated on daily basis while that of the skilled labourers are calculated on monthly basis. All the workers are paid monthly and within ten days after the end of the month.

56. Deductions are made from the wages for all advances and for house rent.

57. No scheme of bonuses and profit-sharing exists.

58. Not practicable.

59. Establishment of a minimum wage will be in the interest of the workers and will give uniformity to the employers. There are many sugar factories which are paying much less wages.

62. Yes, because living differs in different centres.

64. If the minimum wages are fixed high, the result will be less employment.

65. Yes.

66. Nothing particular.

68 and 69. Do not arise.

70 and 71. No school is provided, but a library is provided by the Rohtas Club where they get newspapers and periodicals free of charge.

72. The medical facilities are provided to the workmen by the employers. There is no lady doctor but the doctors are competent enough and well-experienced for the treatment of the workmen and maternity cases. Yes, we consider these provisions adequate and most satisfactory.

73 to 75. None.

76. The question does not arise.

77. Nil.

78. All sorts of sanitary arrangements for latrine, urinals, washing and bathing at work places and workers' quarters are sufficient and their privacy too is provided.

79. Workers' quarters are supplied with water pipes. Fresh water from the tube-well is supplied which is cold in hot seasons.

80 to 82. Does not arise.

83. Nearly 350 houses have been provided for the workers by the employers. Some are of one room 14'x16' with one courtyard and one kitchen, one bath room, one latrine and one verandah attached to the room and some have two rooms and some three rooms and the space increased accordingly. One room is allotted to one person with family. Those who are bachelors are allotted one quarter for 2-3 persons.

84. Accommodation is adequate for labour in sugar factory as most of the labour comes from local areas.

85. Rents are levied according to the space of the quarters.

86 and 87. None.

88. Most of the workers' quarters are situated in front of lawns and open fields. Once in a year during the Holi festival there are sports in which the workers also take part.

89. Yes, there is a shed near our Time-keeper's office where shelter is provided to workers during rest intervals.

90. Does not arise.

91. Very little to our knowledge.

92. Establishment of co-operative stores is desirable.

94. Advances are give to the workmen by the employers and deducted according to the terms of adjustment by instalments.

95. No.

99. List is attached.

100. Compensation was paid in all the cases and not a single case went to the Commissioner.

101. No.

116. A genuine trade union is desirable.

118. None in sugar factory.

125. All sorts of facilities are given to the workers to put forward their grievances. Every officer-in-charge has been requested to give a patient hearing to their grievances and to remain impartial in enquiry, etc., and then report to the higher authorities for needful.

126. We have appointed a Labour Superintendent who is in direct touch with the workmen and whose function is just to look after the welfare of the labourers.

132. Accounts attached. (*Not printed. Vidyabhushan Shukla.*)

ROHTAS INDUSTRIES, LIMITED, SUGAR FACTORY INCREMENT LIST.

ENGINEERING DEPARTMENT.

Serial no.	Names.	Present designation.	1934.	1935.	1936.	1937.	1938.
1	2	3	4	5	6	7	8
			Rs.	Rs.	Rs.	Rs.	Rs.
1	P. C. Ghosh ...	Welder ...	50	50	50	58	63
2	Chuni Ram ...	Fitter ...	40	40	40	45	49
3	Balwant Bai ...	" ..	20	30	30	35	38
4	Baldeo ...	Blacksmith	20	20	20	22	24
5	Rambhajan ...	" ..	24	24	24	26	29
6	Sher Singh ...	Mistry ...	...	...	70	75	81
7	Ram Dewan ...	" ..	...	80	80	85	91
8	Tirbhan Singh ...	" ..	65	70	70	75	81
9	Ghina Mistry ...	Fitter ...	...	45	45	50	55
10	Deonandan ...	Asst. fitter	11	15	17	20	22
11	Musafr Singh ...	Fitter ...	25	25	25	30	33
12	Ram Dhani ...	" ..	30	30	30	32	36
13	Baukey ...	Driver ...	11	15	15	15	16
14	Sipabi ...	Asst fitter	11	14	14	14	15
15	Keewar ...	" ..	11	16	16	16	17
16	Jint Ram ...	" ..	11	13	13	13	14
17	Ghurabu ...	Crusher driver.	11	12	12	12	13
18	Kariman Tewari	Driver ...	...	...	10	12	16
19	Akloo ...	Tandel ...	19	19	19	22	24
20	Ram Sewak ...	" ..	19	19	19	22	24
21	Kanjee ...	Saran ...	33	55	55	60	66
22	Habibal Rabman	Elec. fitter	20	25	30	32	35
23	Byas Sharma ...	" ..	25	25	25	30	33
24	Kailash ...	Elec. wire man	20	20	20	25	27
25	Ram Aray ...	" ..	12	12	12	15	16
26	Bindeshwari ...	" ..	12	12	12	15	16

Serial no.	Names.	Present designation.	1934.	1935.	1936	1937.	1938.
1	2	3	4	5	6	7	8
			Rs.	Rs.	Rs.	Rs.	Rs.
27	Ram Birichi ...	Beltman ...	15	25	15	16	18
28	Supan Khan ...	Fitter ...	35	50	50	50	55
29	Ras Bihari ...	Turner ...	12	15	15	20	22
30	Balli Ram ...	Fitter ...	0-5-0 a day.	0-5-0 a day.	0-10-0 a day.	25	27
31	Faudar ...	Driver ...	18	18	22	23	24
32	Ganesh ...	Elec. wire- man.	11	11	13	15	16
33	Kuldip ...	Driver ...	14	14	14	19	21
34	Barhu ...	"	11	11	11	13	14
35	Jaikhiashn ...	Asst. welder	7-8-0	7-8-0	11-8-0	15-8-0	16-8-0
36	Gopal ...	Asst. fitter	11	11	11	14	15
37	Gupleshwar ...	"	21	11	11	15	16
38	Kashinath ...	"	11	11	11	15	16
39	Charitra ...	Tandel ...	12	12	18	22	24
40	Debi ...	"	12	12	18	22	24
41	Ram Dass ...	Waterman ...	12	12	15	18	20

Sugar Factory Promotion List.

(ENGINEERING DEPARTMENT.)

The following persons have been promoted from lower to higher ranks :—

1. Tribhuan Singh	...	From Fitter to Mistry.
2. Deonandan	...	From Helper to Assistant Fitter.
3. Bankey	...	Khalasi to Driver.
4. Sipahi	...	From Helper to Assistant Fitter.
5. Keshwar	...	From Khalasi to Assistant Fitter.
6. Jint Ram	...	From Helper to Assistant Fitter.
7. Ghurahu	...	From Helper to Driver and Assistant Fitter.
8. Kariman Tewari	...	From Helper to Driver.
9. Ras Behari	...	From Helper to Turner.
10. Balli Ram	...	From Helper to Fitter.
11. Barhu	...	From Khalasi to Driver.
12. Gopal	...	From Helper to Assistant Fitter.
13. Gupteshwar	...	From Helper to Assistan Fitter.
14. Kashinath	...	From Helper to Assistant Fitter.
15. Charitar	...	From Fireman to Tindal.
16. Debi	...	From Fireman to Tindal.
17. Ram Das	...	From Boiler cooly to Waterman.

Sugar Factory Promotion List.

(MANUFACTURING DEPARTMENT.)

Serial no.	Name of Chemists.	Present designation.	1934.	1935.	1936.	1937.	1938.
1	2	3	4	5	6	7	8
CHEMISTS.							
1	Mr. S. N. Mukharji ...	Manufacturing Chemist.	P. H. Controller, Rs. 15.	Assistant Manufacturing Chemist, Rs. 50.	Manufacturing Chemist, Rs. 60.	Manufacturing Chemist, Rs. 70.	Manufacturing Chemist, Rs. 85.
2	Mr. Nashir Muhammad	Ditto ...	Apprentice, Rs. 15	Pan Apprentice, Rs. 25.	Manufacturing Chemist, Rs. 60.	Manufacturing Chemist, Rs. 70.	Manufacturing Chemist, Rs. 85.
3	Mr. Prithiraj ...	Laboratory Chemist.	Laboratory Apprentice, Rs. 15.	Assistant Laboratory Chemist, Rs. 35.	Laboratory Chemist, Rs. 45.	Laboratory Chemist, Rs. 60.	Laboratory Chemist, Rs. 70.
4	Mr. S. K. Banerji ...	Ditto ...	.....	... ..	.....	Laboratory Apprentice Chemist, Rs. 25.	Laboratory Chemist, Rs. 45.
5	Mr. A. K. Maithi ...	Ditto ...	.....	... ..	.....	Laboratory Apprentice Chemist, Rs. 25.	Laboratory Chemist, Rs. 45.
6	Mr. Basdeo Lal ...	Assistant Manufacturing Chemist.	.....	... ..	.....	Apprentice Manufacturing Chemist, Rs. 25.	Assistant Manufacturing Chemist, Rs. 45.

(MANUFACTURING DEPARTMENT)—contd.

Serial no.	Name of Panmen.	Present designation.	1934.	1935.	1936.	1937.	1938.
1	2	3	4	5	6	7	8
PANMEN.							
1	Mr. Kishenchand ...	Head Panmen ...	Apprentice Panman, Rs. 75.	Panman, Rs. 75 ...	Panman, Rs. 80 ...	Head Panman, Rs. 90.	Head Panman, Rs. 105.
2	Mr. Haridas Majumdar	Head Panmen ...	.....	.....	Panman, Rs. 70 ...	Head Panman, Rs. 80.	Head Panman, Rs. 95.
3	Mr. Tarakumar Majumdar.	Assistant Panman	.....	.....	Junior Panman, Rs. 15.	Junior Panman, Rs. 20.	Assistant Panman, Rs. 35.
4	Pt. Jeebharmal ...	Junior Panman ...	.....	Apprentice Panman, Rs. 30.	Assistant Panman, Rs. 30.	Assistant Panman, Rs. 38.	Junior Panman, Rs. 45.
5	Pt. Gokul Prasad ...	Assistant Panman	.....	.....	Apprentice Panman, Rs. 15.	Junior Panman, Rs. 15.	Assistant Panman, Rs. 30.
6	Indrasan Misir ...	Junior Panman ...	.....	Assistant Panman, Rs. 25.	Assistant Panman, Rs. 30.	Panman, Rs. 30 ...	Junior Panman, Rs. 35.
7	Ramrath Chadda ...	Assistant Panman	Laboratory Apprentice, Rs. 15.	Assistant Laboratory Chemist, Rs. 30.	Assistant Laboratory Chemist, Rs. 30.	Apprentice Panman, Rs. 30.	Assistant Panman, Rs. 45.
8	B. B. Chatterji ...	Ditto ...	.....	.....	Assistant Panman, Rs. 15.	Junior Panman, Rs. 15.	Assistant Panman, Rs. 30.
9	Hannuman Prasad ...	Junior Panman ...	Apprentice Panman, Rs. 15.	Junior Panman, Rs. 20.	Assistant Panman, Rs. 20.	Assistant Panman, Rs. 40.	Junior Panman, Rs. 45.
10	Mr. P. C. Ghose ...	Panman ...	Panman Apprentice Rs. 15.	Assistant Panman, Rs. 35.	Assistant Panman, Rs. 50.	Panman, Rs. 60 ...	Senior Panman, Rs. 65.

(MANUFACTURING DEPARTMENT)—*contd.*

Serial no.	Name of supervisors.	Present designation.	1934.	1935.	1936.	1937.	1938.
1	2	3	4	5	6	7	8
SUPERVISORS.							
1	Pa'tan Singh	Supervisor	Quadruple mate, Rs. 30.	Went to Madras	Quadman Rs. 35	Supervisor, Rs. 38	Supervisor, Rs. 41.
2	Jagat Rai	Supervisor	...	Assistant Press Mate, Rs. 15.	Assistant Press Mate, Rs. 20.	Press Mate, Rs. 25	Supervisor, Rs. 27.

(MANUFACTURING DEPARTMENT)—concl'd.

Serial no.	Name of workmen.	Present designation.	1934.	1935.	1936.	1937.	1938.
1	2	3	4	5	6	7	8
WORKMEN.							
1	Tapshi Bhagat	Carbonation Mate	Cooly, 6 annas per day.	Cooly, 6 annas per day.	Cooly, 6 annas per day.	Mate, Rs. 17 per month.	Mate, Rs. 18 per month.
2	Sudama Tewari	Press Mate	Cooly, Rs. 9 per month.	Mate, Rs. 21 per month.	Mate, Rs. 21 per month.	Mate, Rs. 21 per month.	Mate, Rs. 21 per month.
3	Jamadall	Assistant Press Mate.	Cooly, Rs. 15 per month.	Cooly, Rs. 15 per month.	Mate, Rs. 15 per month.	Mate, Rs. 15 per month.	Mate, Rs. 16 per month.
4	Khudur	Assistant Press Mate.	Cooly, 7 annas per day.	Cooly, 7 annas per day.	Mate, Rs. 15 per month.	Mate, Rs. 15 per month.	Mate, Rs. 16 per month.
5	Sukhdeo	Sulphitation Mate	.....	Cooly, 5½ annas per day.	Mate, 6 annas per day.	Mate, 7 annas per day.	Mate, 7½ annas per day.
6	Khedan	Ditto	Cooly, 5½ annas per day.	Mate, 6½ annas per day.	Mate, 6½ annas per day.	Mate, 6½ annas per day.	Mate, 7½ annas per day.
7	Somara	Centrifugal Mate	Cooly, 4½ annas per day.	Cooly, 5½ annas per day.	Cooly, 6 annas per day.	Cooly, 6 annas per day.	Mate, 7 annas per day.
8	Fulwari	Driver Mate	Cooly, 4½ annas per day.	Cooly, 4½ annas per day.	Cooly, 4½ annas per day.	Cooly, 4 annas per day.	Mate, Rs. 13 per month.
9	Deonarayan	Ditto	Ditto	Ditto	Ditto	Mate, Rs. 12 per month.	Mate, Rs. 13 per month.
10	Hira Chamar	Press Mud Mate	Cooly, 6 annas per day.	Cooly, 6 annas per day.	Cooly, 6 annas per day.	Mate, Rs. 12 per month.	Mate, Rs. 12 per month.
11	Khodai Bhagat	Press Mate	Assistant Press Mate, Rs. 20 per month.	Assistant Press Mate, Rs. 20 per month.	Press Mate, Rs. 25 per month.	Press Mate, Rs. 25 per month.	Press Mate, Rs. 27 per month.

ROHTAS INDUSTRIES, LIMITED.

WAGES FORM.

Sugar factory.	No. of workers.	Wage rate, P. or T.	Monthly earnings,		
			Maximum.	Minimum.	Average.
1	2	3	4	5	6
JULY 1937.			Rs. a. p.	Rs. a. p.	Rs. a. p.
Engineering Department ...	406	T rate ...	85 0 0	7 8 0	15 2 0
Manufacturing ...	33	„ ...	11 10 0	8 11 0	8 14 0
Civil Engineering ...	137	„ ...	25 0 0	7 8 0	8 12 0
JANUARY 1938.					
Engineering Department ...	634	T. rate ...	91 0 0	7 8 0	16 0 0
Manufacturing Department ...	561	„ ...	31 0 0	7 12 0	8 13 0
Civil Engineering Department	150	„ ...	25 0 0	7 8 0	8 4 0

Serial no.	Name.	Token number.	Designation.	Department.	Office recommending black mark.	Date of 1st black mark.	2nd black mark.	3rd black mark.	4th.	5th.	6th.	7th.	8th.	9th.	10th.	Action taken.	Remarks.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18

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.	Rs.		Time rate.	Rs. s. p.	Rs. s. p.	Rs. s. p.			
...	...	406		85 0 0	7 8 0	15 3 0	...	...
...	...	83		11 10 0	8 11 0	8 14 0	...	...
...	...	137		25 0 0	7 8 0	8 12 0	...	...
...	...	634		91 0 0	7 8 0	16 0 0	...	...
...	...	561		31 0 0	7 12 0	8 13 0	...	...
...	...	150		25 0 0	7 8 0	8 4 0	...	...

Replies to Supplementary questionnaire on Sugar.

1. 4 to 5 months.

2. Yes, the period can be extended provided an ample supply of early and late varieties of cane are available. The period can go up to 6 to 7 months.

3. Season :—

Skilled Labour	...	..	..	356
Unskilled Labour	..	..	..	656
Throughout the year :—				
Skilled Labour	..	..	..	212
Unskilled Labour	..	...	..	188

4. No.

We give something in the form of allowance at the time of departure. Some of the employees are given retaining allowances as well.

6. Some of the workers come on foot from villages near by within an area of 3 miles.

7. We pay retaining allowance to panmen and chemists. It is half or one-third of their usual salary.

8. All the Engineers are maintained in the off-season to look to the repair and overhauling of the machineries whereas the chemists are retained only on half salary.

9. No case.

10. The agricultural labourers so far our information goes get 3 annas per day whereas we give minimum wages as Rs. 11 per month.

11. At present we use bagasse for feeding the boilers. The molasses are sold out.

12. In provinces other than Bihar, our principal competitors are the sugar factories in the United Provinces, who not only monopolise the whole of the United Provinces, the Punjab, North-West Frontier Province, Sind, Baluchistan and Rajputana, but have also been supplying more competitively the major requirements of the Central India, the Central Provinces and Bombay. We are not free from the very keen competition of the Gorakhpur district mills even in the markets of Upper Assam, North Bengal, Calcutta, Madras, Malabar and a number of stations in Bihar itself. From this it will be seen that while we cannot cross the United Provinces they are able to send traffic across Bihar. As a matter of fact, the position of Bihar among all the sugar producing provinces, is the last from the marketing point of view.

**The Motipore Sugar Factory Limited, Motipore, P. O.
Muzaffarpur.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officer	...	...	...	7
Clerks	...	...	...	87
Work people :—				
Men	...	...	...	972
Women	...	...	...	Nil.
Children	...	...	...	Nil.
2. Seasonal Factory.				
3. 75 per cent of local labour who live at their own homes.				
4. Local.				
5. Seasonal Factory.				
6. Management.				
8. Skilled labour is picked up from the locality or among the applicants.				
9. No.				
10. Employees are taken according to merit.				
11-12. No.				
13. For occasional work only such as earth work, stacking fuel wood, etc.				
14. Seasonal Factory. It always closes after the season with the exception of those whose services are required for repairs, the rest are paid off.				

CONDITION OF EMPLOYMENT.

15. No, except leave rules for superior staff.
16. Very few, smart and intelligent boys are trained and get a remuneration for that.

17. Yes, in merit of work members of superior staff are promoted, also skilled labour is allowed this encouragement whenever opportunity arises, e.g., Foremen to Sub-Assistant Engineer, Turner to Foremen, Greasers to Engine Drivers and so on.

18. Agreement.

19. Seasonal Factory. Rules for superior staff only.

20. Yes, for the period of absence due to sickness to the permanent staff only while labour at discretion of moment.

21-22. No.

23. Durga Puja holiday, Sonepur Fair (Ganga Ashnan) Holi Festival, Janamastami and Sunday.

24. No.

25. These rules are governed by Factory Act and are maintained by efficient supervision.

26. Warning on petty offences otherwise dismissal.

27. Explanation and enquiry by officers.

28. No punishment except as no. 26.

29. No.

30. Does not arise.

31. Marked absent.

32. No late attendance except in very few cases which is excused.

33. No fines.

HOURS OF WORK.

34. 56 hours a week. No.

35. 3 shifts of 8 hours in working season and other of 9 hours 20 minutes a day according to Factory Act.

36. According to Factory Act.

37 38. No.

39. None.

40. No.

41. Seasonal factory worked for the cane season.

CONDITION IN FACTORIES.

- 42. Yes, it is controlled under Factory Act.
- 43. Governed by Factory Act.
- 44. No.
- 45. Does not arise.
- 46 to 48. No.

WAGES.

- 49. Form duly filled in is attached.
- 50. No change.
- 51. No overtime, ordinary work minimum annas 4 per day.
- 52. No difference for night work as it is governed by shift while for holiday the man who works on holidays gets double of his pay for that day.
- 53. Superior staff on monthly basis and the rest on daily wages. It is advisable to work on daily system so far labour is concerned as it is easy to work.
- 54. Monthly payment on 5th of each Calendar month.
- 55. No effect noticed.
- 56-57. None.
- 58. Cannot apply in seasonal factories where working is based on supplies of raw material.
- 59. Yes, because it helps in fixing the kind of work.
- 60. A little above the amount ordinarily earned by the labourers in the locality.
- 61. As noted above.
- 62. Yes, as above.
- 63. It depends on the condition of market as one cannot pay if he is loosing himself. Wages are to be fixed for the nature of work and not for the labourers who if once aware of scale system if any introduced will never try to improve.
- 64 & 65. As above.

RATIONALISATION.

- 66 to 69. No effect hence no queries arise.

WELFARE WORK.

70 to 71. There is an English school in the locality under district board management so there is no necessity of separate arrangement.

72. Free medical attendance by a qualified Assistant Surgeon employed by the factory and free distribution of medicines.

73. Free distribution.

74. Yes in epidemic only.

75. Natural. No special diseases.

76. It is done when needed.

77. No.

78. Yes.

79. Cold water available. Pipes laid down for free water-supply from a tube-well to the quarters and working places.

80. Seasonal Factory. Generally pay is allowed in cases of accident, minor injuries during operations and unavoidable sickness.

81. No workable.

82. As above.

83. No houses provided under sub-heads (b), (c) and (d) except by employers at their own native places.

Eighty fitter quarters—

(a) Family quarters 20— $11\frac{1}{2}'$, \times $9\frac{1}{2}'$, each room with court-yard and lavatory, etc.

(b) Bachelor 60— $11\frac{1}{2}'$, \times $9\frac{1}{2}'$ each room. Four blocks for eolies $95' \times 28\frac{1}{2}'$ each.

SUPERIOR STAFF.

Five bungalows with 4 rooms at least and bath rooms, kitchen and servant quarters.

A type quarters 11 with 3 rooms, bath rooms, kitchen, store room and courtyard, 3 rooms $15' \times 12'$ each.

B type quarters 18 with 2 rooms and bath room, kitchen, store room and courtyard, with $15' \times 12'$ each.

C type quarters 20 with a room, verandah and kitchen 10'×10' each.

Bungalows and A and B type quarters are meant for one man living with family or single while C type for bachelors only.

84. Yes, more than enough.

85. Free.

86. Nil.

87. No.

88. Nil.

89 and 90. Not needed.

INDEBTEDNESS.

Nothing can be said under these heads but generally people prefer to take loan from their neighbourers and any scheme in this connection will not be successful until it is made obligatory.

WORKMEN'S COMPENSATION.

99. Total number of accidents 15 (including minor, serious and fatal.)

100. Compensation paid in two cases. In minor accidents ; pay for the absence period was given.

101 and 102. No.

TRADE UNION.

103. No.

104 to 117. Do not arise.

118. This factory is working since 1933-34 and there had been no such movement in this period.

119 to 131. Do not arise.

Motipur Sugar
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. s. p.	Rs. s. p.	Rs. s. p.				Rs. s. p.
	Men ...	Factory started from 1933-34 ...			...	...	...	No records.
	Women ...							
	Boys ...							
	Girls ...							

NOTE.—(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 breakdown, or explicitly stated in the column no. 19,

Factory.

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. a. p.	Rs. a. p.			Rs. a. p.	Rs. a. p.	Rs. a. p.			
...	...	072 & 142	..	75 9 0	7 8 0	41 8 6	...	...

stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be

Replies to Supplementary questionnaire on Sugār.

1. Working season fluctuates according to the supply of cane.
2. It depends on the sugar market and the cane price.
3. Employed throughout the year ...

{	Skilled	...	58.
{	Unskilled	...	32.
- Employed for the season ...

{	Skilled	...	297.
{	Unskilled	...	588.
4. No such contracts are made.
5. Travelling allowances are paid to the Executive staff when joining the Company's service or on termination of their services, according to the scale of their pay.
6. Factory has its own quarters for its labour and other staff. Menial labour who have their homes within 5 miles of the factory mostly prefer to stay at their places. Nevertheless the factory has ample accommodation for them, also some of them stay.
7. We pay in off-season allowances to the skilled labour, chemical and technical department executives—the rate of allowances are their half pay.
8. Engineers work throughout the season while the Chemists who have shown good work during the previous season are retained.
9. No such cases are to be found in this factory.
10. The minimum amount paid to the unskilled labour is 4 annas per day while we are given to understand that in the agricultural work it varies from 2 to 3 annas per day but the factory takes the work from the labour for 8 hours only with allowance within this period for their food.
11. Bagasse is a fuel of factory while the molasses is sold locally and to foreign buyers.
12. Competition is experienced with the factories which are not governed by syndicate and at the ports with foreign sugar.

Cāwnpore Sugar Works, Limited, Marhowrah Factory.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers..	..	..	..	7	
Clerks (including Chemists)	..	..	..	23	
Work people	..	..	..	820	men.
Total.				850	
2. (a) Permanent 840					
(b) Migratory 10					

3. More than 91 per cent of our workers live in their village homes, adjacent to the factory.

4. Labour is practically all drawn from villages within five miles radius of the factory.

5. The same labour returns more or less each year.

	1936.	1937.
6. (a) Work completed ...	84	60
(b) Own accord ...	1	10
(c) Negligence of work ...	...	..
(d) Frequent Absence ...	5	2
(e) Petty theft ...	4	5

7. Workers are engaged directly by the management.

8. Direct engagement by the management as then there is no fear of corrupt practices.

9. (1) The wages register is our list for employment and we engage as far as possible the same people each season.

(2) and (3) Not applicable.

10. Already answered in question 9(1).

11. No.

12. No.

13. Casual workers employed for loading and unloading sugar and stores from railway wagons. A rough proportion being 2 per cent. Proportion not increasing.

14. No. This being a seasonal factory, men employed for the season only cannot be classed as casual. The season may last from 3 to 6 months according to the cane crop.

CONDITIONS OF EMPLOYMENT.

15. No service rules are issued to employees but engagement is subject to the condition of the rules under the Payment of Wages Act sanctioned by the Chief Inspector of Factories.

16. Yes, first year nil, second year Rs. 5 per month, third year Rs. 10 per month, fourth year Rs. 15 per month and fifth year Rs. 20 per month. After which promotion is given according to the vacancies.

17. There is no system of promotion other than that apprentices showing ability are given increments and more responsible duties and that increments in salary and changes in duties are according to ability.

18. Sugar factories being seasonal, there is no guarantee of continuity of service throughout the year, only certain labour required throughout the year being retained, but we suggest that on termination of the season every worker who has been employed throughout the season should be given a re-engagement memo.

19. Sugar factories being seasonal, there is no system of leave with or without pay for those who work for the season only. For those whose employment is of a permanent nature, they are given after one year's continuous service three weeks' leave with pay (including sickness). Coolies, sweepers and peons leave without pay.

20. See answer to question (19), but individual cases considered on their merits.

21. No women are employed.

22. The Company has a Provident Fund and permanent employees drawing over Rs. 25 a month are permitted to join. The bulk of the labour being seasonal are not eligible for the Provident Fund.

The Provident Fund has recently been recognized under the Indian Income-tax Act, section 58(a) and the revised rules have not yet been printed but as soon as we receive a supply we will send you a copy.

23. (a) During the crushing season the shift workers get 32 consecutive hours off every 13th day and day workers 24 hours per week.

(b) During the off-season the day workers have the whole of Sunday and over and above these periods there are nine festival days.

24. The ordinary rules regarding conduct are those published on the factory notice board relating to the rules under the Payment of Wages Act and Factory Act, etc.

25. The abstracts of the Factory Act and Payment of Wages Act are put in English and Hindi on a notice board near the Factory Main Gate.

26. A warning is given for first offence, but if repeated, services are dispensed with.

27. Every worker is brought up before the management to explain his case.

28. See 26.

29. Fines are permitted under Payment of Wages Act, in certain circumstances, but no fines have been imposed.

30. Dismissals—7.

Fines—Nil.

31. No pay is given.

32. Warning given but full time paid. On frequent occurrence dismissal is given.

33. Fines are not made, but if realized are to be sent to the local hospital.

HOURS OF WORK.

34. The hours of work are as prescribed in the Factory Act and rules for exemption as applicable to continuous and seasonal process factories, to those stations where the process is continuous. Labour not employed under the continuous process is employed according to the hours laid down in the Factory Act. We see no reason for further cutting down of the number of hours for day and night shifts.

35. We have four shifts in this factory, i. e., A. B. C. and D. The men working in A. B. C. shifts are on continuous process work and have eight hours on and 16 hours off and during the work period a man has a rest period of half an hour and this the men arrange between themselves in turn. These men, in accordance with the Factory Act, must have 24 hours off every 14th day and with our change system each man gets

32 consecutive hours off every 13th day. The men on D. Shift are day workers and do 54 hours per week and have 24 hours off per week. They work from 6 A.M. to 12 noon and 1-30 P.M. to 5 P.M.

A, B, C, shifts are on (1) Handling cane, (2) Milling, (3) Steam Generation, (4) Clarification, (5) Evaporation, (6) Curing, (7) Finishing and Bagging, (8) Electric lighting and power, (9) Laboratory, all of which are continuous processes.

D. shift men work on maintenance and in the workshop.

The clerical staff work from 6-30 A.M. to 12 noon with half-hour off for tea and again from 2 P.M. to 5 P.M.

36. The shift workers are off for 32 hours after 13th day. Day workers get their weekly holidays.

37. The sugar factories being seasonal and working from November to April/May, and also being continuous, there is no necessity for changing the hours of shifts followed.

38. We seldom work overtime and when we do in the case of a breakdown overtime is calculated according to the Act.

39. Seldom called on but when called it is usually the workshop shifts and the rates are according to the Act.

40. No.

41. We have had no serious mechanical breakdowns since the 1934-35 season. The average mechanical and other stoppages for the past four years amounted to 136 hours per season. The workers lost no wages during any of these stoppages.

CONDITIONS IN FACTORIES.

42. Yes, shirts, jerseys and boots where necessary for protection.

43. All the machinery is properly fenced and guarded to avoid accidents. Accidents are reported as laid down in the Factory Rules. Notices are displayed instructing the workers how to avoid accidents. The Safety Committee at our factory has maintained a good influence.

44. No.

46. None.

47. No.

48. No.

WAGES.

49. Wages are monthly according to time rate (see attached statement).

50. The workmen are all time workers. The following contract labour has been changed from piece work to time :--

Sugar bagging, sewing, storing and loading, etc.

Coal and stores handling, etc.

Cane handling.

51. Wages are fixed with some relationship to the cost of living and according to the amount of skill required in carrying out the respective duties. Some regard is also paid to the local rates ruling for labour of the same categories. Overtime is governed by the Factory Act.

52. Sugar manufacture being seasonal and continuous, no difference is made as between rates of wages for day and night shifts but all workers change over from one shift to another. In the event of work being done during holidays the workers are paid for the holiday *plus* one day's wages.

53. (a) Daily 89 per cent.

(b) Weekly—Nil.

(c) Fortnightly—Nil.

(d) Monthly 11 per cent.

It could be quite feasible to change over from a daily basis to a monthly basis, but it is not desirable due to the impossibility of forecasting accurately the exact end of the season, as under the Act, employees on a monthly basis have to be paid one month's wages in lieu of notice. The workers are engaged on the understanding that their work is seasonal and they are paid up to the day when they cease to work.

54. Monthly paid within seven days of end of wage period. We prefer monthly payment periods and from our experience the workers also prefer this.

55. No change. The proportion of wages of labour against total cost exclusive of depreciation and Excise Duty is 6.52 per cent.

56. Provident Fund deductions are only made.

57. No.

58. No. We think the labour prefer a steady wage rather than a fluctuating one.

59. On principle we are in favour of a minimum wage, if it is applied to all Industries and local bodies and varies according to local circumstances.

60. *See* reply to 59.

62. *See* reply to 59.

64. The effect on employment may mean more rationalisation, i. e., labour saving devices and, therefore, cutting down of work for the labour available.

65. The reason for protection was that the Industry was unable to survive without it and the fact that it has protection does not place it in a more favourable position than another Industry which does not require it. Before protection was granted there were 30 factories in India with the granting of protection these have increased to 150 offering work to more than five times the amount of labour employed before.

RATIONALISATION.

66. There are no schemes for rationalisation in force at present but if the cost of labour increased, all industries will be compelled to adopt labour saving devices.

67 and 68. Since there is no scheme under consideration the question does not, therefore, arise.

69. It is impossible to reply to this question in a general manner and each scheme of rationalisation will have to be considered with some regard to capital outlay, depreciation, increased production and labour saved.

WELFARE WORK.

70. No school provided but there is a Middle English School in the locality.

71. A library in the Indian Staff Institute is provided. No record of attendance is maintained.

72. A district board hospital and dispensary is situated adjacent to the factory area and qualified doctor, midwife, dispensary dresser, etc., are in attendance. The Company, through the factory manager, takes an active interest in its organisation and pays the sum of Rs. 1,500 annually towards its upkeep. Medical treatment is given here to any of our workmen.

73. Free medical attention is given to our workmen in the hospital. (See A. 72).

74. No.

75. There are no occupational diseases prevalent, and the general health of our workmen is good.

76. Precautionary inoculations are made when necessary to prevent epidemics spreading and any further special measures taken where necessary.

77. No.

78. There is an adequate number of latrines, urinals, etc., in the factory compound and workmen's quarters. All of which are according to the specifications laid down in the Factory Act. The arrangements for general sanitation and sewage disposal are good.

79. Clear drinking water from deep tube wells are tapped at various points near the workmen's quarters and at convenient points in the factory compound. In addition there are country wells placed at various points adjacent to the quarters. The tube well water is pumped into the service line at a low temperature and the water is adequately cool for drinking purposes.

All wells are periodically examined by our chemists who report any unsatisfactory well. The average analyses show the well supplies to be of good potability. Should a well become contaminated for any reason, the water is sterilized with electrolytic chlorine and allowed to stand until fit for domestic use.

80. See reply to no. 72.

81. In the case of sugar factories working only five months in the year, and where workers return to agricultural occupations for the rest of the year, we think it is unreasonable for factories to be expected to contribute to a Health Insurance Fund.

82. Further to the reply given in question 81, Industries not employing women should not be called upon to contribute to any Maternity Benefit Scheme.

83. (a) 138, (b) Nil, (c) Nil, (d) Most of the workmen live in their own village homes. The quarters are adequate and of ample size and are divided into three categories, viz., senior clerks quarters, junior clerks quarters and workmen's quarters, in which the last have one room of 12' x 12' x 12' size each with an enclosed courtyard, and is occupied by only one workman.

84. Most of the workers live in their village homes and approximately 10 per cent are provided with suitable quarters.

85. No rent is charged.

86. Nil.

87. No.

88. (a) A foot ball ground is provided; (b) also an Indian Staff Institute for clerical staff with a library, and indoor games, such as table tennis, carrum, chess and cards, etc., (c) Nil, (d) Nil.

89. and 90. No women and children employed.

INDEBTEDNESS.

91. No accurate information available.

92. No. Our labour do not live at the factory and a Co-operative Society would meet with no support.

93. to 95. No.

96. We have no information.

97. Yes, we suggest that the application of the Usurer's Loans Act be strictly enforced.

98. Please see our reply to no. 92.

WORKMEN'S COMPENSATION.

99.

Cases of—				Compensation paid during the year.		
Year.	Death.	Permanent disability.	Temporary disabiement.	Death.	Permanent disability.	Temporary disability.
1	2	3	4	5	6	7
1935	3	..	..	Rs. a. p. 29 6 0
1936	7	..	..	26 0 0
1937	8	..	..	27 12 0

100. In 18 cases compensation paid and no case referred to the Commissioner.

101. No.

102. No.

TRADE UNION.

103. There is no Trade union.

104. to 109. No replies necessary.

110. The point of this question is not understood, as we do not know whether it is a single Trade union for all the workers at one factory only, or a single Trade union for all the workers for all the factories in the province. If it is a Trade union of all the workers of one factory, we are not averse to such a single Trade union, as the object of the Trade union is to promote better understanding between the workers and the employers and to provide one body for negotiations between the two parties in the event of any dispute or grievance.

116. As stated in question no. 110, we are not opposed to the Trade Union Movement provided Trade unions are composed of the workmen and the executive are workmen and there is no outside political influence dictating the policy to be pursued. We have no means of knowing this as we have hitherto seldom had anything but harmony in our relations with labour. See reply under question no. 110.

117. Does not arise.

118. No records are available of any strikes occurring in this factory.

125. All workers have free access to the factory manager to place before him their grievances for investigation.

126. The factory manager and the heads of departments are in direct contact with the workmen. No jobbers are employed.

127. There is no permanent joint machinery for the settlement of differences or disputes. No necessity for this has been found in the past.

128. We are in favour of disputes, not mutually settled by the parties, being referred to such arbitration as is provided in the Trade Disputes Act, 1929, with subsequent amendments. The composition of the arbitral authority should be—

(a) A sitting High Court Judge to be permanent Chairman.

(b) A technical adviser to be drawn from a panel of experts. This panel of experts to consist of experts from each important trade and industry in the province.

(c) A responsible public man of independent views whose interests were neither for nor against labour or employer.

The procedure should be a fair and unbiased investigation of the disputes on the lines of the Board of Conciliation as provided for in the Act.

We cannot suggest any sanction. Compulsion used against either party might have undesirable repercussions. The findings of a board making a fair and unbiased enquiry should in itself commend acceptance to the parties concerned.

129. Yes, subject to the views we have expressed in no. 128.

130. Yes, as set out in the Act.

131. The safeguards as are provided for in the Trade Disputes Act.

132. Balance sheets are attached herewith giving the necessary information. The bonus paid to workers during the last eleven years are given below :—

(Balance sheet not printed.)

			Rs.	a.	p.		
1927	..	..	3,777	1	0	one	month's pay.
1928	..	..	2,133	14	0	½	" "
1929	..	..	1,951	8	0	½	" "
1930	..	..	1,570	0	6	¼	" "
1931	..	..				....
1932	..	..	3,120	0	0	½	" "
1933	..	..	5,983	5	9	¾	" "
1934	..	..	6,599	5	6	¾	" "
1935	..	..	5,544	1	0	½	" "
1936	..	..	4,354	9	0	¼	" "
1937	..	..				....

133. Does not arise.

134. The only measure likely to help in raising the level of wages is rationalization involving reduction in the units of labour employed secondly, increase of efficiency in labour with the same object, thirdly, the reduction in the minimum cane rate which

will enable factories to pay more for labour and fourthly, the prohibition of more sugar factories throughout India in view of the present position of over-production.

135. It is presumed that by reference to the machinery administrating the various Acts and Rules and matters affecting :—

- (1) The Industry.
- (2) The employers, and
- (3) The workers,

the Government are referring to—

- (a) The Indian Factories Act and Rules,
- (b) The Indian Electricity Act and Rules,
- (c) The Workmen's Compensation Act and Rules,
- (d) Payment of Wages Act and Rules,

all of which affect the industry, the employers and the workmen, but if they are dealing with each of the three sections, industry, employers, and worker individually, there are other Acts, for instance, the Bihar Sugar Factories' Control Act.

CAWNPORE SUGAR WORKS, LIMITED,

WAGES

Category of work.	January 1929.					January		
	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. a. p.	Rs. a. p.	Rs. a. p.			Rs. a. p.
Clerks	17	...	175 0 0	25 0 0	70 0 0	18	...	168 0 0
Supervisors	1	...	82 8 8	82 8 8	82 8 8	2	...	160 0 0
Firemen	9	...	20 0 0	15 8 0	17 8 0	9	...	20 0 0
Filters	16	...	60 0 0	18 0 0	28 8 0	15	...	82 0 0
Loco Drivers	5	...	45 8 8	20 0 8	27 0 0	13	...	48 8 8
Mates	16	...	19 0 0	15 0 0	15 8 8	20	...	20 0 0
Masons	7	...	20 0 0	27 0 0	28 0 0	4	...	28 8 0
Moulders	3	...	15 0 0	15 0 0	15 0 0	3	...	15 0 8
Mochies	3	...	15 0 8	12 0 0	14 0 0	3	...	20 8 0
Khalasis	6	...	30 0 0	25 0 0	27 0 8	7	...	30 0 0
Turners	2	...	35 0 8	15 8 0	25 0 0	3	...	50 0 0
Carpenters	4	...	35 0 0	20 0 8	27 0 0	5	...	20 0 0
Fanmen	6	...	50 0 0	15 0 0	36 0 0	6	...	60 0 0
Blacksmiths	3	...	35 0 0	25 0 0	30 0 8	3	...	30 0 8
Coppersmith	1	...	25 0 0	25 0 0	25 8 0	1	...	25 0 0
Watchmen	18	...	18 8 0	12 8 0	17 8 8	19	...	18 0 8
Jamadars	2	...	25 0 0	21 0 0	28 0 0	3	...	20 0 0
Coolies	431	...	12 8 0	8 8 0	12 0 0	551	...	12 8 0
Engine Drivers... ..	12	...	18 0 0	12 8 8	15 0 0	20	...	18 8 8

MARHOWRAH FACTORY.

FORM.

1933.		January 1938.					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.			
25 0 0	66 0 0	24	...	180 0 0	25 0 0	61 0 0	'94:1	'87:1	
68 8 0	84 0 0	4	...	106 0 0	80 0 0	63 0 0	1'03:1	1'13:1	
15 0 0	17 0 0	3	...	18 0 0	15 0 0	18 0 0	1:1	'88:1	
18 0 0	88 0 0	25	...	600 0	15 0 0	37 0 0	'92:1	'97:1	
30 0 0	33 0 0	15	...	40 0 0	20 0 0	30 0 0	'89:1	'81:1	
15 0 0	16 0 0	18	...	15 0 0	15 0 0	14 0 0	1'02:1	'83:1	
25 0 0	29 0 0	6	...	39 0 0	25 0 0	28 0 0	1'04:1	...	
15 0 0	15 0 0	2	...	20 0 0	15 0 0	18 0 0	1:1	1'20:1	
15 0 0	17 0 0	3	...	18 0 0	16 0 0	16 0 0	1'13:1	1'20:1	
25 0 0	38 0 0	10	...	35 0 0	23 0 0	29 0 0	'97:1	1'07:1	
15 0 0	33 0 0	3	...	39 0 0	24 0 0	31 0 0	1'32:1	1'24:1	
25 0 0	26 0 0	4	...	35 0 0	25 0 0	28 0 0	'97:1	1.04:1	
30 0 0	48 0 0	5	...	110 0 0	55 0 0	73 0 0	1'33:1	2'63:1	
25 0 0	23 0 0	3	...	30 0 0	30 0 0	30 0 0	'83:1	1:1	
25 0 0	25 0 0	1	...	30 0 0	30 0 0	30 0 0	1:1	1'20:1	
12 0 0	16 0 0	23	...	17 0 0	12 0 0	16 0 0	'95:1	'95:1	
21 0 0	26 0 0	2	...	35 0 0	30 0 0	33 0 0	'93:1	1 16:1	
8 0 0	12 8 0	776	...	18 8 0	10 0 0	19 0 0	'96:1	2:1	
15 8 0	14 8 0	28	...	18 0 0	13 8 0	14 8 0	'97:1	'97:1	

CAWNPORE SUGAR WORKS, LIMITED,

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.
			Maximum.	Minimum.	Average.			
1	2	3	4	5	6	7	8	9
			Rs. s. p.	Rs. s. p.	Rs. s. p.			Rs. s. p.
Clerks	16	...	175 0 0	25 0 0	77 0 0	15	...	183 0 0
Supervisors	1	...	82 8 0	82 8 0	82 8 0	2	...	100 0 0
Firemen	4	...	20 0 0	18 0 0	19 0 0	3	...	20 0 0
Fitters	12	...	60 0 0	15 0 0	37 0 0	29	...	60 0 0
Loco Drivers	1	...	20 0 0	20 0 0	20 0 0	4	...	40 0 0
Mates	1	...	20 0 0	20 0 0	20 0 0	2	...	20 0 0
Masons	5	...	39 0 0	25 0 0	30 0 0	14	...	39 0 0
Moulders	3	...	15 0 0	15 0 0	15 0 0	3	...	15 0 0
Mochles	1	...	18 0 0	18 0 0	18 0 0	2	...	15 0 0
Khalasis	6	...	30 0 0	25 0 0	27 0 0	19	...	30 0 0
Turners	2	...	35 0 0	15 0 0	25 0 0	2	...	50 0 0
Carpenters	4	...	35 0 0	20 0 0	27 0 0	6	...	30 0 0
Panmen	5	...	25 0 0	10 0 0	20 0 0	6	...	50 0 0
Blacksmiths	2	...	35 0 0	20 0 0	28 0 0	3	...	30 0 0
Coppersmith	1	...	25 0 0	25 0 0	25 0 0	1	...	25 0 0
Jamadars	2	...	35 0 0	21 0 0	28 0 0	2	...	30 0 0
Watchmen	18	...	18 0 0	12 0 0	17 0 0	22	...	18 0 0
Coolies	60	...	12 0 0	8 0 0	11 8 0	169	...	12 0 0

MARHOWRAH FACTORY—concl'd.

FORM—concl'd.

939:		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.			
25 0 0	69 0 0	14	...	180 0 0	25 0 0	63 0 0	·84:1	·87:1	
67 8 0	84 0 0	2	...	105 0 0	80 0 0	93 0 0	1·02:1	1·13:1	
18 0 0	19 0 0	3	...	30 0 0	18 0 0	19 0 0	1·28:1	1:1	
16 0 0	37 0 0	15	..	60 0 0	15 0 0	37 0 0	1:1	1:1	
20 0 0	29 0 0	4	...	40 0 0	20 0 0	27 0 0	1·45:1	1·35:1	
13 0 0	17 0 0	1	...	13 0 0	13 0 0	13 0 0	·85:1	·85:1	
25 0 0	25 0 0	6	...	59 0 0	25 0 0	28 0 0	·80:1	·94:1	
15 0 0	15 0 0	2	...	20 0 0	15 0 0	18 0 0	1:1	1·30:1	
15 0 0	15 0 0	1	...	18 0 0	18 0 0	18 0 0	·63:1	1:1	
25 0 0	26 0 0	9	...	35 0 0	23 0 0	28 0 0	·86:1	1·03:1	
20 0 0	35 0 0	3	..	90 0 0	24 0 0	31 0 0	1·40:1	1·34:1	
25 0 0	30 0 0	1	...	25 0 0	25 0 0	25 0 0	1·11:1	·93:1	
15 0 0	27 0 0	5	...	45 0 0	27 0 0	33 8 0	1·34:1	1·40:1	
25 0 0	29 0 0	2	...	50 0 0	30 0 0	30 0 0	1·22:1	1·30:1	
25 0 0	28 0 0	1	...	30 0 0	30 0 0	30 0 0	1:1	1·30:1	
21 0 0	29 0 0	2	...	30 0 0	25 0 0	28 0 0	·83:1	1:1	
12 0 0	17 0 0	21	...	15 0 0	13 0 0	14 0 0	·85:1	·75:1	
8 0 0	11 8 0	100	...	12 0 0	8 0 0	10 8 0	1:1	·91:1	

**New Savan Sugar and Gur Refining Company, Limited,
Siwan.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officers	...	...	...	11
Clerks	...	...	...	...
Control staff	...	...	...	48
Men	...	...	...	800

2. Practically entire labour force permanently settled in the district.

3 & 4. Most of the work people are drawn from village homes adjacent to the factory.

5. The annual turn-over is very small approximately 5 per cent which we do not consider to be excessive.

6.		1936.	1937.
(a) Retirement	...	Nil	Nil
(b) Dismissal	...	2	1
(c) Sickness or accident	...	Nil	Nil
(d) Stoppage of operations	...	453	402
(e) On their own account	...	Nil	Nil

7. Workers are recruited directly by the management.

8. We consider the existing system of recruitment by the management to be the best.

9. We maintain a list for employment but this is confined to those previously employed as vacancies for other than ex-employees are rare.

10. Preference is given to those previously employed.

11. No cases of corrupt practice has come to the management's notice and if any exist they must be of a negligible nature. Our control is adequate to prevent this abuse assuming serious proportions.

12. No. Our district is not a congested industrial one and it would be impossible to establish labour Exchanges in the case of this Industry owing to its scattered nature.

13. Casual labourers are generally employed only for cooly work; the proportion of casual labour as distinguished from seasonal labour is negligible.

CONDITION OF EMPLOYMENT.

14. No skilled labourers are employed as casual.

15. This matter is under consideration.

16 & 17. Apprentices are trained in the laboratory and in the manufacturing process and are paid a nominal salary until we consider them qualified to control the various stages of the process when they receive a permanent position in our Factory. If no suitable position is available with us they are well qualified to do so elsewhere.

18. (1) Old employees are given preference of re-engagement at the beginning of each season.

(2) Every worker has the right of personal appeal to the Manager in the event of dismissal.

19. Yes. 15 days' leave with pay is normally granted to all workers on the regular staff who are employed for the full year provided attendance during the year has been satisfactory.

20. Each case is treated on its merits.

21. No women employed.

22. No. We do not consider these practicable or necessary in the case of a seasonal Industry in a rural district.

23. Holidays are allowed according to the Factory Act.

24 & 25. This matter is under consideration.

26. The offender is dealt with by the Manager who alone has authority to inflict punishment.

The offender is given the opportunity to explain the charges made against him.

28. The offender is either cautioned or in the case of serious or repeated offences dismissed.

29. No.

30. No record.

31 As in (28).

32. There is no partial attendance. The worker is either paid full wages or not employed as in (26).

HOURS OF WORK.

33. There are no fines.

34. (1) Eight hours per day or 56 hours per week during crushing season, and 54 hours per week during off-season.

(2) The workers are accustomed to these hours of work which have proved satisfactory in practice.

35. Actual hours of work are as follows :—

DURING CRUSHING SEASON.

Cane Clerical Staff	}	3 shifts of 8 hours each and 16 hours off. One hour's interval for meals allowed after 5½ hours work.
Cane Weighment Coolies		
Laboratory Assistants		
Engineering Department—		
(a) Mill House, Bagasse Conveyor and Cane Carrier.		
(b) Boilers		
(c) Boiling House (Clarification)		
(d) Boiling House (Evaporation)		
(e) Centrifugals, Dryers and Crushers		
(f) Electrical Department		
Manufacturing Department—	}	
(a) Boiling House (Clarification)		
(b) Boiling House (Evaporation)		
(c) Centrifugals, Dryer and Crusher.	}	6-30 A.M. to Noon and 1 to 5 P.M., i.e., 9½ hours per day from Monday to Saturday. Sunday—off.
Engineering Department—Workshop		
Fitters, Moulders, Carpenters, Masons		
Sugar Coolies.		
Clerical Staff	}	8 A.M. to 12 Noon and 2 P.M. to 6 P.M., i.e., 8 hours per day.

DURING OFF SEASON.

Enineegring Department—Fitters, Khalasis, Coolies, Masons, Carpenters, Moulders, etc.	}	Monday to Friday—6-30 A.M., to Noon and 1 to 5 P.M.
Manufacturing Department—		
Sugar and General Coolies	}	Saturday—6-30 A.M. to 1 P.M. Sunday—off.

Electrical Department

3 shifts of 8 hours each
and 16 hours off.
One hour's interval
for meal allowed
after $5\frac{1}{2}$ hours work.

Clerical Staff

Monday to Friday—
8 A.M. to 12 Noon
and 2 P.M. to 6 P.M.
Saturdays—8 A.M. to
1 P.M.
Sunday—Off.

36. Excepting the clerical staff our work is continuous during the crushing season and rest days are arranged according to the Factories Act. We have no multiple of overlapping system of shift.

37. No.

38 & 39. Overtime is only occasionally necessary and is calculated on a weekly hours basis in accordance with the Factories Act.

As a rule it is only fitters and their helpers who are required to work overtime.

40. No.

CONDITION IN FACTORIES.

41. During the crushing season there are occasional break-downs but they are not of such a nature as to cause enforced idleness. The number of working days for the past five seasons have been :—

1933	..	..	..	..	146 days.
1934	..	..	..	..	149 ..
1935	..	..	..	..	123 ..
1936	..	..	..	..	162 ..
1937	..	..	..	..	165 ..

42. The necessity does not arise.

43. Measures are adopted for preventing, classifying and reporting accidents according to the Factories Act. Our workers are not ordinarily exposed to any serious risk and the majority of the accidents reported have been of a minor nature. We are satisfied with our existing safe-guards against accident.

44 to 46. We consider the Act as it applies to our Factory to be adequate, and exemptions granted are necessary and reasonable.

47. We have no information.

WAGES.

48. No Amendment to suggest.

49. Plesse see form.

50. There has been no change in the system of wages calculation which is on a time rate.

51. The degree of skill required and the ability of the worker.

52. No difference.

53. All Mill Workers are paid on a monthly basis. The wages of masons, *gharamis* and *coolies* employed on occasional repair work in the off season are calculated on a daily basis. It is not feasible to convert the daily rate for masons and coolies to a monthly rate.

54. All wages are paid monthly and within seven days after the wage period. We prefer monthly payment, being most convenient to all concerned.

55. No piece-work basis.

56. Nil.

57. No.

58. We do not think any such scheme is practicable, nor does the necessity arise in the case of a seasonal industry in rural districts.

59 to 65. We are opposed to the establishment of a minimum wage. It would be inequitable unless on an All-India basis and the difficulties in the way of this appear to us at present to be insuperable.

RATIONALIZATION.

66 to 69. We do not think this question is likely to arise in the Sugar industry, where in any case the process is already automatic and continuous throughout.

WELFARE WORK.

70 and 71. No.

72. (a) Nil.

(b) Free services of Medical Officer in charge of the local Hospital and free medicine to all employees, their wives and children.

(c) Nil.

As we do not employ women we have no special arrangement for the treatment of maternity cases. We consider provisions existing to be adequate.

73. Nil.

74. No.

75. Fever and Influenza. No occupational diseases.

76. Yes. General health and welfare propaganda might be undertaken by the state with advantage.

77. No information.

78. Sanitary arrangements for—

(a) Latrine

(b) Urinal

(c) Washing and bathing at work places and at quarters.

} As required by the
Factories Act.

Yes, privacy is provided.

79. A sufficient quantity of pure tube-well drinking water is supplied free of cost to all employees in the Factory and at their quarters.

80. No special arrangements are made but cases are dealt with on their merits if certified by the Medical Officer.

81 & 82. We are not in favour of these. The former would be impracticable in the case of a seasonal Industry, and with regard to the latter we do not employ women.

83. (a) 1. Five blocks divided into 62 sets of quarters, each set containing a room 9' x 10' and a verandah 5' x 10'.

Each set accommodates three to four workers.

2. There are 15 sets of family quarters each set containing two rooms 9' x 13' each, two verandahs 20' x 7', a kitchen 6' x 7'

and a latrine. Each set accommodates a member of the supervising or clerical staff with his family, if any.

(b) Nil.

(c) Nil.

(d) Nil.

84. Yes. in the neighbouring villages.

85. Rent free.

86. The Company occasionally assists in the supply of a portion of the material to enable a worker to build.

87. No.

88. (a) Football ground for the employees.

(b) None.

(c) None.

(d) None.

89 to 90. No.

91. Workers undoubtedly get credit from the shop-keepers but we have no exact information on the matter.

92. We do not consider any advantage would be gained by introducing Co-operative Stores when employment is seasonal.

93. We do not consider that any attempt should be made to reduce the wage period unless at the clearly expressed wish of the workers.

94. No.

95. No, we do not incur recruiting expenses.

96. We have no information.

97. We regret we are unable.

98. We have no large permanently settled industrial population.

99. & 100 :—

Year.	No. of accidents:	No. of cases:	Compensation awarded.
			Rs.
1935	5	1	2,100
1936	6	1	210
1937	Nil	Nil	..

All the accidents were referred to the Factory Inspector, Ranchi and to the District Magistrate, Chapra.

101 & 102. No.

TRADE UNION.

103 to 117. We are not aware of any trade unions in the district. We do not consider they would be of assistance to the workers in this district. But we would be prepared to co-operate with a properly registered trade union, if such an organisation could be adapted, which we doubt, to the circumstances of seasonal occupation.

INDUSTRIAL PEACE.

118 to 124. No strike.

125. Allowed discussion with management at any reasonable time.

126. Management are in touch with workers. There are no jobbers.

127. No, all grievances are submitted to the management.

128. Arbitration can only be effective when both parties agree unreserved to abide by the decision. But as we are not aware of any sanction which would compel compliance with an award we are opposed to compulsory arbitration.

129 & 130. We consider the Trade Disputes Act, as recently amended, to be satisfactory provided the Conciliation officers are only appointed, or authorised to deal with each dispute as it arises and that the officers appointed are such as to command the confidence of employers and labour.

131. Adequate police protection for loyal workers.

134. We can make no suggestions.

135. Existing machinery for administration seems to be adequate but some of the legislations are so recent that we have not had time to judge.

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
SUGAR MANUFACTURE.			Rs. a. p.	Rs. a. p.	Rs. a. p.			Rs. a. p.
January	Men 741	Time rate	65 0 0	9 0 0	11 7 9	905	Time rate	90 0 0
July	185	Do.	...	...	28 7 10	196	Do.	...
Women	Nil	...	...	...	...	...	...	...
Boys	Nil	...	...	...	...	...	...	...
Girls	Nil	...	...	...	...	...	...	...

*N.B.—The figures for average earnings in July are not comparable as the proportion of unskilled labour employed not real, being due to the increase in off season labour from 196 to 414. Most of the extra men were

Form.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks
1937.		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
Es. s. p.	Es. s. p.			Es. s. p.	Es. s. p.	Es. s. p.			
9 0 0	12 0 1	800	Time rate	115 0 0	9 7 0	13 2 4	105%	114%	
...	27 0 5	414	Do. ...	...	...	14 3 5	...*	...*	
...	
...	
...	

during the off season varies according to circumstances. For instance the fall in this figure in 1937 is apparent and unskilled, thus reducing the average rate of earnings of the whole.

REPLIES TO THE SUPPLEMENTARY QUESTIONNAIRE ON SUGAR.

1. Average for the last three seasons 144 days.

2. Yes, but only when increased quantities of early and late ripening varieties of cane have been introduced.

3.

		Skilled.	Unskilled.	Total.
Through the Season..	..	275	525	800
„ the Off Season	..	113	102	215

4. Very few of our employees have written contracts.

5. A certain number of employees are allowed travelling allowance both when joining and on the termination of their services. Some are paid 2nd Class on the Railway, others Inter Class. They are also allowed feeding and coolies charges.

6. 90 per cent of our employees have homes within two miles of the Factory.

7. Chemists and Panmen are paid a retaining fee of half salary.

8. Engineers are employed in the overhaul of the factory. Chemists are engaged in assisting cultivators by making tests on their growing cane, Soil analysis, etc.

9. None.

10. Our unskilled workers are paid about 50 per cent more than Agricultural Workers in the neighbourhood.

11. Bagasse is used as fuel in the factory. The molasses is sold.

12. Generally speaking competition is felt every where outside the Province itself, except where shortage of cane restricts production. Competition comes from almost all Indian Mills in our market or another according to freight.

Bihar Sugar Works, Pachrukhi.

1937-38 SEASON.

1. Officers	...	...	...	...	9
Clerks	...	...	...	...	123
Work People	{	Men	...	...	958
		Women	...	...	...
		Children	...	...	...
		Bihar.	U. P.	Bengal.	Gujrat.	Punjab.	Europe.
2. Officers ...	1	1	1	5	...	1	
Clerks ...	81	11	8	22	1	...	
Work People	929	27	2	

3. About four-fifths of the workers live in their village homes.

4. Saran district.

5. Our factory is a seasonal one. The season starts in November or December and ends by April. Usually at the end of the season most of the workers except those required for overhauling and repairs are discharged. All the old hands except those who do not turn up of their own accord are re-engaged at the start of the next season.

6. (a) Nil ; (b) Please refer 5 ; (c) Nil ; (d) Nil and (e) about 42.

7. (a) Nil. (b) Workers are recruited directly by the management but certain special works, such as cane carrier filling, limestone breaking, sugar loading, etc., are given to contractors for which the contractors engage their own men.

9. (1) No separate list is maintained as such, but engagement is made by referring to the old registers.

(2) Nil.

(3) Nil.

10. Please refer 5 and 9 (1).

11. Negligible.

13. Casual labourers are employed for sundry works mainly for maintenance of yard and for repairs of buildings, furnitures, etc. Average number about 23 during the season, 1937-38.

14. No. Occasionally an extra carpenter or mason is employed as above. The proportion is negligible.

(Those working throughout the season are taken as permanent.)

B—CONDITIONS OF EMPLOYMENT.

15 }
to } No.
17. }

19. Yes. A permanent worker is allowed 15 days' leave including sick leave provided the work of the factory permits it. They are paid their full salary during this period.

20. Please refer 19.

21. No women are employed.

22. No.

23. A list is attached herewith.

24. No.

25. Does not arise. Notices, as per Government Rules, are however, put on the Notice Boards as directed by Government.

26. They are asked to explain their conducts.

27. Every opportunity is given to explain his case.

28. Individual cases are treated on their merits.

29. We have no system as such.

31. As per Government Factory Rules.

32. As above.

33. As a rule no fines are imposed. So, there is no special fund. Should any such contingency arise the same will be dealt with as per Government rules.

34. Eight hours for shift workers ; 10 hours for day shift workers with Sunday as holiday.

35. There are three shifts :—

6 A.M. to 2 P.M.

2 P.M. to 10 P.M.

10 P.M. to 6 A.M.

For day shift workers the hours of works are as follows :—

6 A.M. to 12 noon and

1-30 P.M. to 5-30 P.M. or

1 P.M. to 5 P.M. on market days.

Clerks, except those of E. D. and M. D., work for about 8 hours—8 A.M. to 12 noon and 2 P.M. to 6 P.M.

36. On every 12th day 32 hours rest is given to workers engaged in continuous process. Shifts change twice weekly on Sundays and Wednesdays as follows :—

1st shift to 3rd shift.
2nd shift to 1st shift.
3rd shift to 2nd shift.

Day Shift :—

6 A.M. to 12 noon

1-30 P.M. to 5-30 P.M.

OR

1 P.M. to 5 P.M. on market days.

} Rest $1\frac{1}{2}$ hours (or 1 hour)
after 6 hours.

37. No.

38. We pay according to the Government rules.

39. Engineering Department; on general cleaning days. Please refer 38.

40. No.

Years.	Days.	Machinery troubles. Hours.	Cleaning stoppage. Hours.
1933-34	.. 178	88½	397
1934-35	.. 140	63½	141½
1935-36	.. 150	61½	122
1936-37	.. 163	18½	284½
1937-38	.. 125	17½	172½

Workers were paid throughout the periods of stoppage.

42. We provide half pants, jerseys and boots.

Risky places are guarded by fences according to instructions of the Factory Inspector.

43. Accidents are brought to the notice of the management immediately and medical relief is provided at the factory hospital.

49. List attached.

51. Rates prevailing in the neighbourhood; also efficiency of the men. Please refer 38 for overtime.

52. For night work no different rate is paid. Usually for holidays we pay $1\frac{1}{2}$ times the ordinary rate.

53. All wages are calculated on monthly basis except casual daily workers, who are paid on daily basis.

54. Monthly. Wages are paid on the 6th and the 7th of every month.

56. Deductions for damage or loss of materials issued on name to workers. This is rare.

57. If the factory earns a reasonable profit, bonus is usually given to all workers.

70. In some cases help is given by payment of school fees, books, etc.

71. We have a Club to which a library is attached.

72. A permanent hospital.

A retired Government Assistant Surgeon, an L.M.S., is in charge of the hospital. He is assisted by a compounder and a dresser.

73. Free treatment and medicines are provided.

74. No.

78. Sanitary arrangements are provided for (a) latrine, (b) urinal and (c) washing at the factory where privacy is maintained.

79. Tube-wells have been sunk. There is one for every block of 14 quarters.

We have no complaints for insufficiency of water. There is one tube-well and one big tank which is daily filled for the use of the workers in the factory.

80. Doctor attends to sick workers.

83. (a) 56 quarters are provided by the employers to workers other than clerks—

42 of type 'A'—One Room, 12' × 12'.

Kitchen, 12' × 4'.

Verandah, 12' × 6'.

14 of type 'B' :—

As type 'A' above plus courtyard and latrine.

Also quarters for clerks.

84. The proportion is about 1/5 of the total.

Most of the workers live in their own houses which are not far away from the factory.

85. No rent is charged.

86. We sometimes give advances without interest.

88. (a) Football, Cricket, Tennis, etc. (b) Games such as Table Tennis, cards, etc. (c) Annual Sports, Theatrical performances, Magic shows, etc. (d) Number of Poojahs—refreshments at start and close of season.

91. Not known to us.

99. Eight accidents in all :—

6 in 1935.

1 in 1936.

1 in 1937.

100. Compensation was paid in two cases. For the others which were minor cases special leaves with pay were granted.

118. None.

ITEM NO. 19.

LIST OF HOLIDAYS GRANTED WITH PAY TO THE FACTORY LABOURERS DURING A YEAR.

Months.	Particulars.	No. of days.
March ..	Holi Holiday ..	2 days.
August ..	Janmastami ..	1 day.
August ..	Mahabiri Mela ..	½ day.
September ..	Anant Choudas ..	½ day.
October ..	Dasahara ..	2 days.
October ..	Dewali ..	1 day.
November ..	Sonepore Fair ..	2 days.
After Cane Season	—	2 days.*
Total ..		11 days.

* Only for permanent staff

(FOR MUHAMMADANS ONLY.)

(In addition to above holidays.)

Sobrat	..	..	..	1 day.
Idd ..	..	..	..	1 day.
Bakri-Id	..	..	..	1 day.
Moharram	..	..	..	1 day.
			Total	4 days.

Over and above these holidays, the factory workers on permanent basis are allowed 15 days' leave including sick leave at $1\frac{1}{4}$ days per month, provided the work of the factory permits it.

YEAR ENDING 1937.

SUPERVISION OF LABOUR—

Occupation.	Average daily wages.		
	Rs.	a.	p.
Foreman	1	13	11
Chargeman in charge of skilled labour	0	10	0
Chargeman in charge of unskilled labour	0	8	4
Supervisory occupations by name :—			
Pan Boilers	5	10	4
Supervisors	2	2	4

SKILLED AND SEMI-SKILLED LABOUR :—

Blacksmith	0	15	7
Brick-layer or mason	0	11	4
Carpenter	0	14	3
Electrician	0	13	8
Engine Driver Stationery	0	8	7
Fireman (Steam Boilers)	0	7	7
Fitters	1	2	9
Greasers (Oilmen)	0	5	2
Moulders	0	14	8
Turners	1	1	4
Pattern Makers	1	6	8

OTHER SKILLED AND SEMI-SKILLED LABOUR BY NAME.

Carbonation, Filter Press coolies, Centrifugal coolies, etc.	0	5	1
Panman	3	2	9
Moochi	0	8	4
Unskilled Labour —			
Mates and Coolies	0	5	0

YEAR ENDING 1938.

Occupation.	Supervision of labour.			Average daily wages
				Rs. as. p.
Foreman	1 13 11
Chargeman in charge of skilled labour	0 9 0
Chargeman in charge of unskilled labour	0 7 8
Supervisory occupations by name.				
Pan Boilers	5 10 4
Supervisors	2 5 2

SKILLED AND SEMI-SKILLED LABOUR.

Blacksmith	0	15	7
Bricklayer or mason	0	11	4
Carpenter	0	14	3
Electrician	0	13	8
Engine Driver Stationery	0	8	8
Fireman (Steam Boiler)	0	7	6
Fitters	1	1	8
Greasers (Oilmen)	0	5	1
Moulders	0	14	8
Turners	1	1	11
Pattern Makers	1	6	8

OTHER SKILLED AND SEMI-SKILLED LABOUR BY NAME :

	Average daily wages		
	Rs.	as.	p.
Carbonation, Filter Press coolies, Centrifugal coolies, etc.	0	5	1
Panman	3	2	1
Moochi	0	8	1

UNSKILLED LABOUR.

Mates and Coolies	0	5	0
---------------------------	---	---	---

Replies to supplementary questionnaire on sugar.

1. Usually the season lasts from December to April.
2. We can extend the crushing period without serious loss provided we have sufficient quantity of early ripening and late ripening varieties of cane.
3. We give the following figures for the last crushing season, 1937-38 and 1938 off season :—

Skilled—424 average per month	}	948 season.
Unskilled—524 average per month		
Skilled—255 average per month	}	340 off season.
Unskilled—85 average per month		
4. No contract is usually made with the employees.
5. To some of the employees we pay the travelling allowance at the actual cost incurred.
6. Mostly they are local people and have to spend nothing on transport.
7. During off season allowance is given only to some working in the Manufacturing Department, the amount varying with the nature of the post and the duration of service.
8. The Engineers' services are required for most part of the off season while those of the chemists only for a short period.
9. Nil.
10. The wages are higher than the agricultural wages in the neighbourhood which are about Re. 0-2-6 per day.
11. We sell our molasses while all our bagasse is used as fuel.
12. We meet with competition in all markets from producers of other provinces.

Barrah Sugar Factory, Barrah-Chakia P. O., Champaran.**NATURE AND RECRUITMENT OF LABOUR.**

1. Officers 4, clerks 10, foremen 2, chemists 4, panmen 6, and work people (men) 699.

2. This factory is a seasonal one and the length of season depends on the supply of raw material, i.e. sugar-cane. Three additional clerks are engaged for the season. Chemists and panmen receive half pay as retaining fees during the off season. The workmen are engaged for the season and drawn from the adjacent villages. We show below separately those in category (a) and (b) as required :—

Officers 4. Clerks 10—3. Foreman 2. Chemists 4.
Panmen 6. Workmen 699.

3. Practically all the workers are from the adjacent villages and as much as 91·3 per cent live in their own village homes.

4. Roughly speaking labour is drawn from villages within six miles radius of the factory.

5. The same labour comes back more or less each year.

6. Fifteen men were discharged during the season 1936-37 :—

2 work completed, 2 own accord, 5 for negligence,

5 for frequent absence, and

1 for petty theft.

7. Workers are engaged directly by the management.

8. Direct engagement by the management as then there is no fear of corrupt practices.

9. (1) The wages register is our list for employment and we engage as far as possible the same people each season.

(2) We maintain an application file. (3) These automatically come on the wages register.

10. Already answered in question 9 (1).

11 and 12. No.

13. Odd jobs not included in the daily routine and these are very few in number and only during odd times. This class amounts to about 1·8 per cent and the proportion is not increasing.

14. No. Being a seasonal factory it is difficult to class labour as casual for the total season may not last six months.

CONDITIONS OF EMPLOYMENT.

15. No service rules are issued to employees but engagement is subject to the conditions of the rules under the Payment of Wages Act sanctioned by the Chief Inspector of Factories.

16. There is no definite provision for the training of apprentices. By this we mean that we do not engage young lads for a definite period, on a definite wage scale and train them to a particular trade. We watch our labour and where we note special intelligence we advance these in the particular class in which they may be working at the time. For example a fitter's helper cooli may after some years of under study show he is intelligent and able to use his hands at the fitters trade with advantage. Such a person is helped with a small rise in pay and accepted as an apprentice fitter. His further advancement depends entirely on his ability. In the same way a panman's helper may in due course be termed an apprentice panman and eventually work up to be a panman.

17. There is no system of promotion other than that apprentices showing ability are given increments and more responsible duties and that increments in salary and changes in duties are according to ability.

18. This factory being seasonal, there is no guarantee of continuity of service throughout the year, only certain labour required throughout the year being retained, but we suggest that on termination of the season every worker who has been employed throughout the season should be given a re-engagement memo.

19. This factory being seasonal, there is no system of leave with or without pay for those who work for the season only. For those whose employment is of a permanent nature and who have had over one year's continuous service we allow two weeks' leave on full pay. Clerical staff after one year's service are allowed 21 days' leave on full pay.

20. No hard and fast rules. Cases are taken individually on their merit.

21. No women are employed.

22. This Company has a Provident Fund and permanent employeess drawing over Rs. 25 a month are permitted to join. The bulk of the labour being seasonal are not eligible for the Provident Fund.

The Provident Fund has recently been recognised under the Indian Income-tax Act, section 58(a) and the revised rules have not yet been printed but as soon as we receive a supply we will send you a copy.

23. During the crushing season the shift workers get 32 consecutive hours off every 14 days and day workers 24 hours per week. During the off season the day workers get off the afternoon of Saturday and the whole of Sunday. Over and above the periods already stated there are 7½ festival holidays on full pay.

24. The ordinary rules regarding conduct are those published on the factory notice board relating to the rules under Payment of Wages Act and Factory Act, etc.

25. All standing orders under the Payment of Wages Act and Factory Act are posted at the factory in English and Hindi (the local language).

26. A warning is given in the first instance, dependent on the gravity of the offence, and dismissal if no improvement is recorded.

27. Every worker has the opportunity of putting his case before the management.

28. Already answered in question 26.

29. We are permitted to fine for certain offences under the Payment of Wages Act but no fines have been made for the last three years.

30. No workers have been fined and those punished by dismissal have been shown in question (6).

31. Dismissal if not satisfactorily explained.

32. Already answered in question no. 26.

33. No fines have been made but we are permitted to utilise fine funds for medical and general recreation.

HOURS OF WORK.

34. The hours of work are as prescribed in the Factory Act and Rules for exemption as applicable to continuous and season process factories, to those stations where the process is continuous Labour not employed under the continuous process is employed

according to the hours laid down in the Factory Act. The shift workers do 56 hours per week and the day workers 57 hours per week. We see no reason for further cutting down of the number of hours for day and night shifts.

35. We have four shifts in this factory, i.e., A, B, C and D. The men working in A, B and C shifts are on continuous process work and have eight hours on and 16 hours off. During the work period a man has a rest period of half an hour and this the men arrange between themselves in turn. These men in accordance with the Factory Act must have 24 hours off every 14 days and with our changed system each man gets 32 consecutive hours off every 14 days.

The men on D shift are day workers and do 57 hours per week and have 24 hours off per week. They work from 6 A.M. to 12 noon and from 1-30 P.M. to 5 P.M.

A, B and C shifts are on (1) Handling cane, (2) Milling, (3) Steam generation, (4) Clarification, (5) Evaporation, (6) Curing, (7) Finishing and Barging, (8) Electric Lighting power, (9) Laboratory, all of which are continuous process. D shift works on maintenance and workshop.

The clerical staff work from 6-30 A.M. to 12 noon with half an hour off for tea and again from 2 P.M. to 5 P.M.

36. The process during the season is continuous and the shift system is explained in (35). We have no overlapping shifts.

37. This factory being seasonal and working from November to April-May and also being continuous, there is no necessity for changing the hours of shifts followed, which have been imposed by the Chief Inspector of Factories.

38. We seldom work overtime and when we do in the case of a break down overtime is calculated according to the Act.

39. Seldom called on but when called it is usually the workshop shift and the rates are according to the Act.

40. No.

41. We had no serious mechanical break downs. The average mechanical and other stoppages for the past four years amounted to 208 hours per season. The workers lost no wages on this account.

42. Yes, tight fitting garments for men working on machines, belts and shafting.

43. The machinery is adequately fenced and guarded as approved by the Factory Inspector, to avoid accidents. Accidents are classified and reported as laid down by the Factory Rules. We are satisfied with these.

44. No.

45. No reply necessary.

46. No.

47. We know of no evasion or violation.

48. No.

WAGES.

49. Wages shown on form as desired. Our wages are paid monthly on the time rate.

50. No change.

51. Wages are fixed with some relationship to the cost of living and according to the amount of skill required in carrying out the respective duties. Some regard is also paid to the local rates ruling for labour of the same categories. Overtime is governed by the Factory Act.

52. Sugar manufacture being seasonal and continuous, no difference is made as between rates of wages for day and night shifts but all workers change over from one shift to another. When it is necessary to work labour on a holiday they get the pay for the holiday *plus* one day's wages.

53. (a) Daily—89·3 per cent, (b) weekly—nil, (c) fortnightly—nil, (d) monthly—10·7 per cent.

It would be quite feasible to change over from a daily basis to a monthly basis, but it is not desirable due to the impossibility of forecasting, accurately the exact end of the season, as under the Act, employees on a monthly basis have to be paid one month's wages in lieu of notice. The workers are engaged on the understanding that their work is seasonal and they are paid up to the day when they cease work.

54. Wages are paid by 6th of each month. We prefer monthly payments and from our experience the workers also prefer this.

55. Since 1927 labour wages have increased from annas 0-4-3 to annas 0-6-0 per day. The proportion of wage cost to cost of total production exclusive of depreciation and excise duty is 4·83 per cent.

56. Provident Fund deductions.

57. No.

58. No. We think the labour prefer a steady wage rather than a fluctuating one.

59. On principle we are in favour of a minimum wage, if it is applied to all industries and local bodies and varies according to local circumstances.

60. See reply to (59).

62. See reply to (59).

61. The effect on employment may mean more rationalisation, i.e., labour saving devices and therefore cutting down of work for the labour available.

65. The reason for protection was that the Industry was unable to survive without it and the fact that it has protection does not place it in a more favourable position than another Industry which does not require it. Before protection was granted there were 30 factories in India. With the granting of protection these have increased to 150 offering work to more than five times the amount of labour employed before.

RATIONALISATION.

66. There are no schemes for rationalisation in force at present but if the cost of labour increases, all industries will be compelled to adopt labour saving devices.

67 and 68. Since there is no scheme under consideration, the question does not, therefore, arise.

69. It is impossible to reply to this question in a general manner and each scheme of rationalisation will have to be considered with some regard to capital outlay, depreciation, increased production and labour saved.

WELFARE WORK.

70. There is a local district board school and the company pays Rs. 300 a year as a donation.

71. There is no Reading Room or Library and labour going off shift proceed straight to their village homes.

72. A district board hospital is handy and the company pays Rs. 3,000 a year towards up-keep and the provision of a better class of medical officer and the factory cases are all treated here. We do not employ women and no provision is made for them.

73. No charge is made to factory workers.

74. No.

75. There are no occupational diseases and general health is good.

76. Special measures are required and are provided.

77. No.

78. Sanitary measures are adequate.

79. Tube well water is laid on and the supply is adequate. There is also a curb well centrally placed.

80. See reply to question 72.

81. In the case of this factory working only five months in the year, and where workers return to agricultural occupations for the rest of the year, we think it is unreasonable for factories to be expected to contribute to a health insurance fund. Any factory not employing women should not be called on to contribute to any maternity benefit schemes.

82. We are not concerned with the maternity question.

83. We have 67 quarters in all. Ten of these are for clerical staff, seven for superior class of employees and 50 for mechanic class and watch and ward. The quarters are of ample size. There is a *bazar* quite near where other quarters are available but the labour live in their own villages.

84. Yes. About 10 per cent.

85. No rent is charged.

86. Nil.

87. No.

88. Football is the main outdoor form of amusement. On match days aerated waters are given free. Playing ground is provided.

89. Women not employed.

90. No children enter the factory and children are not employed.

INDEBTEDNESS.

91. Not known.

92. Under the circumstances mentioned our labour do not live at the factory and a Co-operative Society would meet with no support.

93. No. Workers prefer to be paid monthly and to receive their wages in one lump sum, rather than in doles.

94. No.

95. Recruiting advances are not necessary.

96. Can give no reply.

97. Yes. We suggest that the application of the Usurer's Loans Act be strictly enforced.

98. Please see our reply to no. (92).

WORKMEN'S COMPENSATION.

99. Accidents during last three years.

Cases of—			Compensation paid during the year for—			
Year.	Death.	Perm. disablement.	Temp. disablement.	Death.	Perm. disablement.	Temp. disablement.
1	2	3	4	5	6	7
					Rs. a p.	Rs. a p.
1935	..	1	3	..	812 0 0	44 7 0
1936	..	1	..	..	19 4 4	..
1937	..	1	5	..	73 8 0	10 6 0

All amounts above Rs. 10 paid through the Commissioner.

100. Compensation paid to the cases (see above).

101 and 102. No.

TRADE UNION.

103. There is no trade union.

106. Does not apply.

110. The point of this question is not understood, as we do not know whether it is a single trade union for all the workers at one factory only, or a single trade union for all the workers for all the factories in the Province. If it is a trade union

of all the workers of one factory, we are not averse to such a single trade union, as the object of the trade union is to promote better understanding between the workers and the employers and to provide one body for negotiations between the two parties in the event of any dispute or grievance.

116. As stated in question 110, we are not opposed to the trade union movement provided trade unions are composed of the workmen and the executive are workmen and there is no outside political influence dictating the policy to be pursued. We have no means of knowing this as we have hitherto seldom had anything but harmony in our relations with labour. See reply under question (110).

117. Does not arise.

INDUSTRIAL PEACE.

118. No strikes have taken place at this factory and it has been in existence since 33 years.

125. All workers have free access to the factory manager to place before him their grievances for investigation.

126. The factory manager and the heads of departments are in direct contact with the workmen. No jobbers are employed.

127. There is no permanent joint machinery for the settlement of differences or disputes. No necessity for this has been found in the past.

128. We are in favour of disputes, not mutually settled by the parties, being referred to such arbitration as is provided in the Trade Disputes Act, 1929, with subsequent amendments. The composition of the arbitral authority should be :—

(a) A sitting High Court Judge to be permanent Chairman.

(b) A technical adviser to be drawn from a panel of experts. This panel of experts to consist of experts from each important trade and industry in the Province.

(c) A responsible public man of independent views whose interests were neither for nor against labour or employer. The procedure should be a fair and unbiassed investigation of the disputes on the lines of the Board of Conciliation as provided for in the Act.

We cannot suggest any sanction. Compulsion used against either party might have undesirable repercussions. The findings of a board making a fair and unbiassed enquiry should in itself commend acceptance to the parties concerned.

129. Yes, subject to the views we have expressed in (128).
130. Yes, as set out in the Act.
131. The safeguards as are provided for in the Trade Disputes Act.
132. Balance sheets and Profit and Loss Account, 1929 to 1937 enclosed herewith. (Not printed—*Vidyabhushan Shukla.*)
133. Does not arise.
135. It is presumed that by reference to the machinery administering the various Acts and Rules and matters affecting :—
- (1) the industry, (2) the employers, and (3) the workers, the Government are referring to—
 - (a) The Indian Factories Act and Rules,
 - (b) The Indian Electricity Act and Rules,
 - (c) The Workmen's Compensation Act and Rules,
 - (d) Payment of Wages Act and Rules,
- all of which affect the Industry, the employers and the workmen but if they are dealing with each of the three sections, industry, employer and worker individually, there are other Acts; for instance, the Bihar Sugar Factories' Control Act.

WAGES FORM.

CHAMPARAN SUGAR COMPANY,

WAGES

Category of work.	January 1929.					January July		
	No. of workers (men).	Wage rate P. or T.	Monthly earnings.			No. of workers (men).	Wage rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum
1	2	3	4	5	6	7	8	9
JANUARY.								
			Rs. a. p.	Rs. a. p.	Rs. a. p.			Rs. a. p.
Jamudars	2	T	25 0 0	18 0 0	19 12 0	4	T	27 9 9
Coolies	513	T	10 0 0	8 0 0	9 15 7	432	T	13 1 3
Coal Firemen	6	T	12 8 0	12 0 0	12 0 0	6	T	13 1 3
Boiler chgrs hands	3	T	60 0 0	67 0 0	65 0 0	3	T	65 0 0
Fitters	23	T	64 0 0	15 8 0	31 8 10	19	T	63 0 0
Khalasis	7	T	25 0 0	12 0 0	20 4 7	2	T	31 0 0
Turners	1	T	60 0 0	60 0 0	60 0 0	1	T	63 0 0
Mechies	6	T	16 0 0	10 0 0	12 10 8	6	T	17 12 3
Moulders	1	T	60 0 0	60 0 0	60 0 0	1	T	60 0 0
Carpenters	5	T	27 8 0	19 13 9	23 4 0	3	T	30 8 3
Masons	5	T	19 6 0	17 7 0	18 9 6	3	T	21 5 0
Panmen	6	T	77 0 0	43 0 0	56 2 8	6	T	74 0 0
Tindals	2	T	25 0 0	15 0 0	18 5 3	3	T	29 1 0
JULY.								
Jamudars	2	T	25 0 0	18 0 0	21 8 0	4	T	27 9 9
Coolies	43	T	13 1 2	8 14 1	11 3 6	79	T	13 1 3
Coal Firemen	3	T	13 1 3	13 1 3	13 1 3	3	T	13 1 3
Fitters	17	T	60 0 0	20 0 0	27 14 7	27	T	60 0 0
Khalasis	6	T	25 0 0	12 0 0	19 8 0	12	T	31 0 0
Turners	2	T	64 0 0	59 0 0	62 0 0	2	T	63 6 0
Mechies	1	T	11 2 3	11 2 3	11 2 3	1	T	17 14 9
Moulders	1	T	60 0 0	60 0 0	60 0 0	1	T	60 6 0
Carpenters	3	T	27 8 8	23 0 0	23 13 4	5	T	32 15 0
Masons	6	T	19 6 0	17 7 0	19 11 0	10	T	21 5 0
Panmen	6	(Retaining)	28 8 0	21 0 0	26 1 4	1	(Retaining)	27 0 0
Tindals	3	T	25 0 0	15 0 0	18 5 4	3	T	29 1 0

No women, boys or girls.

LIMITED, BARRAH FACTORY.

FORM.

1938.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 12 to column 6.	Remarks.
1937.		No. of workers (men).	Wage rate P. or T.	Monthly earnings.					
Minimum.	Average.			Maximum.	Minimum.	Average.			
10	11	12	13	14	15	16	17	18	19
Es. s. p.	Es. s. p.			Es. s. p.	Es. s. p.	Es. s. p.			
19 13 9	21 12 9	4	T	27 15 0	19 13 9	21 14 0	1'10:1	1'11:1	
10 2 9	11 8 0	453	T	13 1 3	10 0 3	11 9 10	1'15:1	1'16:1	
13 1 3	13 1 3	6	T	13 9 0	13 9 0	13 9 0	1'09:1	1'13:1	
59 2 0	61 1 0	3	T	57 0 0	30 0 0	48 0 0	1'21:1	0'87:1	
20 13 3	37 4 0	23	T	62 0 0	23 9 3	43 15 6	1'18:1	1'39:1	
65 8 0	23 4 0	4	T	38 12 0	31 0 0	32 15 0	1'15:1	1'62:1	
62 0 0	62 0 0	3	T	62 0 0	31 0 0	51 10 8	1'24:1	1'03:1	
11 10 0	12 10 4	6	T	13 9 0	13 9 0	13 9 0	1'08:1	1'07:1	
50 0 0	60 0 0	2	T	60 8 0	31 0 0	45 11 0	1'2:1	0'89:1	
24 6 0	27 2 10	4	T	28 9 3	19 8 0	24 1 7	1'22:1	1'08:1	
17 7 0	20 0 4	2	T	21 5 0	19 8 0	20 5 6	1'08:1	1'06:1	
15 0 0	55 10 8	6	T	65 0 0	40 0 0	60 13 4	0'99:1	1'08:1	
19 13 9	22 14 10	3	T	38 12 0	25 10 9	30 0 6	1'25:1	1'69:1	
19 13 9	21 12 9	1	T	27 15 0	27 15 0	27 15 0	1'00:1	1'30:1	
10 0 3	11 11 7	18	T	13 1 3	11 10 0	11 11 3	1'04:1	1'04:1	
13 1 3	13 1 3	3	T	13 9 0	13 9 0	13 9 0	1:1	1'04:1	
17 7 0	28 14 2	26		62 0 0	16 0 0	43 0 11	1'02:1	1'13:1	
11 10 0	21 6 3	4	T	38 12 0	31 0 0	32 15 0	1'09:1	1'69:1	
62 0 0	62 11 0	2	T	62 0 0	31 0 0	48 8 0	1'50:1	'9:1	
17 14 9	17 14 9	1	T	13 9 0	13 9 0	13 9 0	0'60:1	1'21:1	
60 2 9	60 8 0	2	T	60 8 0	31 0 0	45 11 0	1'2:1	'21:1	
19 13 9	26 3 0	2	T	32 15 0	28 9 3	30 13 0	1'10:1	1'3:1	
17 7 0	15 6 6	2	T	21 5 0	19 8 0	20 5 5	'98:1	1'08:1	
37 0 0	37 0 0	6	(Retaining)	32 8 0	10 5 3	28 13 9	1'31:1	1'02:1	
19 13 0	22 14 10	4	T	38 12 0	25 10 9	29 13 7	1'25:1	1'62:1	

employed at this factory.

**The Vishnu Sugar Mills, Railway Station Harkhuā,
Gopalgunj (Saran).**

NATURE AND RECRUITMENT OF LABOUR.

	Officers.		Season.		Off season.
Officers	7	5
Clerks	96	21
Skilled labour..	18	1
Work people-men	764	160
Peons	7	3

Women and children.—Never employed.

2.

—	Permanent.	Migratory.	Permanent.	Migratory.
Officers ..	6	1	4	1
Clerks ..	69	27	20	1
Skilled labour ..	18	..	1	..
Work people ..	446	318	74	86
Peons ..	4	3	2	1

3.

	Season.		Off season.
Work people	41-62	53-75.

4. Bihar, the United Provinces, Rajputana and Marwar.
More from Bihar.

5. After the close of the season only the off-season staff is retained in service.

7. Directly by the management.

8. Prefer system directly by the management as there are no chances at all of embezzlement or cheating.

9. (1) Yes.

(2) No.

(3) No.

10. No. See 2 and 3 above in question 9.

11. No. See question 7.

12. It is not desirable or possible to establish a labour exchange for recruiting labour inasmuch as the factories are located in rural areas.

13. (1) Engineering, Manufacturing and General.

(2) 79·05.

(3) Almost constant.

14. Yes, 664 skilled workers are casually employed out of 764.

CONDITION OF EMPLOYMENT.

15. We are framing rules now and will send you a copy when they are ready.

16. Yes, paid during apprenticeship. They are further retained in service if they chose.

17. (1) Yes.

(2) There have been graded promotions as follows:—

Men from boiler in charge grade to shift engineer, shift Engineers to Assistant Engineers grade, Assistant Engineer to Chief Engineer, fitter helper to fitter grade, oil man to drivers grade, boiler fireman to tandails grade, tandails to boiler in charge grade, in the Engineering Department coolies to mates grade in the Manufacturing Department.

18. At the beginning of the season all old staff are given preference.

19. Nil.

20. Mill workers remaining sick due to injuries sustained during course of working are granted full pay for the period on medical certificate.

Permanent superior staff are granted leave with pay to the extent of 15 days in a year and casual sick leave with pay to the extent of one month. Temporary staff are granted casual leave to the extent of three or four days in the season.

21. No.

22. No. as the workers are only casually employed.

23. (1) In the season one holiday is given for Holi for Hindus.

(2) In the season, workshop staff (working in D shift) are allowed holidays on every Monday.

(3) In the season, Muhammadans are given holidays on Id, Bakr-Id and Moharrum.

(4) In the season, staff working in shifts are allowed 32 hours rest after 12 days.

(5) In the off season, general holiday is observed on every Monday. Janam Ashtami, Dasabara and Diwali are observed as public holidays and Dwat Puja for Kaisths only. All public holidays are only for 24 hours.

24 and 25. No rules are being framed and a copy will be sent when they are ready.

26. Warning or suspension for a day or two, when warning is repeatedly disregarded.

27. Every worker is given full opportunity to explain himself.

28. See 26.

29. No.

30. Four.

31. Marked absent.

32. Late comers by three hours are not allowed to work. Partial attendance with the permission of the Head of the Department is allowed with pay else without pay.

33. There is no fine system.

HOURS OF WORK.

34. In the season, staff working under D shift 10 hours a day, and those working in shifts eight hours a day. These are according to Factory Act.

35. (1) Three shifts. Engineering and Manufacturing Department eight hours each shift. 'A' shift from 12 midnight to 8 A.M., 'B' shift from 8 A.M. to 4 P.M. and 'C' shift from 4 P.M. to 12 midnight, with 32 hours rest after 12 days. Workshop staff from 6 A.M. to 5:30 P.M. with an interval of 1½ rest from 12 to 1:30 P.M. and full holiday on Monday.

(2) Clerical staff.—10 A.M. to 6 P.M. during the season with full holiday on Monday and during the off season 7 to 11 A.M. and 2 to 6 P.M. with full holiday on Monday.

36. Ours is a continuous process factory in the season. As regards rest see question 35. We have no multiple shifts.

37. No.

38. (1) Yes.

(2) Overtime for eight hours is calculated as one day.

(3) Calculated on daily hours.

39. (1) Generally Engineering and Manufacturing Departments workers.

(2) Overtime allowance calculated on the original rate per day.

CONDITION IN FACTORIES.

42. Special measures are taken to diminish risks to health or bodily injury.

43. (1) All Machinery is guarded.

(2) Classifying and reporting of accidents is done in accordance with Factory Act and Rules.

(3) Yes.

(4) Improvements are made according to the direction of the Factory Inspector.

WAGES.

50. No.

51. The rate of wages is fixed on the nature of work and the capacity of worker. For example, a fitter gets Rs. 20 or Rs. 50 per month according to his capacity. Overtime is calculated at the same rate of pay.

52. No.

53. All workers in this factory are monthly-paid.

54. System of payment of workers of all categories is monthly. Period of end of wages' period and date of payment is three days maximum. We prefer this monthly payment system and it has been approved of by our workers.

55. No.

57. Bonus is given to staff when there is a profit to the mill.

58 to 65. It is premature to establish any machinery for fixing the minimum wage, as the industry is developing throughout India and the factories in Bihar will no longer be in profit. The proposed scheme would be an unbearable burden and would result in the disappearance of this industry from this province.

WELFARE WORK.

70. A lower primary school is provided for the children of the employees. No children are employed in the factory. It is open to the adults if they like. There are 10 boys and two girls in the school. It is free and lately started.

71. Yes. Workers take advantage of the books only.

72. A dispensary is maintained in the mill by the owners. A retired compounder is employed who works under the directions of Rai Bahadur Dr. A. K. Ghose who is paid monthly and he regularly visits the mill.

(2) No women are employed in the mill.

(3) Yes.

(4) No.

73. Medicines are given free in the mill dispensary to all mill servants as well as to outsiders.

74—77. No.

78. Workers prefer going out in fields to answer call of nature. Still latrines are provided in the mill according to Act.

79. In the mill there are taps for drinking water and the boring tube-well is also used for this purpose. Outside there are tube and *pucca-built* wells. Cold water is always available in the hot season.

80. See question 72.

81. No.

82. No women are employed in the factory.

83. There are four types of houses :—

(1) Six bungalows for officers.

(2) 14 families quarters.

(3) 12 fitters quarters.

(4) 48 clerks " .

(5) 102 coolies " .

All of these are provided by the mill. No houses are built by public authority, private landlords or by workers themselves. Quarters are also taken on hire when required.

84. Yes.

85. Quarters are provided by the mill owners free of rent (2 and 3)—Nil.

88. Outdoor sports, football and tennis, indoor games, Carrum Board, chess, etc. Other amusements—Radio.

89. No women are employed hence there is no necessity for provision of separate shelters.

90. No children are employed.

INDEBTEDNESS.

93. No.

94. Advances are given to staff recoverable from their pay in one or more instalments as the case deserves.

WORKMEN'S COMPENSATION.

99. 18 (2 deaths, 3 serious and 13 minor).

100. In three cases the compensation has been paid and in two cases the matter is under correspondence. The rest of the accidents were minor.

101 and 102. No.

INDUSTRIAL PEACE.

118. There has been no strike in this factory since its erection.

Sitalpur Sugar Works, Limited, Sitalpur, Chāprā.

NATURE AND RECRUITMENT OF LABOUR.

1. We have about 20 officers and 90 clerks during season and about 750 to 800 men working inside our factory. Besides, we have got some contractors who also employ men for some of our works which will come to about 200 during the season.

Women.....nil. Children.....nil.

2. (a) Among the officers and clerks about 25 per cent to 30 per cent are employed permanently and the rest for the seasonal working.

(b) The rest are migratory and are employed for the season only.

Among the workers about 20 per cent to 30 per cent are employed practically for the whole year.

3. About 15 per cent to 20 per cent of the workers live in their village homes.

4. Workers are mainly drawn from the Saran district, Allahabad district, Cownpore district, Muzaffarpur district and Gorakhpur district.

5. About 70 per cent to 80 per cent of the workers leave the factory within a year unless our industry thrives : it is not possible to reduce the number as there is very little margin of profit left. Not only that but as factory works for about four months in the whole year and have to maintain staff and pay overhead expenses for the other eight months also.

7. The workers are recruited directly by the manager.

8. We prefer the above system of recruitment to any other as we can always go through all the intricate points and get the best men and eliminate any chance of underhand policies, if appointments are made otherwise.

9. (i) Yes.

(ii) Some.

(iii) Yes.

10-11. No.

12. Yes. At least 25 per cent.

13. Factory cleaning, masonry, wood-cutting, carting, etc. about 10 per cent ; increasing.

14. Yes 40 per cent.

CONDITIONS OF EMPLOYMENT.

15. Yes. A copy of rules is enclosed herewith. All.

(Not printed).

16. Yes, we take two apprentices in our Chemical Control and pay them some allowance.

17. Yes. There are about 50 people who got increment ranging from Rs. 10 to Re. 1 per year.

19. Yes, copy enclosed (Leave Rules). (Not-printed.)

20. Yes, please see above.

21. No women are employed at all.

22. No.

23. About 68 days.

24. No.

26. We give two warnings to the offenders and then at the 3rd offence we dismiss them.

27. We give opportunity to the worker to plead his case against any charge brought against him before taking any action.

28. Same as 26.

29. No.

31. By dismissal.

32. Two warnings in the beginning and on the 3rd time we do not allow them to work and mark them absent for that day.

33. No.

HOURS OF WORK.

34. A, B and C shifts are worked with a shift of 8 hours each and D shift 10 hours. Shorter hours of work for work generally and specially for night shift will not suit us.

35. A, B and C shifts of 8 hours each with 32 hours of rest every 13th day; B shift for 10 hours with 2 hours rest at mid-day and also holiday on Sunday.

36. Same as 35.

37. Yes, we change the timings a little.

39. Fitters including workshop men and labourers of Manufacturing Department. We give $1\frac{1}{4}$ times their wages, against their overtime calculated as per their fixed hours.

40. No.

41. 1936-37	...	...	132 days.
1937-38	...	...	100 „

Stoppage on account of overhauling or breakdown do occur at times but it is very difficult to work it out same in days.

Full wages are paid to the workers at the time of breakdown or overhauling.

CONDITION IN FACTORIES.

42. Yes.

46. No.

WAGES.

53. 'A'—5 per cent to 10 per cent.

'B'—Nil.

'C'—Nil.

'D'—90 per cent to 95 per cent.

54. Monthly officers are paid on the 5th of every month. Other staffs i.e., panmen on the 10th and the rest on the 15th of every month.

56. Deductions are made in cases of tools that are either lost or carelessly broken. Actual price realised.

59. Yes, generally. This would enable us to have an opportunity to judge the merit of the workers and thereby decide and fix up their wages.

60. On the merit of the workers and also according to the nature of the work.

62. (a) Yes, according to the condition of the place.

64. (a) It would only give us unsatisfactory work from the employees.

WELFARE WORK.

70. No.

71. We have a club library from which all the members take advantage of all sorts of books.

72. We have a dispensary within our factory compound with all the necessary medicines and instruments that are required generally and special serums, etc., which may be required in emergent cases from time to time. This is being maintained by the employer. We keep a qualified Medical Officer and a passed compounder during the running season of our mill.

73. We distribute medicines generally free to all the employees according to their ailments but charge for patent medicines at the actual cost in cases of chronic diseases.

74. Yes.

75. Fever (Influenza, Malaria, Typhoid and Para-Typhoid), Cholera, Dysentery, Pox, Pneumonia, Ring worm, etc.

Mortality in these cases is practically nil amongst our workers.

76. Yes.

77. No.

78. Yes.

79. Fresh water pipes are fitted in the factory. Also big earthen pots are stored at convenient places inside the factory during the hot weather. Tube-wells are fitted in practically all the officers' quarters as well in front of the barracks at convenient places for the other workers.

83. (a) 110 rooms 15'×9', as also 5 sets of quarters to accommodate families, as also four other quarters to accommodate about 25 persons.

(c) About 20 rooms of about 15'×9'.

(d) Only a few. About five to six persons or (sometimes more are accommodated in each room according to their gang.

84. About 80 per cent.

85. Rent free.

87. No.

88. (a) We have got a club field for out-door sports.

(b) The club provides indoor games.

(c) The club provides.

(d) Ditto.

(h) 91—about 50 per cent of their wages. Negligible.

INDEBTEDNESS.

92. Yes, by any one.

94. Yes, advances are made to the workers according to the needs generally and same are deducted from their next month's dues.

TRADE UNION.

116. We are quite in favour of trade union movement.
Yes.

INDUSTRIAL PEACE.

118. Nil, since we started out factory in 1933-34 season.

125. Management looks into it and in cases of actual grievances judge the cases to mutual advantage.

126. Yes, no jobbers are used.

134. Yes.

General Rules applicable to all kinds of leave.**LEAVE RULES.**

1. All leave applications must be submitted in writing to the manager.

2. Leave unavailed will not be counted in succeeding years or considered at the termination of the service.

3. Leave of any special kind other than those provided in the rules will be considered under the discretion of the Managing Directors.

4. Sick leave in all cases must be attested by the Factory Medical Officer or persons authorised to do so. All out station applications too should be attested by a Registered Medical Officer of the Assistant or Sub-Assistant grade.

5. Sick leave will not be counted towards casual leave or *vice versa*.

6. All leave applications will be granted or rejected on merits under the discretion of the manager.

7. No member of the staff who enjoys overtime would be granted leave, casual or privilege, with pay.

A. PERMANENT STAFF : WHOLETIME SERVICE.

An employee would get 18 days' leave within 12 months, i.e., $1\frac{1}{2}$ days every month. No employee will be allowed to avail casual leave at a time but he will be granted leave at $1\frac{1}{2}$ days per month for the number of months he has served.

SICK LEAVE.

An employee would get 12 days' sick leave within 12 months with full pay. Any extension of sick leave will be without pay.

B.—PERMANENT STAFF.

Those who would get half salary during off season do not enjoy overtime.

CASUAL LEAVE.

During season time they would get leave $1\frac{1}{2}$ days every month. Casual leave to be availed for the number of months he has served. During off season casual leave will not be counted.

SICK LEAVE.

One day every month. Any extension will be without pay.

C. MENIAL STAFF.

(a) Guards and peon working wholtime will get 6 days' casual leave and 6 days' privilege leave.

(b) Those of above who do not get leave on Sundays will be given 6 days' further privilege leave.

(c) Those of above who are only employed for the season will get 3 days' casual leave and 3 days' privilege leave.

(d) Other staff enjoying overtime will not get any leave with pay excepting the general holidays which are given to all with pay.

(e) The case of employees receiving grievous hurt due to accident while on duty will be given leave with pay at the discretion of the manager.

D. STAFF WHO WORK FOR THE SEASON ONLY.**CASUAL LEAVE.**

They would get leave $1\frac{1}{2}$ days every month.

Casual leave to be availed for the months he has reserved.

SICK LEAVE.

One day every month. Any extension will be without pay.

Replies to Supplementary Questionnaire on Sugar.

1. Generally the season lasts from 100—140 days.

2. At present it is not possible to extend the period of crushing due to many factors i.e., type of cane, etc. Owing to scarcity of cane this year we would hardly hope to crush beyond 90 days.

3. Skilled labourers employed during the season only (excluding officers and other office staff).	179
--	-----

Unskilled labourers employed during the season only (excluding officers and other office staff).	480
---	-----

Skilled labourers employed during off-season ..	65
---	----

Unskilled labourers employed during off-season ..	111
---	-----

4. Persons are employed every year who are seasonal. Certain men of the manufacturing staff are recalled every year.

5. We pay travelling allowance to the chemists, panmen and some mates, i.e., the actual expenses incurred by them at the time of joining only, according to their status.

6. Most of the men are drawn from the local areas, i.e., within 10 miles and over. Others are brought from a distance of about 50—200 miles, sometimes more.

7. We do not pay anything to chemists, panmen, mates, etc. during off-season.

8. We try as far as possible to retain the services of the engineers during the off-season for overhauling work of our factory. They are sent on leave with pay for one month and then they are taken in again in rotation after about two months' forced leave. It is not possible to make use of the services of the chemists during the off-season as we do not have any work in our factory in the manufacturing line.

9. Generally we retain our old staff either on the old salary or on increased salary according to their merits. Some of the fitters, fitter coolies, etc., and some mates and coolies of the manufacturing department are discharged for misconduct, irregularity or carelessness in duty sometimes.

10. We pay higher wages to our unskilled workers as compared with the agricultural wages in the neighbourhood.

11. We sell our entire output of molasses to contractors. We use up the entire quantity of bagasse in our boilers.

**Semapur Sugar Works, Semapur Sugar Factory P. O.,
district Purnea.**

NATURE AND RECRUITMENT OF LABOUR.

	Season.	Off-season.
1. Officers	5	5
Medical Officer	1	1
Chemists	4	..
Pansmen	9	..
Clerks, etc.	12	12
Labourers (including watchmen, sweepers, etc.).	837	97
Total ..	<u>868</u>	<u>115</u>

2. Out of the season's total employment 217 are permanently-settled in this locality and 651 are migratory.

Out of the off season's total employment 35 are permanently-settled and 80 are migratory.

3. 25 per cent during the season and 30 per cent during off-season.

4. Darbhanga, Bhagalpur and Purnea districts.

5. As it is a seasonal factory the services of the seasonal staff are dispensed with at the close of the season, and this staff again return at the beginning of the next season.

6. See no. 5.

7. Workers are recruited at site directly by the management:

8. Direct recruitment is preferable to establish a good understanding between the employees and the employer.

9. Yes.

10. The employment is governed by the order in the list.

11-12. No.

13. No casual labourers are employed.

14. No.

CONDITIONS OF EMPLOYMENT.

15. No.

16. Only paid apprentice pansmen are employed when there are vacancies and after a season learning they are engaged with an agreement.

17. No.

18. Considerate treatment of the labourer.

19. Yes. Clerks and permanent skilled labourers are granted one month's leave with pay.

20. No.

21. No women are employed.

22. The company has a Provident Fund Institution. Clerks and fitters who are drawing Rs. 25 and above are eligible to subscribe in the fund. A copy of the rules has already been submitted to the Government of Bihar, Commerce Department.

23. 44 days are general holidays during the year. In addition to above 13 Sundays are granted to "D" shift during the season.

24. No.

25. No.

26. The officer directly in charge of the labour deals with the case of indiscipline or slackness.

27. All cases can appeal to the Manager, if the party is not satisfied.

28. Stealing generally dismissed. Slackness generally suspended and the period varies according to the offence.

29. See nos. 27 and 28.

31. Unauthorised absence is reckoned as leave without pay.

32. Any one coming late is not allowed to work and treated as mentioned in question no. 31.

33. No fines.

HOURS OF WORK.

34. During the season :—

8 hours a shift—A, B and C.

10 „ „ D shift.

During the off season :—

D shift for 9½ hours week days.

Saturdays 8 hours.

A, B and C shifts for motive powers.

35. Four shifts—A, B, C and D.

Sugar manufacture—

A—shift from 6 hours to 14 hours.

B— „ 14 „ 22 „

C— „ 22 „ 6 „

The above shifts get 2½ hours' rest fortnightly.

“D” shift from 6 hours to 11 hours and from 13 hours to 18 hours, i.e., 2 hours' rest from 11 hours to 13 and 2½ hours' rest in a week.

The duty and rest of the clerical staff directly engaged with the process work is the same as “D” shift except that during the season they do not get rest on Sundays.

36. It is a seasonal factory.

38. There is no system of working overtime.

41. It is a seasonal factory and the operation of the mill mainly depends upon the ripening of the crop and available cane-supply which varies from three months to five months.

The chemists and pansmen are paid half pay as retaining allowance during the off-crop.

CONDITION IN FACTORIES.

42. Clothing is supplied so that the workers on moving machinery are made safe in accordance with the Factory Act.

43. To prevent accidents all engines and belts are guarded with expanded metal and centrifugals are guarded with metal guard.

The accidents are reported to the Inspector of Factories and District Magistrate forthwith provided the off-duty of the worker exceeds 48 hours.

The accidents are classified according to the period of unfit for duty as estimated by the Medical Officer.

The measures adopted by us for preventing and classifying accidents are satisfactory.

WAGES.

49. The form referred to is attached herewith duly filled in. The factory started operation during January 1934. The system of wages is on monthly basis.

50. No.

52. Night work is only done by the shiftmen who do each shift in turn with no difference in pay.

54. Monthly wages system. Payments are made shift by shift and payments of wages are completed from 5th to 7th of the following month.

57. No.

WELFARE WORK.

72. Company has its own Medical Officer and dispensary. Further, company pays Rs. 250 per annum donation to the Katihar Charitable Dispensary where one bed is always available for the worker.

73. Free medical aid to the employees.

74. No.

75. Malaria is the chief disease but there was no death till now.

Cholera breaks out each year in the nearby villages in epidemic form for which special care is taken for our workers. During the time of small-pox the workers are vaccinated.

There is no occupational disease.

76. Special measure is being taken against malaria by spraying malarial and drains are cleaned daily.

77. No.

78. Yes.

79. Cold filtered water is supplied throughout the year in quarters and work places.

83. 113 rooms are provided for the workers by the Company:—

2 unit quarters with verandah, 10'-0" × 10'-0" each.

6 unit quarters, 10'-0" × 8'-0" each.

20 „ „ 14'-10" × 11'-10" „

20 „ „ 11'-0" × 11'-0" „

8 „ „ 10'-0" × 9'-0" „

8 „ „ 11'-0" × 8'-9" „

24 „ „ 10'-0" × 8'-5" „

1 „ „ 12'-0" × 11'-0" „

2 „ „ 11'-0" × 10'-0" „

2 „ „ 10'-0" × 8'-0" „

20 grass huts, 10'-0" × 8'-0" „

Six men are living in each room and they consist of four shifts.

84. There is adequate housing accommodation for the workers and during the season a few grass huts are made.

85. Quarters are provided to workers free of rent.

88. Workers are encouraged to play football and all facilities are given to them. The company has its own football club and ground.

WORKMEN'S COMPENSATION.

99. 64 accidents took place during the last three years.

100. Compensation was awarded to 43 cases by the Workmen's Compensation Insurance and four cases were referred to the Commissioner and 17 cases whose disablement did not last more than 7 days were paid full pay for the period by the Company.

101. No.

INDUSTRIAL PEACE.

118. There was no strike.

SUGAR WORKS.
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
...	...	60	Monthly wages system.	Rs. 60	Rs. 16	Rs. s. p. 26 7 0	The factory started operation in January 1934.
...	...	57		12	12	12 0 0	...	...
...	...	652		17	9	10 3 0	...	...
...	...	68		20	9	12 0 0	...	...
...	...	53		60	16	27 5 0	...	...
...	...	182		17	9	10 3 0	...	...
...	...	54		20	9	12 0 0	...	...

Replies to supplementary questionnaire on sugar.

1. The crop varies according to the cane available in the district. The maximum period of crushing is five months, i.e., 1st December to 30th April.

2. The principal difficulty in extending the crushing into November or May is that at those periods the cane is either immature or over-ripe and it takes upwards of 13 maunds of cane to make a maund sugar. Cane landed at the mill will cost 8 annas per maund, this include loading charges, railage and cess, which represents Rs. 6-8-0 to Rs. 7 per maund of sugar for cane alone. After paying Rs. 1-7-6 for Excise Duty there is practically nothing left for manufacturing costs and maintenance.

With the price of cane as fixed for this year conditions must be very much above average to allow a margin of profit because although the price of cane is fixed the price of sugar is not.

(1) Remedy would be to fix the price of sugar to allow a margin of profit with the cane price as fixed by Government or (2) pay for cane on the average sucrose content basis.

3.

	Skilled.	Unskilled.
Labour employed in season ..	557	267
Labour employed off-season ..	50	100

4. Agreements are made with chemists and pansmen.

5. Actual travelling expenses are paid to the season staff with whom the Company make agreements both joining for the season and returning to their homes after the season.

6. Unknown.

7. Chemists and Pansmen are paid half-pay during the off-season.

8. In ordinary years Engineers are fully employed in overhauling machines and plant. This work can be completed in six months.

9. None.

10. Minimum wage of unskilled labour at the factory is 5 annas per day. Agricultural labour in the neighbourhood is paid at the rate of 3 annas per day cash and a little *sattu* which amounts to a total of under 4 annas per day.

11. The output of molasses is sold through a contractor locally. Bagasse is only used as fuel for the boiler.

12. Bengal is our principal market and practically all our sugar goes to Bengal and Assam.

We compete with Bengal producers principally Sitabganj Sugar Factory and Gopalpur Sugar Factory, but they have the advantage of being able to buy cane in Bengal where there is no Government minimum rate.

Samastipur Central Sugar Company, Limited.

NATURE AND RECRUITMENT OF LABOUR.

- | | | | | | |
|--|----|-------|----|----------------|-------|
| 1. Officers | .. | .. | .. | .. | 4 |
| Clerks (season) | .. | .. | .. | .. | 20 |
| (Silent season) | .. | .. | .. | .. | 15 |
| Work people (men only) season | .. | .. | .. | .. | 669 |
| Silent season | .. | .. | .. | .. | 163 |
| 2. (a) 668 Biharis. | | | | | |
| 16 Non-Biharis. | | | | | |
| (b) 5 Non-Biharis. | | | | | |
| 3. In town | .. | .. | .. | 4.35 per cent. | |
| In quarters | .. | .. | .. | 11.03 | " |
| In villages | .. | .. | .. | 84.62 | " |
| 4. The workers are mainly drawn from within a radius of 2 miles of Samastipur. | | | | | |
| 5. Practically nil. | | | | | |
| 6. | | 1936. | | | 1937. |
| (b) | | 21 | .. | .. | 10 |
| (e) | | 33 | .. | .. | 38 |
| 7. (b) Directly by the management. | | | | | |
| 8. Direct engagement by the management as then there is no fear of corrupt practices. | | | | | |
| 9. (1) The wages register is our list for employment and we engage as far as possible the same people each season. | | | | | |
| 10. Already answered in question 9(1). | | | | | |
| 11 and 12. No. | | | | | |
| 13. 0.74 men per day (Compound cleaners and coolies, etc.) ^a proportion not increasing. | | | | | |
| 14. No. Being a seasonal factory it is difficult to class labour as casual for the total season may not last six months. | | | | | |

CONDITIONS OF EMPLOYMENT.

15. No service rules are issued to employees but engagement is subject to the conditions of the rules under the Payment of Wages Act sanctioned by the Chief Inspector of Factories.

16. Apprentices are taken on to learn fitting, turning and pan boiling for a period of 4 years. First 2 years Rs. 5 per month, 3rd year Rs. 10, 4th year Rs. 15 per month. On completion of their apprenticeship they are paid Rs. 20 or over according to their worth.

17. There is no system of promotion other than that apprentices showing special ability may be given increased increments and more responsible duties and that increment in salary and changes in duties are given according to ability.

18. Sugar factories being seasonal, there is no guarantee of continuity of service throughout the year, only certain labour required throughout the year being retained, but we suggest that on termination of the season every worker who has been employed throughout the season should be given a re-engagement memo.

19. Sugar Factories being seasonal there is no system of leave with or without pay for those who work for the season only but permanent workers are granted the following with pay during the year besides nine days' leave for festivals :—

Clerical staff—21 days including sick and casual leave.

Permanent skilled labour—10 days' leave and 10 days' sick and casual leave.

Other permanent labour with 5 years' service—7 days' casual and sick leave.

Chowkidars and peons—10 days' leave including casual and sick.

20. See 19. Seasonal workers may be granted sick leave on Medical Officer's recommendation.

21. No women employed.

22. The Company has Provident Fund and permanent employees drawing over Rs. 25 a month are permitted to join. The bulk of the labour being seasonal are not eligible for the Provident Fund.

The Provident Fund has recently been recognised under the Indian Income Tax Act, section 58(a) and the revised rules have not yet been printed but as soon as we receive a supply we will send you a copy.

23. During the crushing season the labour employed on continuous manufacture receive during a normal season of 5 months, 14 days' rest *plus* 4 festival holidays *plus* 2 days' double pay in lieu of Moharram and Bakr-Id festival holidays.

Permanent labour not engaged on continuous manufacture receive in the course of a year 52 Sundays *plus* 9 days' holidays and 2 days' double pay in lieu of festival holidays.

24. The ordinary rules regarding conduct are those published on the factory notice board relating to the rules under the Payment of Wages Act and Factory Act, etc.

25. A notice board is hung in front of the office buildings and inside main factory entrance.

26. In the case of a minor offence a warning is given. In the case of a serious offence the worker is suspended for a period depending on the gravity of offence or dismissed.

27. He can always bring his case to the Manager.

28. See no. 26.

29. Fines are permitted under the Payment of Wages Act but so far have not been imposed.

30. One suspended. See reply to no. 6.

31. Marked absent and wages deducted for such period.

32. A worker arriving late is warned but is given his full pay for the period.

33. No fines so far imposed but if imposed will be used for :—

1. Sports fund.

2. Recreation fund.

3. Medical attention for those who are in the sick list without pay.

34. The hours of work are as prescribed in the Factory Act and rules for exemption as applicable to continuous and seasonal process factories, to these stations where the process is continuous. Labour not employed under the continuous process is employed according to the hours laid down in the Factory Act. We see no reason for further cutting down of the number of hours for day and night shifts.

35. Handling Cane,
Milling Steam, Water-
Supply, Electric, Lighting,
Defecation, Filtration,
Evaporation, Curing
Finishing Laboratory.

In shifts of 8- hours ; half an hour per shift is allowed as a rest period and also 32 hours off after 13 days' work. Workers not employed on actual manufacture work 9 hours per day, i.e., 6 to 11 and 12 to 4 a total of 54 hours per week. Sunday or a day in lieu thereof is a holiday. Clerical staff during season 7 to 12 and 2 to 5 excepting Sunday when they finish at midday. During off season 7 to 12 and 2 to 5. Sunday holiday.

36. In accordance with the Factory Act process operators must be granted 24 hours' rest after 13 days' but are actually given 32 hours. No multiple shifts are employed nor is there overlapping.

37. The sugar factories being a seasonal and working from November to April—May, and also being continuous, there is no necessity for changing the hours of shifts followed.

38. No overtime worked unless in the case of a serious breakdown during the crushing season and in such case overtime is calculated according to the Act.

39. See above.

40. No.

41. During the past four years the average stoppages, mechanical and others, amounted to 122 hours. During such stoppage the workers are paid full wages. During the period from the end of one crushing season to the start of the next a certain number of men are retained for overhaul and the remainder go off without pay. Chemists and Panmen are paid half salary during such period.

42. Yes.

43. All the machinery is properly fenced and guarded (passed by the Factory Inspector) to avoid accidents. Accidents are reported as laid down in Factory Rules. Notices are displayed instructing the workmen on how to avoid accidents. The Safety Committee at this factory has maintained a good influence.

44. No.
 46. No.
 47. We know of no evasion or violation.
 48. No.

WAGES.

49. (See attached.)
 50. No change. Time rate.

51. Wages are fixed with some relationship to the cost of living and according to the amount of skill required in carrying out the respective duties. Some regard is also paid to the local rates ruling for labour of the same categories. Overtime is governed by Factory Act.

52. Sugar manufacture being seasonal and continuous, no difference is made as between rates of wages for day and night shifts but all workers change over from one shift to another. When a worker is required to work on a recognized holiday he is paid for the holiday plus one day's pay.

53. The wages of unskilled and semi-skilled workers are calculated on daily basis and the wages of the skilled workers on monthly basis and their percentages as follows :—

	Season.	Off season.
	Per cent.	Per cent.
Daily .. .. .	.. 91·6	66·7
Monthly .. .. .	.. 8·4	33·3

It would be quite feasible to change over from a daily basis to a monthly basis, but it is not desirable due to the impossibility of forecasting accurately the exact end of the season, as under the Act employees on a monthly basis have to be paid one month's wages in lieu of notice. The workers are engaged on the understanding that their work is seasonal and they are paid up to the day when they cease work.

54. All workers are paid on the 5th of every calendar month. No daily, weekly or fortnightly system is in force here. We prefer monthly payment periods and from our experience the workers also prefer this.

55. We have always paid a relatively high rate where rates are fixed on time basis and in consequence, there has been no increase in rate since 1929.

(1) 6·58 per cent.

56. Provident Fund deductions.

57. No.

58. No. We think the labour prefer a steady wage rather than a fluctuating one.

59. On principle we are in favour of a minimum wage, if it is applied to all industries and local bodies and varies according to local circumstances.

60. See reply to 59.

62. See reply to 59.

64. The effect on employment may mean more rationalization, i.e., labour saving devices and therefore cutting down of work for the labour available.

65. The reason for protection was that the industry was unable to survive without it and the fact that it has protection does not place it in a more favourable position than another industry which does not require it. Before protection was granted there were 30 factories in India. With the granting of protection these have increased to 150 offering work to more than five times the amount of labour employed before.

66. There are no schemes for rationalization in force at present but if the cost of labour increased, all industries will be compelled to adopt labour saving devices.

67 and 68. Since there is no scheme under consideration, the question does not, therefore, arise.

69. It is impossible to reply to this question in a general manner and each scheme of rationalization will have to be considered with some regard to capital outlay, depreciation, increased production and labour saved.

WELFARE WORK.

70. No. Being situated in a town there are plenty of facilities for education.

71. No reading room or library ; labour going off shift proceed straight to their village homes.

72. A fully equipped dispensary on the factory premises with a Compounder in attendance. The factory is visited daily by the company's doctor whose services are always available to any one requiring medical attention. They may also receive

medical attention at the doctor's private dispensary outside visiting hours. No women are employed. We consider the arrangements made are quite adequate. There is a local hospital to which the Company contribute. Serious cases may be treated there.

73. No charge is made to the workers for the medical treatment and medicine is also provided free.

74. No.

75. No occupational diseases, and general health good.

76. Special measures are required and are provided.

77. No.

78. Sufficient sanitary arrangements are provided for the workers.

79. Drinking water is on tap at a number of points around the factory and also convenient to workers' quarters. The water-supply is from a tube well 333 feet deep and is always cool.

80. See reply to question 72.

81. In the case of sugar factories working only five months in the year, and where workers return to agricultural occupations for the rest of the year, we think it is unreasonable for factories to be expected to contribute to a health insurance fund.

82. Further to reply to question 81, industries not employing women should not be called upon to contribute to any maternity benefit scheme.

83. (a) Seventy-eight quarters are provided for workers by the Company, 29 consist of one room with courtyard, 29 consist of one room with verandah. These quarters are built back to back and in some cases have been made into double quarters consisting of a verandah, two rooms and courtyard. 20 quarters each consisting of one room and verandah. Average size of room 10' x 12' x 14'=6' high. The quarters are occupied by chowkidars, office peons, fitters and khalasis.

(b) Most of the workmen live in their own homes in villages.

84. Quarters are provided for 11.03 per cent of the workers. Practically all the others live in their own houses in the surrounding villages.

85. No rent is charged.

86. Nil.

87. No.

88. During the football season a football team is run by the factory and competes in various tournaments.

89. No women are employed.

90. No women are employed, therefore, there are no children on the factory premises.

INDEBTEDNESS.

91. Have no accurate information on the subject.

92. Under the circumstances mentioned our labour do not live at the factory and the co-operative society would meet with no support.

93. No. Workers prefer to be paid monthly and to receive their wages in one lump sum, rather than in doles.

94. No.

95. Recruiting advances are not necessary.

96. Have no information.

97. Yes, we suggest that the application of the Usurer's Loans Act be strictly enforced.

98. Please see our reply to no. 92.

WORKMEN'S COMPENSATION.

99. Ten.

100. In six cases compensation was awarded and in one case the Commissioner was referred to. Details are as under :—

Year.	Cases.			Compensation paid during the year.		
	Death.	Permanent disablement.	Temporary disablement.	Death.	Permanent disablement.	Temporary disablement.
1	2	3	4	5	6	7
		Rs. s. p.	Rs. s. p.		Rs. s. p.	Rs. s. p.
1935	2 0 0	...	...	8 10 0
1936	...	1 0 0	2 0 0	...	19 4 0	3 6 0
1937	1 0 0	...	...	6 11 0

101-102. No.

TRADE UNION.

103. There is no Trade Union.

106. Does not apply.

110. The point of this question is not understood as we do not know whether it is a single trade union for all the workers at one factory only, or a single trade union for all the workers for all the factories in the Province. If it is a Trade Union of all the workers of one factory, we are not averse to such a single Trade Union, as the object of the Trade Union is to promote better understanding between the workers and the employers and to provide one body for negotiations between the two parties in the event of any dispute or grievance.

116. As stated in question no. 110, we are not opposed to the Trade Union Movement provided Trade Unions are composed of the workmen and the executives are workmen and there is no outside political influence dictating the policy to be pursued. We have no means of knowing this as we have hitherto seldom had anything but harmony in our relations with labour. See reply under Question 110.

117. Does not arise.

INDUSTRIAL PEACE.

118. We have no record of any strike having taken place since the factory started in 1919.

125. All the workers have free access to the Factory Manager to place before him their grievances for investigation.

126. The Factory Manager and the heads of departments are in direct contact with the workmen. No jobbers are employed.

127. There is no permanent joint machinery for the settlement of differences or disputes. No necessity for this has been found in the past.

128. We are in favour of disputes, not mutually settled by the parties, being referred to such arbitration as is provided in the Trade Disputes Act, 1929, with subsequent amendments. The composition of the arbitral authority should be :—

(a) A sitting High Court Judge to be permanent Chairman.

(b) A technical adviser to be drawn from a panel of experts. This panel of experts to consist of experts

from each important trade and industry in the province.

- (c) A responsible public man of independent views whose interests were neither for nor against labour or employer.

The procedure should be a fair and unbiased investigation of the disputes on the lines of the Board of Conciliation as provided for in the Act. We cannot suggest any sanction. Compulsion used against either party might have undesirable repercussions. The findings of a Board making a fair and unbiased enquiry should in itself commend acceptance to the parties concerned.

129. Yes, subject to the views we have expressed in 128.

130. Yes, as set out in the Act.

131. The safeguards as are provided for in the Trade Disputes Act.

132. Balance sheets and profit and loss account for 1929 to 1937 attached. (*Not printed.*)

Bonus paid between 1929 to 1937 :—

			Rs.	a.	p.
1931	All workers—2 weeks	..	5,823	12	0
1932	Ditto —2 weeks	..	5,528	3	0
1933	Clerical staff only—3 weeks	..	1,634	7	0
1934	All workers—3 weeks	..	6,998	7	0
	Total	..	19,984	13	0

133. Does not arise.

134. The only measure likely to help in raising the level of wages is rationalization involving reduction in the units of labour employed, secondly, increase of efficiency in labour with the same object, thirdly, the reduction in the minimum cane rate which will enable factories to pay more for labour, and fourthly, the prohibition of more Sugar Factories throughout India in view of the present position of overproduction.

135. It is presumed that by reference to the machinery administering the various Acts and Rules and matters affecting :—

- (1) the Industry,
- (2) the employers, and
- (3) the workers,

the Government are referring to—

- (a) the Indian Factories Act and Rules,
- (b) the Indian Electricity Act and Rules,
- (c) the Workmen's Compensation Act and Rules,
- (d) Payment of Wages Act and Rules,

all of which affect the Industry, the employers and the workmen, but if they are dealing with each of the three sections—industry, employer and worker individually—there are other Acts, for instance, the Bihar Sugar Factories' Control Act.

SAMASTIPUR CENTRAL SUGAR.

WAGES

Category of work.	January 1929.					January		
	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.
Foreman ...	1	T	70 0 0	70 0 0	70 0 0	1	T	70 0 0
Fitters ...	12	T	55 0 0	28 0 0	37 12 0	12	T	55 0 0
Turners ...	3	T	45 0 0	38 0 0	41 0 0	3	T	45 0 0
Moulders ...	1	T	40 0 0	40 0 0	40 0 0	1	T	40 0 0
Tinsmith ...	1	T	22 0 0	22 0 0	22 0 0	1	T	27 0 0
Blacksmith ...	3	T	31 0 0	25 0 0	26 10 8	3	T	25 0 0
Hammerman ...	1	T	19 0 0	19 0 0	19 0 0	1	T	19 0 0
Electrician ...	3	T	25 0 0	0 8 0	20 13 4	3	T	25 0 0
Mill Engine Drivers ...	6	T	40 0 0	0 10 0	26 10 8	6	T	30 0 0
Fireman ...	24	T	0 8 0	0 8 0	0 8 0	15	T	0 8 0
Carpenter ...	3	T	28 0 0	24 0 0	26 0 0	3	T	28 0 0
Masons ...	4	T	26 0 0	17 0 0	22 0 0	4	T	26 0 0
Moochis ...	3	T	0 8 0	0 8 0	0 8 0	3	T	0 8 0
Tailor ...	1	T	25 0 0	25 0 0	25 0 0	1	T	25 0 0
Panman and Assistants ...	7	T	85 0 0	10 0 0	38 4 7	8	T	120 0 0
Triplemen ...	3	T	0 8 0	0 8 0	0 8 0	3	T	0 8 0
Boiler Recorder ...	...	...	...	...	...	3	T	50 0 0
Mate ...	23	T	0 15 0	0 8 0	0 8 8	25	T	0 15 0
Coolies, Fitter Khalasis and Oilers.	438	T	0 7 0	0 7 0	0 7 0	454	T	0 7 0

No charges in the

COMPANY, LIMITED.

FORM.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 18 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.			
70 0 0	70 0 0	1	T	75 0 0	75 0 0	75 0 0	1	1'07	
28 0 0	40 0 0	13	T	65 0 0	37 0 0	42 2 8	1'05	1'10	
38 0 0	41 0 0	4	T	40 0 0	28 0 0	37 0 0	1	'90	
40 0 0	40 0 0	1	T	42 0 0	42 0 0	43 0 0	1	1'05	
27 0 0	27 0 0	1	T	30 0 0	30 0 0	30 0 0	1'23	1'88	
25 0 0	25 0 0	2	T	25 0 0	15 0 0	20 0 0	0'92	0'74	
19 0 0	19 0 0	1	T	19 0 0	19 0 0	19 0 0	1	1	
19 0 0	22 0 0	2	T	60 0 0	22 0 0	37 5 4	1'05	1'76	
0 8 0	24 4 10	6	T	30 0 0	0 9 0	21 6 8	'92	'80	
0 8 0	0 8 0	15	T	0 8 0	0 8 0	0 8 0	1	1	
24 0 0	23 0 0	1	T	28 0 0	28 0 0	28 0 0	'88	1'07	
22 0 0	23 7 0	2	T	30 0 0	0 12 0	26 10 0	1'06	1'23	
0 8 0	0 8 0	2	T	0 8 0	0 8 0	0 8 0	1	1	
25 0 0	25 0 0	2	T	20 0 0	20 0 0	20 0 0	1	'80	
10 0 0	41 8 0	2	T	125 0 0	20 0 0	46 9 6	1 08	1'21	
0 8 0	0 8 0	2	T	0 8 0	0 8 0	0 8 0	1	1	
45 0 0	46 10 8	2	T	45 0 0	40 0 0	43 5 4			
0 8 0	0 8 8	25	T	0 15 0	0 9 0	0 9 4	1	1'08	
0 7 0	0 7 0	496	T	0 7 0	0 7 0	0 7 0	1	1	

nature of process.

SAMASTIPUR CENTRAL SUGAR

WAGES

Category of work.	July 1932.					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
			Rs. a. p.	Rs. a. p.	Rs. a. p.			Rs. a. p.
Foreman	1	T	70 0 0	70 0 0	70 0 0	1	T	75 0 0
Fitters	15	T	55 0 0	0 10 0	35 10 3	15	T	58 0 0
Moulders	1	T	40 0 0	40 0 0	40 0 0	1	T	43 0 0
Turners	3	T	45 0 0	38 0 0	41 0 0	3	T	47 0 0
Blacksmith	1	T	30 0 0	30 0 0	30 0 0	1	T	30 0 0
Hammerman	1	T	17 0 0	17 0 0	17 0 0	1	T	19 0 0
Moulder Khalasi	1	T	13 0 0	13 0 0	13 0 0	1	T	15 0 0
Tinsmith						1	T	30 0 0
Electrician	3	T	25 0 0	0 8 0	29 13 4	3	T	30 0 0
Carpenters	2	T	28 0 0	28 0 0	28 0 0	2	T	28 0 0
Masons	2	L	27 0 0	23 0 0	25 0 0	2	T	30 0 0
Mate	1	T	15 0 0	15 0 0	15 0 0	1	T	15 0 0
Coolies and Fitter Khalasis	68	T	0 7 0	0 7 0	0 7 0	68	T	0 7 0
Panmen	3	Retainers	42 8 0	30 0 0	35 0 0	4	Retainers	60 0 0
Firemen	3	T	0 8 0	0 8 0	0 8 0	3	T	0 8 0

COMPANY, LIMITED.

FORM.

1936.		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.			
75 0 0	75 0 0	1	T	75 0 0	75 0 0	75 0 0	1.07	1.07	
21 0 0	59 0 0	12	T	65 0 0	21 0 0	43 10 8	1.08	1.23	
42 0 0	42 0 0	1	T	42 0 0	42 0 0	42 0 0	1.05	1.05	
40 0 0	43 0 0	4	T	40 0 0	28 0 0	27 0 0	1.05	.90	
30 0 0	30 0 0	2	T	37 0 0	25 0 0	28 0 0	1	.87	
19 0 0	19 0 0	1	T	19 0 0	19 0 0	19 0 0	1.12	1.12	
15 0 0	15 0 0	1	T	15 0 0	15 0 0	15 0 0	1.15	1.15	
30 0 0	30 0 0	1	T	30 0 0	30 0 0	30 0 0	...	...
19 0 0	23 10 8	2	T	60 0 0	22 0 0	37 5 4	1.16	1.79	
24 0 0	26 0 0	1	T	28 0 0	28 0 0	28 0 0	.93	1	
0 12 0	26 10 0	2	T	30 0 0	0 12 0	26 10 0	1.08	1.08	
15 0 0	15 0 0	1	T	15 0 0	15 0 0	15 0 0	1	1	
0 7 0	0 7 0	62	T	0 7 0	0 7 0	0 7 0	1	1	
20 0 0	25 10 0	4	Retainers	62 8 0	22 8 0	37 8 0	1.03	1.06	
0 8 0	0 8 0	2	...	0 8 0	0 8 0	0 8 0	1	1	

Jāpāhā Sugar Factory, Bhicanpur Factory P.O., Muzāffārpur.

NATURE AND RECRUITMENT OF LABOUR.

1. Labour Classification :	Seasonal	Non-seasonal
Executive Officers ..	5	4
Clerks ..	18	7
Supervisors (Assistants) ..	7	..
Skilled labour ..	74	} 121
Semi-skilled and Coolies ..	642	
2.	Permanent.	Migratory.
Officers ..	5	11
Clerks ..	7	..
Supervisors (assistants) ..	3	4
Skilled labour, Semi-skilled and coolies.	121	..

3. Approximately 80 per cent.

4. Muzaffarpur.

5. 70 to 80 per cent re-engaged within a year extension of cane crushing period.

6. (a) Nil.

(b) No record.

(c) No record.

(d) Does not apply to seasonal operation—no record.

7. Directly engaged by management.

8. As at present existing—Reduces the degree of possible corrupt practices.

9. No.

11. Giving bribes to mates, etc., is known to exist but being the custom of the country it is impossible to eradicate this practice.

12. No.

13 and 14. As per paragraph 3, 80 per cent of total labour is casual.

CONDITIONS OF EMPLOYMENT.

15. No.

16. Apprentices are engaged and trained but not on predetermined condition of work. Their promotion depends upon their own abilities.

17. No.

19. Being a seasonal factory leave is given with pay to permanent employees only.

20. Sick leave to staff on full pay.

21. None employed.

22. No.

23. Festival holidays and all Sundays during non-season.

24. No.

26. Fines, as sanctioned by the Inspector of factories, where loss of life or damage to property is involved.

27. He can directly appeal to the management to consider his case.

28. Fines only.

29. Fines, and dismissal.

31. Warning—On repetition dismissal.

32. Excessive lateness total hours deducted per month. No action taken against occasional lateness.

33. Special fine fund is credited to Factory Medical Fund.

HOURS OF WORK.

34. Seasonal 56 hours per week. Non-seasonal 54 hours per week. No work in this factory is sufficiently strenuous to warrant shorter hours.

35. *Seasonal*.—Three shifts eight hours each, and daily labour nine hours per day. Non-seasonal labour and clerks nine hours daily. Supervisors and assistant by shift.

Skilled labour.—Shift and daily.

Shift labour optional rest during shift.

Daily labour two hours rest mid-day.

36. Continuous process during season. Shift labour 24 hours rest per 14 days. Daily labour 24 hours rest per 7 days.

37. No.

38. Overtime is never worked by any department on the whole but only in the instance of individuals whose relief has not come to work or in the case of urgent repair work when the workmen directly responsible may be detained. The total hours overtime per man are calculated monthly, in his basic of rate of pay and increase in rate beyond 60 hours a week. Sixty-six hours $1\frac{1}{2}$ rate and 77 hours $1\frac{1}{2}$ rate.

40. When the overtime work does not exceed eight hours the workmen has the option of leave or pay.

CONDITIONS IN FACTORIES.

42. None necessary.

43. All measures as in the Factories Act.

44 to 45. No.

47 to 48. Nil.

WAGES.

50. No.

52. Night work. No. Holidays double pay.

53. All labour on monthly basis.

54. Fortnightly, all skilled and semi-skilled labour.

55. Total cost of production Rs. 6-12-6 per maund.
Wage cost Re. 0-10-6 per maund on sugar.

56. Medical Fund.

57. No.

58 and 59. No cost of food-stuff consumed by men of this part, is always so low.

60 to 64. Efficiency should be basis and that is at a very low standard in this province.

65. For sugar industry protection is given but taken away by Excise Duty.

RATIONALISATION.

Welfare work.

66. Nil.

70-71. Nil.

72. By employer only.

73 and 74. A deduction of one pie per rupee per man is made for medical fund. All workers can receive medical attention and certain medicines at any period during the season. Medical surgeon visits Factory twice weekly.

75. Malarial fever. Occupational nil.

76. Yes.

78. Sanitary arrangements fully provided in factory.

79. Tube-well in Factory and at Quarters.

80. To certain employees only. Payment of sick relief tends to encourage labour to exaggerate their illness and so receive benefit under false pretences.

81. No.

82. Does not arise.

83. Quarters provided for staff, skilled workmen by the factory. Quarters of brick wall and thatched roof single roomed barrack for workmen, generally two men are allowed to live in each room. Measurement of room 12'-0" by 10' x 0".

84. Yes, as already stated approximately 80 per cent of the labour live in their villages.

85-86. Nil.

87. Does not apply to this area.

INDEBTEDNESS.

91. Varies according to rate of pay. Higher rates for credit prices.

92 and 93. No.

94. Advances are made to some workers on request. No interest charged.

95. No.

96. Not noticeable in this area.

98. Does not apply to this area.

WORKMEN'S COMPENSATION.

99. Four accidents. One in 1936, two in 1937, and one in 1938. All bodily injuries but not fatal. Treated in Muzaffarpur Sadr Hospital.

100. All the above cases were compensated as per Workmen's Compensation Act. None.

101-102. No.

TRADE UNION.

103 to 115. There is no Trade Union here.

116. Of no material benefit to the Factory or the workers.

117. No restriction.

INDUSTRIAL PEACE.

118 to 127. Nil.

		Rs.	a.	p.
132. Depreciation—Machinery	..	56,266	0	3
Building	..	5,796	0	10
Tramway	..	9,583	10	0
Machine Shop Plant	..	661	15	6
Live stock	..	16	9	6
Dead stock	..	711	8	2
Motor car	..	405	3	9
		<hr/>		
Total	..	73,441	0	0
		<hr/>		
Reserve, Dividend and Bonus	..	..	Nil	

Replies to Supplementary Questionnaire on Sugar.

1. From three to five months according to amount of cane available.

2. December to April inclusive is the usual period of crushing. Before December Cane is immature, after April cane is overmatured, and dryage takes place due to hot weather and delays in carting to Factory due to insufficient roads and unrepaired roads. The most profitable months for Cane crushing is January to March inclusive. Better transport facilities would help factories to harvest crop when it is matured. Irrigation would help crop to withstand climatic conditions.

3. Season—

 Skilled .. 74

 Unskilled .. 642

Off season—

 Skilled and unskilled

 combined 121

4. Only skilled Assistants.

5. Yes. Each man makes up his own bill of actual traveling expenses and is paid on arrival at Factory and departure.

6. Villages about one to two miles maximum. Mostly around Factory. No.

7. Generally half wage to those outsiders on Contract. Assistant Chemists, Pan-boilers, Juice Supervisors, Loco drivers.

8. Engineers can be utilised part time on repairs. Chemists little work of utility can be found for these men during the growing season of cane, as during Monsoon period this area is flooded and Crop impossible to get at; they do not always wish employment after Season, as retaining fee provides adequately for their needs.

9. Nil.

10. Unskilled Factory Workers Rs. 6-8-0 to Rs. 7-8-0 per month.

Agricultural Workers .. Rs. 5-0-0 to Rs. 6-0-0.

11. Molases: Either sold at factory or taken away by contractors.

Bagasse: All burnt as fuel

12. No undue competition has been felt so far.

Gaya Sugar Mills, Limited, P. O. Guraro.

1. Officers	12 in Off Season ;	20 in Working Season.		
Clerks	22	"	48	"
Workpeople	159	"	662	" (All Men)
2. Officers	12 Permanently settled.		8 Migratory.	
Clerks	22	"	26	"
Workpeople	193	"	537	"

3. 50 per cent.

4. Bihar (North and South).

5. Employed during working season 537. Left work 66. This does not include men who are discharged every year due to Off Season reduction.

6. Discharged 69 and resigned 32 in 1936.

" 47 " 19 in 1937.

7. Workers are recruited directly by the management.

8. We prefer the system of recruitment directly by the management. By this the employers and the employed come in direct contact from the very beginning of the latter's career. Various malpractices may also exist if the recruitment are made through intermediaries.

9. The names of all the workers with the address (whether in service or discharged) are always in the books. No list is kept of those who are waiting for employment. Applications are invited directly as vacancies occur.

10. Does not arise.

11. No.

12. We do not consider it desirable to establish labour exchanges for the purpose of recruitment at this stage of the industrial development in our locality. We think this idea to be premature in our case.

13. Casual labours are employed in the factory for very minor out of routine works. The proportion employed is less than 1 per cent.

14. Skilled labour are not employed as casual workers except for rare emergency purposes. The number of such workers is negligible.

NOTE.—We do not treat the workers who are employed during the working season only as casual workers though they are employed for less than six months. If they be treated as casual workers then their number can be ascertained from answer no. 2.

15. We have no prescribed service rules for work people.
16. Apprentices are taken with or without pay on their individual merits.
17. There is no system of graded promotion in our factory. Salaries are increased and promotion given on the individual merit of cases and vacancies occurring in the higher grades.
18. Let a committee of three consisting of a representative each of employers and labour with the District Magistrate as chairman be formed in each district. Every case of dismissal by the factories of the district be reported to the committee which would examine it and be competent to approve or disapprove the order of the employers.
19. Our leave rules are appended herewith.
20. If there be no leave due according to rules then the Managing Director is authorised to grant such leave with pay according to his discretion.
21. No women are employed.
22. There is no scheme for paying gratuities, Provident Fund or old-age pension. A bonus is sometimes declared and paid to all the employees.
23. Thirty-three days.
24. Nothing special.
25. Whenever anything is desired to be circulated, it is put in the Circular Book which is signed by higher class of workers. The copies of circulars are also posted on the various notice-boards of the factory.
26. Cases of offence are punished mostly by reduction in pay, suspension and in extreme case dismissal.
27. Explanations are called and official enquiries made before any action is taken against the workers. None else than the Managing Director or the General Manager is authorised to take such action.
28. This is discretionary.
29. Same as above.
30. Twenty-six were discharged for unauthorised absence for long period, 15 for inefficient or negligent work and 1 for gross misconduct.
31. In most cases it is subsequently treated as leave with pay or without pay when the absence is for a short period, and after the worker has joined he can justify his absence. In extreme cases the worker's name is struck off the rolls.

32. Wages are paid only for the period the man has actually worked, either due to late attendance or partial attendance.

33. Fines have not been imposed.

34. In working season for factory. 0 hours to 8 hours, 8 hours to 16 hours, 16 hours to 24 hours. Offices 8 hours to 12 hours and 14 hours to 17-30 hours. In off season, for factory 7 hours to 12 hours and 13-30 hours to 17-30 hours. Offices; 7-30 to 12 hours and 15 hours to 17-30 hours. Since the shifts are changing, we do not think it necessary to reduce the number of hours for night shifts. For strenuous and hazardous jobs, a 42 hours week may be introduced.

35. The factory works in three shifts in working season and 2 shifts in the off season. The clerical staff works in two shifts during day time only throughout the year. There is no women working.

36. Our factory is a continuous process factory and arrangements are made for giving a rest of 32 hours at an interval of 21 days. We have no overlapping or multiple system of shifts in our factory.

37. The hours of shifts are automatically changed as the factory passes from the working season to the off season.

38. Yes. Work people do work overtime when unavoidable. In case the number of hours per week exceeds 60, they are paid at the rate of one and a half times of their ordinary wages. It is calculated on the basis of weekly hours.

39. Workmen of the Engineering and Manufacturing department of the factory are called upon to work overtime in very rare cases. They are paid at the rate of one and a half times of their ordinary wages.

40. No.

41. In 1933-34, 153 days including Gur melting. In 1934-35, 165 days, in 1935-36, 209 days including Gur melting. In 1936-37, 179 days and in 1937-38, 122 days. These are the gross number of days in working season. When a break-down occurs in one part of the factory, other departments continue working. Full wages are paid to workers during such periods of enforced idleness.

42. Special clothes are given to workers engaged on jobs involving extraordinary wear and tear of clothes or personal safety.

43. All which are required under the factory Act to the satisfaction of the inspector of factories. There is also in

existence a safety committee in our factory. We consider the measure as satisfactory and the number of accidents in our factory is negligibly small.

44. The Factory Act in our opinion is complete. What is required is a larger staff to see that it is enforced and to explain its provisions to the management of different factories. The present practice is that the inspector, at once, launches prosecution in cases of infringement. The present need is, that the inspectors should stay in factory for a longer period and see for themselves the working of the Act in detail giving different instructions to the management in detail. In case the management does not heed their suggestion, prosecution may be launched. The scope of the present Factory Act is sufficiently wide.

45. We think that the Factory Act should be applicable to all units using mechanical power and not restricted only to bigger concerns in which 20 men or more are working on any day of the year.

46. We have no objection to exemption granted by Local Government to various factories on the merits of individual cases.

47. None.

48. No.

49. Enclosed.

50. No.

51. According to nature of work.

52. No.

53. All workers get monthly pay; only men engaged temporarily are paid on daily wages system. These men would be adversely affected if they be put on monthly wages, because they would have to wait for their wages for the major portion of the month.

54. Same as above.

55. In one case the pay has been reduced. In about 95 per cent cases the employees have got increment in the monthly pay.

56. Intentional damages to tools and instruments. Such cases have been very very rare.

57. Because of the efficient working of the factory, a bonus of half month's salary was given to all the workers, of the season, 1936-37.

58. No.

59. Yes. It is essential both for the benefit of the workers and the employers that the former should not be encumbered or have perpetual financial strain to bear. Such a minimum should, however, be on the basis of the standard of living of the locality.

60. On the standard of living of the locality.

61. The District Committee as suggested in answer number 18.

62. Yes. Because the average standard of living varies from centre to centre and if the living of the factory workers is not on the above basis there may be a tendency of over supply of labour in one locality and scarcity in other. This will result in many evils.

63. Fixation of the minimum reasonably.

64. This depends much on the basis on which the minimum wages are fixed and cannot be predicted from before.

65. If instead of varying the minimum from centre to centre, if it is made to vary from one industry to another in the same locality the result would be unsatisfactory. There will be an undirectional flow of labour from one industry to the other which may be a source of adaptation of underhand measures and the consequent evils.

66. No. We do not think any such scheme necessary.

70. A school is being constructed for the children particularly of the employees. Attempts will be made to educate the employed adults also.

71. There is a reading room, a library, and a club for indoor and outdoor games. The number of attendance is about 30 in the working season and 20 in the off season, besides those engaged in outdoor games.

72. There is a dispensary under a qualified Doctor (M. B.) provided by the employer for the workers and their families and the general public. The arrangements are adequate for present need.

73. Absolutely free.

74. No.

75. Nothing particular. There are no occupational diseases.

76. Preventive measures are taken whenever the approach of any epidemic is apprehended. No epidemic has so far broken out in our colony.

77. Not known.

78. Yes.

79. In work places there are taps provided as well as outside workers' quarter. Drinking water is obtained from tube-wells.

80. No.

81. Yes.

82. The problem does not exist here.

83. Besides accommodations for the superior staffs there are two blocks for clerks containing 19 houses each having two verandahs, a courtyard, bath, kitchen and latrine. There is one block of 4 units of houses with similar accommodations. There are 4 blocks having 70 units of houses each having a room, a courtyard and verandah. Usually a unit is allotted to one worker who lives either alone or with his family. All these houses are provided by the employer.

84. All the workers not belonging to the locality and preferring to live in their own houses are accommodated in the mills residential houses. About 70 per cent of the workers in the off season and 50 per cent in the working season live in houses provided by the employers.

85. All these houses are rent-free. No such financial aid has been required by any worker so far.

87. No.

88. The mills club provides for outdoor games and other amusements including music, drama, etc. There is a small refreshment house opened by one of the workers in the premises.

89. Since the houses are adjacent to the factory the workers do not require any special shelter for the rest interval.

90. Due to a total absence of female workers no creches are required.

91. The extent to which workers obtain credit from local shop-keepers depends much upon the individual relations with the latter, their salaries and the nature of services. There is no appreciable difference between cash and credit prices.

92. Not required in our locality.

93. There does not exist any problem of indebtedness amongst the workers.

94. No advances are usually made. Earned wages for the part of a month are sometimes paid before the expiration of the month without any interest.

95. We are not in favour of making any advances.

96. No such problem existed here.

99. Eighteen accidents.

100. In all cases where compensation was due under the Workmen's Compensation Act, it was paid. They were all, in accordance with the law, referred to the Commissioner.

101. No.

102. The Act is satisfactory.

103. No.

The rest of the questions under the section do not arise.

118. None.

Answers 119 to 124 do not arise.

125. The workers are in direct touch with the entire management including the Managing Director.

132. Supplied herewith. (*Not printed—Vidyabhushan Shukla.*)

134. Refer to answer no. 44.

COPY.

The following are the rules which the Company shall adopt in granting leave of absence to the employees. These will be in force with effect from 1st October, 1935, when the Company's official year begin.

(I) The leave of absence shall be classified in three classes:—

(a) *Casual leave.*—Which cannot be claimed by the employees as a matter of right, but granting or otherwise of such leave shall remain entirely at the discretion of the Managing Director, minimum period being 10 days during any one official year of the Company.

(b) *Privilege leave.*—Which can be earned by an employee will be on the scale detailed in clause (ii) below, after completion of full 11 months service. If any employee does not avail himself of leave for two years in succession such leave will lapse. Although this leave may be claimed by an employee as a right, the Managing Director will have the discretion to fix the time so that Company's work may not seriously suffer.

(c) *Sick leave.*—Shall not, as a rule be granted, but in exceptional cases the granting of such leave of absence maximum being 10 days will remain at the discretion of the Managing Director.

(II) The scale of the leave of absence which may be granted to the employees in any one official year will be as noted hereunder :—

OFFICES.

M. D.'s Office, General Office, A. C. Office, Store Office and Sugar Godown.

		Casual leave.	Privilege leave.	Sick leave.
(A) Superior Supervising Staff (administrative).		10	30	Discretionary.
(B) Clerks.	Permanent	10	15	Do.
	Temporary	..	..	Do.
(C) Peon and Daftaries	Permanent	..	10	Do.
	Temporary	..	..	Nil.

FACTORY.

(A) Supervising Staff	..	10	30	Discretionary.
(B) Assistant Engineers.	Permanent	10	20	Do.
	Temporary	..	2 (D. M.)	Do.
(C) Shift Man	Permanent	10	15	Do.
	Temporary	..	2 (D. M.)	Do.
(D) Head Electrical Mistry.	Permanent	..	30	Do.
(E) Clerks	Permanent	10	15	Do.
(F) Peons	Permanent	..	10	Do.

MEDICAL DEPARTMENT.

(A) Medical Officer	..	10	30	Do.
(B) Compounder	..	10	15	Do.
(C) Hospital Boy	..	..	10	Do.

WATCHMEN.

Gate keepers	Nil	..	15	Do.
Jamadars	Nil	..	15	Do.
Gate Guards and Chaukidars	Nil	..	15	Do.

FITTERS AND KHALASIES (Monthly paid).

Permanent	Nil	..	15	Nil
Temporary	Nil	..	..	Nil

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
Men	---	---	---	---	---	---	---	---
Women	---	---	---	---	---	---	---	---
Boys	---	---	---	---	---	---	---	---
Girls	---	---	---	---	---	---	---	---

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 explicitly stated in the column no. 19.

FORM.

1933.		January 1938.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1937.		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
		<i>For July 1937.</i>		<i>Rs. a. p.</i>	<i>Rs. a. p.</i>	<i>Rs. a. p.</i>			
..	..	Engineers & ...	Time ...	800 0 0	125 0 0	364 0 0	..	..
..	..	Fitter class 61	Do. ...	62 0 0	20 0 0	23 8 0	..	..
..	..	Coolie class 30	Do. ...	15 0 0	8 0 0	9 11 0	..	..
..	..	<i>For January 1938.</i>							
		Engineers & ...	Time ...	900 0 0	75 0 0	301 0 0	..	..
		Fitter class 110	Do. ...	62 0 0	20 0 0	21 5 0	..	..
		Mates 33	Do. ...	35 0 0	10 0 0	19 12 0	..	..
		Chemist and manufacturer 6	Do. ...	500 0 0	50 0 0	137 8 0	..	..
		Coolie class 416	Do. ...	15 0 0	8 0 0	8 12 0	..	..

stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be

REPLIES TO THE SUPPLEMENTARY QUESTIONNAIRE.

1. Three to four months.

2. It is possible to extend the period up to the end of April with the present variety canes. The difficulty in prolonging it further is that these canes quickly dry up and deteriorate as the climate grows hotter and hotter yielding, consequently, a very low percentage of recovery resulting in a loss.

If early and late varieties are available, there is possibility of extending the period of crushing to about six months.

3. Seasonal Employees :—

Skilled, daily average about	380
Unskilled daily average about	200

Employees throughout the year :—

Skilled daily average about	93
Unskilled daily average about	5

4. Yes, contract with seasonal employees. A copy of the Contract is sent herewith. (*Not printed.*)

5. Actual travelling expenses are paid to the seasonal staff when joining the factory.

6. Some from neighbouring villages close to the factory or within the radius not exceeding 3 miles from the factory, who come daily from their homes and some from other districts mostly from Saran, Gorakhpur, Ballia and Muzaffarpur districts. These latter live in the residential quarters provided rent-free by the mills.

7. Retaining allowances are given to the seasonal workers as follows :—

Manufacturer	50 per cent of salary.
Assistant Chemist	33½ per cent of salary.
Head Panman	50 per cent of salary.

8. The services of engineers are utilised during the slack season for the cleaning and overhauling of machineries after the close of crushing season. The chemists have no work for slack season.

9. None.

10. Unskilled workers of our factory earn wages about 100 per cent higher when compared with those of the agricultural labour in the neighbourhood.

11. Molasses are sold at ready market or on forward contract basis. Bagasse is used as fuel in our boilers.

12. In all the markets of sugar excepting local and provincial. The chief competitors are the factories of the United Provinces.

Pursa Sugar Factory, P. O. Lauria (Champaran).

NATURE AND RECRUITMENT OF LABOUR.

1. Total number of men employed here is :—

Officers	..	..	..	5
Clerks	..	..	..	10
Work people	..	..	..	590 daily during crushing season.
Work people	..	..	..	25 daily during off season.

No women or children work here.

2. None of the officers or the clerks have permanently settled in this centre nor have any of them migrated.

3. Almost all the workers live in their village homes when they work in the factory. Only three men are from outside who have been given houses to live in.

4. Within the radius of five miles.

5. All local men work here.

6. In all, about 50 men left the employment a few for dismissal and others at their own accord and some left for employment in other Sugar Factories.

7. Directly by management.

8. Does not arise.

9. Yes, for no. 1 only.

10. Yes, the employment is governed by the precedent registers.

11. Does not arise.

13. Five-hundred and sixty-five.

CONDITION OF EMPLOYMENT.

15 & 16. No.

17. Yes, but none in the last five years have been promoted from lower to higher jobs except a few tripple-men to pan and sulphur-men to tripple.

19. Yes, there is no rule for it but sick leave is usually allowed and wages paid in full.
20. There is no rule for it but sick leave is usually allowed and wages paid in full.
21. We employ no women.
22. We are running a Provident Fund Scheme but this is not a compulsory one. We pay old age pension to some employees. There is no rule for it.
23. The number of holidays is from 60 to 65 including Sundays and festivals.
24. No.
25. When any new rules are framed these are pasted in conspicuous places and read to the workers.
26. In first one or two occasions they are warned and threatened but if they do the same thing again and again, they are discharged.
27. All charges are looked into by the Manager.
28. Men found in stealing sugar or anything are dismissed at once but for any minor offence they are warned and threatened of being dismissed.
29. No.
30. About ten men have been dismissed this year, all for stealing sugar.
31. They are marked absent and no wages are paid for the time they keep themselves away without leave.
32. For late attendance, we cut $\frac{1}{4}$ or $\frac{1}{2}$ of their wages according to the time they are late.
33. Does not arise.

HOURS OF WORK.

34. The hours of the work are from 00 hours to 8 A.M., from 8 A.M. to 4 P.M. and from 4 P.M. to 12 P.M. during the crushing season but during the off season they work almost 53 hours in the week leaving Saturday afternoon and Sunday as holidays.
35. There are three shifts. Other informations as above. For clerks they have to work from 8 A.M. to 12 A.M. and from 2 P.M. to 6 P.M. daily with Sunday off during the off season.

36. We allow workers a consecutive rest of 32 hours after 11 days of work.

37. No.

38. Yes, the wages are paid according to the law. It is calculated on the basis of daily hours.

39. Only locomotive drivers, etc. get overtime during the crushing season. The rate at which they are paid is $1\frac{1}{2}$ of their normal wage rate for hours worked in excess of 60 hours per week—

40. No.

41. Number of days worked :—

		Crushing season.	Off season.
1933-34	..	157	151
1934-35	..	139	173
1935-36	..	158	151
1936-37	..	187	123
1937-38	..	136	—

There was no stoppage for overhauling or breakdown in the crushing season. Usual repairs were done in the off season.

CONDITION IN FACTORIES.

42. Almost all the workers who work inside the factory have half shirts and shorts. The Cane carrier coolies are given jerseys, full shirts and long trousers.

43. Strict adherence to Factories Rules and Act. Provision of strong railings and fencings near moving machineries. There is no likelihood of danger.

WAGES.

	Maximum.	Minimum.
49. For January 1929 and July 1933.	Rs. 101 p.m. to manufacturing staff.	Rs. 6 p.m.
	Rs. 104 p.m. mechanical staff.	„ 7 „
July 1937	.. Ditto ..	„ 7 „
January 1938	.. Rs. 101 p. m. to manufacturing staff. and	„ 9-11-0,,
	Rs. 104 p.m. to mechanical staff.	„ 9-11-0,,

52. The shift workers are all paid at one and the same rate as they have to work in rotation with the other two groups. We take no work on holidays nor do we pay anything extra or more than their ordinary pay.

54. Those men who work all over the year are paid monthly but if any of them want anything before the end of the month, they are given advances. As regards the manufacturing coolies they are paid an advance every week and the rest of their wages in the first week of the following months.

56. None.

57. No, we used to pay bonuses for the last 25 years but since 1934, we could not afford to pay as there has been very small or no profit rather losses. As a rule we paid bonuses from two weeks to three months' wages.

59. Yes, by so doing the labour would be quite satisfied and their condition would improve.

62. Yes, it should differ according to their works and responsibility.

64. This would bring discontent among the skilled and unskilled labourers to a great extent.

65. In our opinion the Industries enjoying protection should properly bear the responsibility of paying minimum wages.

WELFARE WORK.

70. We give a help to the local M. E. School where the children of the employees get education.

71. No.

72. We have got a dispensary in the factory with necessary equipments of medicines, etc. Besides, we subscribe about Rs. 100 to the local Dispensary and get medicine for our employees and the public. We also pay an allowance of Rs. 25 to the local Medical officer and Rs. 4 to the compounder to attend our employees and work people, when required.

(c) As we do not employ women so the question does not arise. Yes, we consider the above provision quite satisfactory and adequate.

73. As above. The employees are attended to by the local Medical Officer free of charge whenever required.

74. No.

76. There is no Industrial disease here. The District Board makes arrangements to stop the epidemic.

77. No.

78. Yes, sufficient sanitary arrangements have been made here in the factory as provided for in the Factories Acts.

79. We get fresh water from the nearing river through a pucca built drain in working season and in the off-season when the number of coolies are much less, we get cold water from wells or tube-wells in buckets and supply them at their jobs. The cold water is sufficiently available every moment.

80. No, those who work throughout the year and are permanent employees, they are given sick leave on wages.

81. Yes.

83. A good many houses have been built here of pucca built and grass thatched both outside and inside the factory compound for housing of labourers. But as most of the workmen live in near-by villages, they go to their homes when off duty. The outside workers have been given sufficient accommodations.

84. As above. The houses are quite adequate to accommodate the workers and it is provided to the people who remain here. But most of them go to their homes when off duty.

85. The houses are provided rent-free.

86. Does not arise.

87. This place is a *Dehat* and so this question does not arise.

88. No.

89. Yes for men only. We employ no women.

90. No we do not employ any children.

INDEBTEDNESS.

91. Unknown.

92. This should be established by the trade union, if possible.

93. Does not arise.

94. We advance the manufacturing coolies once a week and deduct the total amount so advanced from their wages which we pay them in the first week of following months, as stated in no. 54.

WORKMENS' COMPENSATION.

99. None.
 100. Does not arise.
 101. No.
 102. No.

TRADE UNION.

103. No.
 114. No, we have no works committee here.
 115. No.
 116. We think it will help the workers much.
 117. Does not arise.

INDUSTRIAL PEACE.

118. One.
 119. One day.
 120. Non-co-operation movement.
 121. They came to work next day at their own will.
 122 to 131. Does not arise.
 132. Not available.
 133. Does not arise.

WAGES FORM.

213

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.
			Maximum.	Minimum.	Average.			
			1	2	3				4	5	6	7	8	9
			Rs.	Rs. s. p.	Rs. s. p.			Rs. s. p.
Manufacturing and Mechanical staff—January	452	T. ---	85	6 8 0	10 0 0	539	T. ---	101 5 0
Mechanical Staff July	33	Do. ---	85	7 0 0	10 1 6	---	Do. ---	101 0 0

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 breakdowns, or explicitly stated in the column no. 19.

FORM.

1933.		January 1939.					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.			
16 8 0	8 0 0	598	T. ...	104 0 0	6 8 0	7 9 6	...	...
7 0 0	17 12 0	29	Do. ...	104 0 0	7 0 0	18 9 6	...	...

stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, these and their duration should be

REPLIES TO SUPPLEMENTARY QUESTIONNAIRE ON SUGAR.

1. We work for five months only.
2. It is possible to extend the period of crushing up to the end of May but after that the cane deteriorates.
3. Employed for season :—

Skilled	...	360	male	adults.
Unskilled	...	212	„	„
Employed throughout the year.	Skilled	...	25	„
	Unskilled	...	40	„
4. No.
5. Yes, we pay single Inter class fare *plus* fooding and conveyance charges.
6. All within the radius of five miles. They have to spend nothing on transport.
7. We retain the services of our technical staff only, at half pay.
8. The Engineers are kept on during the slack season for repairs.
9. None.
10. Wages of our unskilled workers minimum Re. 0-5-0 per day.
Wages of agricultural labour in the neighbourhood Re. 0-3-0 to Re. 0-3-6 per day.
11. We burn them.

Chanpatia Sugar Factory, Chanpatia (Champaran).

NATURE AND RECRUITMENT OF LABOUR.

1.	Officers	..	..	..	4
	Clerks	..	..	..	13
	Supervisors	..	..	..	8
	Men	..	..	..	567

2. (a) 527.

3. 90 per cent.

4. Labour drawn from villages within 6 miles radius of the factory.

5. The same labour come back more or less each year.

6.		Dismissal.	Sickness.	Work completed.	On own account.
1936	..	18	3	11	17
1937	..	24	2	13	14

7. Directly by Management.

8. Direct engagement by the management as then there is no fear of corrupt practices.

9. (i) The wages register is our list for employment and we engage, as far as possible, the same people each season.

(ii) Applications for posts from skilled labour are filed and these are referred to when a vacancy occurs.

(iii) These automatically come on the wages register.

10. Already answered in question 9(i).

11. None.

12. No.

13. Casual labour, which is negligible, is usually employed outside factory proper. The percentages of men so employed against total men employed for the last four seasons is as follows :—

1934.	1935.	1936.	1937.
2.8 per cent	2.5 per cent	1.9 per cent	1.9 per cent

The numbers are not increasing.

14. No. Being a seasonal factory, it is difficult to class labour as casual for the total season may not last six months.

CONDITIONS OF EMPLOYMENT.

15. No service rules are issued to employees but engagement is subject to the conditions of the rules under the Payment of Wages Act sanctioned by the Chief Inspector of Factories.

16. Yes, first year Rs. 5 p.m., second year Rs. 5, third year Rs. 10 p.m., fourth year Rs. 15 p.m. and 5th year Rs. 20 p.m. after which promoted according to ability and the vacancies.

17. There is no system of promotion other than that apprentices showing ability are given increments and more responsible duties and increments in salary and changes in duties are according to ability.

19. Sugar factories being seasonal, there is no guarantee of continuity of service throughout the year, only certain labour required throughout the year being retained but we suggest that on termination of the season every worker who has been employed throughout the season should be given a re-engagement memo. and, at commencements of the following season, should be given employment on presentation of the same.

19. 14 days annual leave with pay is granted to mistries, moulders, carpenters and turners. Apprentices are allowed seven days annual leave with pay.

Indian supervisory and clerical staff are granted 21 days annual leave with pay.

Being a seasonal factory no leave is given to those who are employed for season only.

20. Sick leave is granted on the recommendation of the factory doctor and each individual case is considered on its merits, the usual sick leave allowed with pay is up to seven days.

21. No woman employed.

22. The Company has a Provident Fund and permanent employees drawing over Rs. 25 a month are permitted to join. The bulk of labour being seasonal are not eligible for the Provident Fund.

The Provident Fund has recently been recognised under the Indian Income-Tax Act. Section 58(a) and the revised rules have not yet been printed but as soon as we receive a supply we will send you a copy.

23. During crushing season the shift workers get 32 consecutive hours off every 14 days and day workers 24 hours per week. During off season the day workers get off the afternoon of Saturday and the whole of Sunday.

Over and above the periods already stated there are festival holidays on full pay.

24. The ordinary rules regarding conduct are those published on the factory notice board relating to the rules under the Payment of Wages Act and Factory Act, etc.

25. All orders and rules in English and Vernacular signed by Manager are posted on various notice boards in the factory.

26. The case is dealt with by the Officer in charge of the particular department, cases of dismissal must have approval of Manager.

27. The worker has the opportunity to appeal and defend himself before the Manager.

28. The person is either warned, suspended, fined or dismissed depending on the offence committed. An employee is usually dismissed if guilty of stealing sugar or other company property, refusing to obey orders and persistent neglect of duty. The punishments for lesser offences depend on the nature of the offence.

29. We are permitted to fine for certain offences under the Payment of Wages Act, approved by the Inspector of Factories. For the year ending 31st December 1937, total fines amounted to annas 4 and this was for theft.

30. The number of men dismissed during the year ending 31st March 1938 was 24 and the reason for their dismissal was as follows :

	Neglect of duty.	Theft.
1937	21	3.

31. Unauthorised absence is dealt with depending on the circumstances. If the man is ill a reasonable time is allowed for his return to work, if on the other hand it is a case of wilful absence from duty he is either warned, suspended, or dismissed.

32. All labour are required to be at their allotted posts at the hours specified for commencement of shifts. Ten minutes grace is allowed to anyone who may be late, any man arriving after this is not allowed admission to factory and is marked absent for that period or day. When persistent bad timekeeping occurs the person concerned is first warned, and if no improvement is noted, he is suspended for a period or dismissed.

33. For the benefit of the workers, a special fine book is kept as per Payment of Wages Act and all money collected goes to the following purposes and has the approval of the Chief Inspector of Factories, Bihar :—

- (a) Sports fund.
- (b) Recreation fund.
- (c) Medicines used for those who are on the sick list without pay.

HOURS OF WORK.

34. The hours of work are as prescribed in the Factory Act and Rules for exemption as applicable to continuous and seasonal process factories, to those stations where the process is continuous.

Labour not employed under the continuous process is employed according to the hours laid down in the Factory Act. We see no reason for further cutting down of the number of hours for day and night shifts.

35. (1) Handling.

(2) Milling.

(3) Steam Generation.

(4) Clarification.

(5) Evaporation.

(6) Curing.

(7) Finishing and bagging.

(8) Power House.

(9) Laboratory.—All on 8 hour shifts each man gets 32 consecutive hours leave within every 14 days as is prescribed in Factory Act. During course of shift 1-2 hour is allowed as a rest period, this is arranged by the men themselves. Day shift workers 9 hours per day with 1 hour rest period from 12 mid-day to 1 P.M. and a full day's holiday on Sunday.

If any of the above men are required to work on a Sunday the holiday is given either on the preceding Saturday or following Monday.

CLERICAL STAFF.—Work 9 hours per day, a rest interval is given from 12 mid-day to 2 P.M. with Sunday as weekly holiday.

36. As explained above. No multiple shifts are employed nor is there overlapping.

37. The sugar factories being seasonal and working from November to April-May and also being continuous, there is no necessity for changing the hours of shifts followed.

38. We seldom work overtime and when we do in a case of a breakdown over time is calculated according to the Act.

39. Seldom called on but when called it is usually the workshop shift and the rates are according to the Act.

40. No.

41. We had no serious mechanical break downs. The average mechanical and other stoppages for the past five years amounted to 15.85 days per Season. The workers lost no wages on this account.

CONDITIONS IN FACTORIES.

42. Yes.

43. All machinery is properly fenced and guarded to avoid accidents. Accidents are reported as laid down by Factory Act Rules, notices are displayed to instruct the labour how to avoid accidents. A Safety Committee at this unit has maintained a good influence.

44. No.

46. No.

47. We know of no evasion or violation.

48. No.

WAGES.

49. Form compiled and enclosed.

50. No.

51. Wages are fixed with some relationship to the cost of living and according to the amount of skill required in carrying out the respective duties. Some regard is also paid to the local rates ruling for labour of the same categories. Overtime is governed by the Factory Act.

52. Sugar manufacture being seasonal and continuous, no difference is made as between rates of wages for day and night shifts but all workers change over from one shift to another. On prescribed holidays workers who are on duty are paid for the holiday *plus* one day.

53. The proportion of workmen whose wages are calculated on daily and monthly basis :—

- (a) Daily..... 92 per cent.
- (b) Weekly..... Nil.
- (c) Fortnightly..... Nil.
- (d) Monthly..... 8 per cent.

It would be quite feasible to change over from a daily basis to a monthly basis, but it is not desirable due to the impossibility of forecasting accurately the exact end of the season, as under the Acts employees on a monthly basis have to be paid one month's wages in lieu of notice. The workers are engaged on the understanding that their work is seasonal and they are paid up to the day when they cease work.

54. We prefer monthly payment periods and from our experience the workers also prefer this. All labour is paid on or before the 6th of the subsequent month.

55. No alteration has taken place since this Factory was first operated in seasons 1932-33. The proportion of wages cost to the total cost of production, exclusive of depreciation, is 4.01 per cent.

56. Provident Fund deductions.

57. No.

58. No. We think the labour prefer a steady wage rather than fluctuating one.

59. On principle we are in favour of a minimum wage, if it is applied to all industries and local bodies and varies according to local circumstances.

60. See reply to 59.

62 See reply to 59.

64. The effect on employment may mean more rationalization, i.e., labour saving devices and therefore the cutting down of work for the labour available.

65. The reason for protection was that the Industry was unable to survive without it and the fact that it has protection does not place it in a more favourable position than another Industry which does not require it. Before protection was granted there were 30 factories in India. With the granting of protection these have increased to 150 offering work more than 5 times the amount of labour employed before.

RATIONALIZATION.

66. There are no schemes for rationalization in force at present but if the cost of labour increases, all industries will be compelled to adopt labour-saving devices.

67-68. Since there is no scheme under consideration, the question does not therefore arise.

69. It is impossible to reply to this question in a general manner and each scheme of rationalization will have to be considered with some regard to capital outlay, depreciation, increased production and labour saved.

WELFARE WORK.

70. An annual subscription is given to the local middle English school.

71. There is no reading room or library and labour going off shift proceed straight to their village homes.

72. The factory employ a qualified Doctor who is assisted by a dispenser; there is fully equipped dispensary at his disposal and all medicines are given free. An annual subscription is given to the King Edward Memorial Hospital, Bettiah, and serious cases of illness or serious accidents are sent to this hospital for treatment.

73. No charges are made to workers.

74. No.

75. No occupational diseases and general health is good.

76. Special measures are required and are provided.

77. No.

78. Sufficient sanitary arrangements are provided for the workers.

79. Drinking water is provided for the workers at factory, also to the quarters. the water is drawn from deep tube-wells and is therefore always in a cool condition.

80. See reply to question 72.

81. In the case of the sugar factories working only five months in the year, and where workers return to agricultural occupations for the rest of the year, we think it is unreasonable for factories to be expected to contribute to a Health Insurance Fund.

82. Industries not employing women should not be called upon to contribute to any Maternity Benefit Scheme.

HOUSING.

83. All the quarters are provided by the factory and these are 32 quarters for fitters, etc., 6 senior staff quarters, 14 junior

staff quarters, 16 quarters for watchmen, also 2 large quarters for the use of the workers who come off shift at midnight during working season and who do not wish to go to their villages while it is dark.

In certain cases workers not given free quarters are given house rent.

Senior quarters consist of two bed rooms, one living room, 1 kitchen, 1 store room, 1 bath enclosure and a latrine.—6,000 c. ft. air space each.

Junior quarters consist of 1 bed room, 1 living room, 1 kitchen and 1 latrine. 3,600 c. ft. each.

Workmen's quarters—Single quarters only, 1 room 1,800 c. ft. air space each.

All these quarters have verandahs with cook-house.

84. Yes. The employers provide accommodation for 12 per cent of the employees.

85. Rent free.

86. None.

87. No.

88. Playing field for football, hockey and cricket. Also a tennis court for clerks and Supervising Staff.

89. No women employed.

90. No women employed, therefore there are no children on the factory premises.

INDEBTEDNESS.

91. Information not available.

92. Under the circumstances mentioned, our labour do not live at the factory and a Co-operative Society would meet with no support.

93. No. Workers prefer to be paid monthly and to receive their wages in one lump sum, rather than in doles.

94. No.

95. Recruiting advances are not necessary.

96. Have no information.

97. Yes. We suggest that the application of the Usurers Loans Act be strictly enforced.

98. Please see our reply to no. 92.

WORKMEN'S COMPENSATION.

99. Eleven accidents.

100. Details of accidents and compensation paid :—

Accidents during last three years.				Compensation paid.				
Year.	Permanent disablement.	Temporary disablement.	Permanent disablement.			Temporary disablement.		
			Rs.	a.	p.	Rs.	a.	p.
1935	..	3	..			23	13	0
1936	..	3	38	8	0	13	14	0
1937	..	3	770	0	0	27	4	0

Only in cases of a permanent nature it was referred to Commissioner and this was only for payment of sums awarded.

101. None.

102. No.

TRADE UNION.

103. No Trade Union.

106. Does not apply.

110. The point of this Question is not understood, as we do not know whether it is a single Trade Union for all the workers at one factory only, or a single Trade Union for all the workers for all the factories in the Province. If it is a Trade Union of all the workers of one factory, we are not aware of such single Trade Union, as the object of the Trade Union is to promote better understanding between the workers and the employers and to provide one body for negotiations between the two parties in the event of any dispute or grievance.

116. As stated in question 110, we are not opposed to the Trade Union Movement provided Trade Unions are composed of

the workmen and the executive are workmen and there is no outside political influence dictating the policy to be pursued. We have no means of knowing this as we have hitherto seldom had anything but harmony in our relations with labour. See reply under question 110.

117. Does not arise.

INDUSTRIAL PEACE.

118. No strike has occurred at this Factory.

125. All workers have free access to the factory Manager to place before him their grievances for investigation.

126. The Factory Manager and heads of departments are in direct contact with the workmen. No jobbers are employed.

127. There is no permanent joint machinery for the settlement of differences or disputes. No necessity for this has been found in the past.

128. We are in favour of disputes, not mutually settled by the parties, being referred to such arbitration as is provided in the Trade Disputes Act, 1929 with subsequent amendments. The composition of the Arbitral authority should be :—

(a) A sitting High Court Judge to be permanent Chairman.

(b) A Technical Adviser to be drawn from a panel of experts. This panel of experts to consist of experts from each important Trade and Industry of the Province.

(c) A responsible public man of independent views whose interests were neither for nor against Labour or Employer.

The procedure should be a fair and unbiased investigation of the disputes on the lines of the Board of Conciliation as provided for in the Act.

We cannot suggest any sanction. Compulsion used against either party might have undesirable repercussions. The findings of a Board making a fair and unbiased enquiry should in itself commend acceptance to the parties concerned.

129. Yes, subject to the views we have expressed in answer to question 128.

130. Yes, as set out in the Act.

131. The safeguards as are provided for in the Trade Disputes Act.

132. Copies of the Company's Balance Sheets and Profit and Loss Accounts enclosed. (*Not printed Vidyathushan Shukla.*)

The amount of Bonus paid by this Factory since the commencement of operation in 1932 :—

Year.	Bonus Declared.	Amount paid to Workmen.		
		Rs.	a.	p.
1934 ..	.. 3 weeks' pay ...	3,935	13	0
1936 ...	.. 1 week's pay ...	2,327	5	0

133. Does not arise.

134. The only measure likely to help in raising the level of wages is rationalization involving reduction in the units of labour employed, secondly, increase of efficiency in labour with the same object, thirdly, the reduction in the minimum cane rate which will enable factories to pay more for labour and fourthly, the prohibition of More Sugar Factories throughout India in view of the present position of over-production.

135. It is presumed that by reference to the machinery administrating the various Acts and Rules and matters affecting :—

- (i) the Industry,
- (ii) the employers, and
- (iii) the workers,

the Government are referring to—

- (a) The Indian Factories Act and Rules,
- (b) The Indian Electricity Act and Rules,
- (c) The Workmen's Compensation Act and Rules,
- (d) Payment of Wages Act and Rules,

all of which affect the Industry, the Employers and the Workmen, but if they are dealing with each of the three sections, Industry, Employer and Worker individually, there are other Acts, for instance, the Bihar Sugar Factories Control Act.

Category of work.	January, 1929. July 1929.					January July		
	No. of men.	Average rate P. or T.	Monthly earnings.			No. of men.	Average rate P. or T.	Monthly
			Maximum.	Minimum.	Average.			Maximum.
1	2	3	4	5	6	7	8	9
January.								Rs. a. p.
Mates	15	T	20 0 0
Coolies	366	T	0 6 0
Feed water attendants	3	T	1 0 0
Boiler Chargehands	3	T	2 0 0
Bagasse coolies	66	T	0 6 0
Engine driver	6	T	1 8 0
Mochi	3	T	0 6 0
Switchboard attendants	3	T	1 0 0
Fitters	14	T	1 12 0
Head Mistries	3	T	70 0 0
Turners	2	T	1 8 0
Blacksmiths	2	T	1 8 0
Carpenters	2	T	1 0 0
Masons	2	T	0 12 0
Khalasis	6	T	1 0 0
Paamen	5	T	63 0 0
Tripplem-a	3	T	0 7 0
Apprentices	4	T	12 0 0
July.								
Mates
Coolies	61	T	0 6 0
Switchboard attendants	3	T	1 0 0
Fitters	23	T	1 12 0
Head Mistries	3	T	70 0 0
Turners	2	T	1 8 0
Blacksmiths	1	T	1 0 6
Carpenters	2	T	1 0 0
Mason	2	T	0 12 0
Khalasis	7	T	1 0 0
Moulder	2	T	1 8 0
Apprentice	5	T	0 6 0
Paamen	6	Retaining	30 0 0
Moeni	1	T	0 6 0

SUGAR FACTORY.

1933.		January, 1938.					Ratio of column 11 to 6.	Ratio of column 16 to 11.	Remarks.
1933.		July 1937.							
Earnings.		No. of men.	Average 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.			
15 0 0	18 8 0	18	T	15 0 0	15 0 0	15 0 0	...	...
0 6 0	0 6 0	597	T	0 6 0	0 6 0	0 6 0	...	...
1 0 0	1 0 0	3	T	0 14 0	0 12 0	0 12 0	...	3:4	
2 0 0	2 0 0	3	T	60 0 0	30 0 0	43 8 0	...	3:4	
0 6 0	0 6 0	54	T	0 6 0	0 6 0	0 6 0	...	...
1 0 0	1 3 4	3	T	0 12 0	0 10 0	0 10 8	...	11:19	
0 8 0	0 8 0	3	T	0 9 0	0 7 0	0 8 0	...	...
1 0 0	1 0 0	3	T	1 4 0	1 0 0	1 1 4	...	...
1 0 0	1 8 0	15	T	1 12 0	1 0 0	1 5 0	...	...
60 0 0	63 8 0	3	T	73 0 0	56 0 0	65 15 0	...	...
1 8 0	1 8 0	2	T	1 8 0	1 8 0	1 8 0	...	...
1 0 0	1 4 0	3	T	1 0 0	1 0 0	1 0 0	...	4:5	
1 0 0	1 0 0	2	T	1 0 0	1 0 0	1 0 0	...	...
0 12 0	0 12 0	2	T	0 12 0	0 12 0	0 12 0	...	...
1 0 0	1 0 0	2	T	1 0 0	1 0 0	1 0 0	...	...
30 0 0	48 0 0	5	T	68 0 0	45 0 0	63 6 0	...	5:4	
0 7 0	0 7 0	3	T	0 8 0	0 8 0	0 8 0	...	...
19 0 0	10 8 0	11	T	15 8 0	11 10 0	12 14 0	...	18:11	
...	...	1	T	12 0 0	12 0 0	12 0 0	...	...
0 6 0	0 6 0	17	T	0 6 0	0 4 0	0 4 4	...	2:3	
1 0 0	1 0 0	3	T	1 4 0	1 0 0	1 1 4	...	...
1 0 0	1 7 0	5	T	1 18 0	1 8 0	1 11 0	...	9:7	
58 0 0	62 10 0	3	T	73 0 0	55 0 0	65 15 0	...	...
1 8 0	1 8 0	3	T	1 8 0	1 8 0	1 8 0	...	...
1 0 0	1 0 0	1	T	1 0 0	1 0 0	1 0 0	...	...
1 0 0	1 0 0	1	T	1 0 0	1 0 0	1 0 0	...	...
0 12 0	0 12 0	2	T	0 12 0	0 12 0	0 12 0	...	...
1 0 0	1 0 0	4	T	1 0 0	1 0 0	1 0 0	...	...
1 8 0	1 8 0	1	T	55 0 0	55 0 0	55 0 0	...	11:9	
0 6 0	0 6 0	3	T	0 8 0	0 6 0	0 6 9	...	...
15 0 0	22 8 0	5	Retaining	43 0 0	22 8 0	31 8 0	...	3:4	
0 8 0	0 8 0	1	T	0 8 0	0 8 0	0 8 0	...	3:2	

Indian Sugar Works, Siwan.

NATURE OF RECRUITMENT OF LABOUR.

1. Officers—11, clerks—42, work people—552, watchmen—64.
2. Officers—3 settled in this industrial centre.
8 Migratory.
Clerks—40 settled in this industrial centre.
2 Migratory.
Work people—519 settled in this industrial centre.
33 Migratory.
Watchmen—64 settled in this industrial centre.
3. More than three-fourth of the work people live in their home.
4. About seven or eight miles radius of the factory.
5. Very insignificant.
6. Approximately nil, except for those who leave at the end of the working season. Even then the old seasonal staff are taken first at the beginning of the new season if they turn up in time for which sufficient time notice is given.
7. Recruitment is made direct by the management on monthly salary basis.
8. Our own, because in that case we remain direct in touch.
11. Nothing so far has been brought to our notice.
13. As our operations are seasonal, all our employees, except those who remain for overhauling, in the off-season are casual in that sense.
14. About 34 are skilled labourers. All are employed for about six months, i.e., up to the end of the cane-crushing season. Some of them get retaining fee in the off-season.

CONDITION OF EMPLOYMENT.

15. Vide rules attached herewith.
16. There is no regular system, but according to availability of rooms and demand we do take a few now and then.
17. There is no regular system but services are now and then appreciated in the form of increment in salary and wages.

18. Honesty and good faith between employer and employees.

19. Vide copy of Rules appended.

20. Vide copy of Rules appended.

21. No woman employed.

23. Vide Rules.

25. Through the departmental heads.

26. Subject to the approval and sanction of the management.

27. Full opportunity to the individual concerned to explain his own case.

29. No system of fine or reduction in pay except as described in our rules, but sometimes dismissal or suspension is made on very serious offence.

30. None during the year ending 31st March 1939.

31. Vide our Rules. But sufficient latitude is given to explain conduct.

32. Vide our Rules.

33. Does not arise up till now.

34. Ten hours a day for general shift.

35. As per Government Rules.

36. As per Government Rules.

37. Does not arise in our case.

38. In general we do not take overtime work, unless unavoidably hard pressed by circumstances, in which case we pay according to Government Rules.

39. Chances of overtime may come in mechanical department, in case of a serious breakdown, etc.

40. According to wishes of the workers concerned, unless there is any reasonable objection, we substitute leave for extra wages.

41. 1935—130 days, 1936—134 days, 1937—154 days : Seasonal factory. In the dull season consisting of the remaining days of the year some people work who are paid at the full rate. Amongst others, services of important skilled hands are retained on partial rate payment.

CONDITIONS IN FACTORIES.

42. All machinery parts are properly guarded to eliminate risks. Where people have got to work near moving parts of machinery or risky places, tight fit clothes are provided.

43. Vide also forty-two. In case of accident and injuries immediate first aid is provided. A local subdivisional hospital which is about a mile and a half away from us, is in our services and also its medical officer incharge whose services are retained by us.

WAGES.

49. Form of wages duly filled is attached herewith.

52. As ours is a seasonal factory work is continuous, and shifts are changing by rotation. No discrimination for night and day work is made ; neither is necessary.

53. All our workers are monthly paid.

54. Payment made between 6th and 7th of the following month.

58. Earning capacity and extent of the institution should be combined, and adjusted to the cost of living indices and wages payment.

59. Minimum wages essential, as a man has after all to live. But the efficiency of the individuals to be taken in, cannot be overlooked.

60. General minimum living condition and cost.

62. As the conditions differ from centre to centre, it is advisable to have different standards.

WELFARE WORK.

70. Our factory being situated in the vicinity of a subdivisional town. Children attend the town institutions, where we render aid.

71. We are an infant body. Newspapers and books are obtained for general use. But there is a regular scheme in contemplation.

73. We bear all cost ourselves.

74. No definite scheme but whenever any individual or class desires attention, full consideration and help are given.

75. Nothing specially with workers in particular.

76. No industrial disease; but for climatic or seasonal epidemics, if any outbreak, full precautions are taken.

77. None.

78. Yes.

79. In different places pitcher pumps are fixed. Moreover there are two *pucca* wells already made for drinking water and at work places pipe connections are made for cold drinking water. Some pitcher pumps are fixed in convenient places near the residential quarters.

HOUSING.

83. Twenty-five double quarters and seventy-two single quarters.

84. There are sufficient quarters provided by the employers. As many of the workers belong to the subdivisional town which is only half a mile off from the factory, they prefer to live in their own homes. Others having their homes six or eight miles off from the factory, use to live in the factory quarters.

85. We supply free of rent and in particular cases also furnished.

INDEBTEDNESS.

91. As our factory is very near to subdivisional town no special shop in the factory is required. Yet during the working season shops of different kinds are arranged within the factory area where very nominal additional prices over the current town prices are allowed. Qualities of the stuff sold and supplied are frequently checked.

WORKMEN'S COMPENSATION.

99. Three accidents occurred during last three years.

100. All three were reported to the Chief Inspector of Factories, as well as the District Magistrate. Injuries were slight. The patients were provided with all the necessaries and medical aid free, as also full pay for the periods they remained sick.

101. No difficulty experienced so far.

INDUSTRIAL PEACE.

118. No strike has taken place since the start of the factory in 1933.

RULES AND REGULATIONS.

Definitions.

(1) *Kind of staff.*—Staff is divided into two parts, viz., superior and subordinate. (a) Superior staff will be those whose names are sorted out to be placed in the superior staff list. (b) Subordinate staff will comprise operatives and inferior staff. (i) Operative will be those who come under the operations of the Factories Act and who are entitled to overtime payment. (ii) Inferior staff will be those who are not included either in the superior staff or amongst the operatives.

(2) *Kind of service.*—There will be two kinds of services, permanent and seasonal. (i) Permanent service will mean continuous service throughout the year without any break except for sanctioned or compulsory leave. (ii) Seasonal service will mean service for the manufacturing seasons only or for an additional short period before or after the season.

NOTES.—People who do not work in the dull season but whose services are retained on a partial payment of salary will also be counted as in permanent service.

(3) Year of the company will be counted from 1st November to 31st October.

LEAVE.

(4) Except as otherwise determined by special agreement, etc., superior permanent staff will get leave as follows :—

30 days privilege leave, 15 days sick leave, all on full pay for each year of service. They will also get 10 days casual leave provided that the sick leave including the casual leave does not exceed 15 days.

(5) For permanent superior staff going on retainer during the dull season privilege leave available will be in proportion to the actual active service put in while the sick leave including the casual leave as mentioned in paragraph 4 above will be available in full.

(6) Seasonal superior staff will get casual leave 12 days and sick leave 15 days (including the casual leave) in a year of 12 months on full pay available in proportion to the actual active service put in.

(7) The inferior staff and the operatives will not in general be entitled to any leave but the permanent inferior staff and the operatives may get sick leave to the extent of seven days and permanent inferior staff will get casual leave to the extent of 12 days on full pay in a year.

(8) No leave will be cumulative and all leaves are to be granted only at the discretion of the Manager according to the permissibility of work and Manager's decision in all cases shall be final. If, however, privilege leave be not allowed within the year even on repeated applications the employee will be entitled to his pay in lieu of the unavailed portion of leave at the then current rate of his salary.

NOTE.—Sick leave will be available only when sick in the factory area. If, however, anybody after falling sick wants to go out for better treatment with previous permission will also be entitled to scheduled sick leave with full pay.

METHOD OF TAKING LEAVE.

(9) No employee, superior, inferior or operative, shall absent himself from duty without taking previous written sanction of leave except in very particular and unavoidable cases when one day's digression from the two above provisions may be permitted at the discretion of the Manager. In case of sudden illness, however, application for leave may be submitted up to the day following the first absence, provided satisfactory reasons be shown for the delay. A man on leave intending to extend leave must apply in time otherwise he will be counted as if he is absent without leave.

(10) Absence from duty without previous leave may amount to disappearance without information and therefore may culminate in dispensing with the services from the factory at the discretion of the Manager.

(11) In all cases leave shall be granted by the Manager, on the recommendation of the departmental heads concerned if necessary. In special cases, however, departmental heads may allow their subordinates to go on leave in anticipation of Manager's sanction after making proper arrangement for work. All such sanctioned papers must reach the time-keeper in time for proper record.

NOTE.—A book should be maintained about the leave record.

ATTENDANCE.

(12) All attendance must be in accordance with the scheduled time fixed from time to time. Unless special exemption is

made in particular cases all attendance of superior staff should be made by signature and noting the time by individuals in a book kept for the purpose and the Secretary or in his absence the Manager should sign at the end after satisfying about the entries in the book. (i) Late attendance or irregularity will count against the efficient record of service; or if compelled, the irregulars may even be penalised with a view to rectify. (ii) Attendance of inferior and operative staff will be drop of tickets at the time-keeper's office. Late coming to the time of five minutes may be executed in individual cases by the departmental heads but the repetition of the same will certainly count against individual record. Late coming between ten minutes and half an hour will be penalised by deduction of one hour; between $\frac{1}{2}$ hour and one hour by deduction of two hours; between one and two hours will forfeit half a day. After two hours late coming no body will be eligible to work for the day. Departmental heads, however, may previously sanction individuals occasionally to come late on reasonable grounds. Departmental heads may also allow individuals to temporarily go out from duty on satisfactory grounds, but such sanction should not be too often.

WAGES FORM.

237

FORM.

1938.		January 1939.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
1937.		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.			Rs. a. p.	Rs. a. p.	Rs. a. p.			
...	...	3	...	32 0 0	20 0 0	21 0 0	...	...
...	...	25	...	43 0 0	10 0 0	25 12 7	...	...
...	...	3	...	31 0 0	18 0 0	23 8 0	...	...
...	...	1	...	55 0 0	...	55 0 0	...	...
...	...	1	...	23 0 0	...	23 0 0	...	...
...	...	32	...	22 0 0	9 0 0	14 5 0	...	...
...	...	34	...	15 0 0	7 0 0	8 2 0	...	...
...	...	18	...	14 0 0	7 0 0	8 4 5	...	...
...	...	7	...	8 0 0	7 0 0	7 3 0	...	...
...	...	2	...	9 0 0	8 0 0	8 8 0	...	...
...	...	1	...	16 0 0	...	16 0 0	...	...
...	...	1	...	12 0 0	...	12 0 0	...	...
...	...	3	...	30 0 0	15 0 0	23 8 0	...	...
...	...	3	...	30 0 0	15 0 0	23 8 0	...	...
...	...	3	...	16 0 0	8 0 0	13 9 9	...	...
...	...	44	...	22 0 0	7 8 0	9 3 1	...	...
...	...	63	...	21 0 0	9 0 0	12 7 0	...	...
...	...	38	...	9 8 0	7 8 0	7 9 5	...	...
...	...	18	...	14 0 0	13 0 0	13 8 7	...	...
...	...	283	...	25 0 0	9 8 0	13 4 1	...	...
...	...	1	...	10 0 0	7 8 0	7 4 9	...	...
...	...	12	...	25 0 0	7 8 0	8 11 4	...	...
...	...	12	...	30 0 0	9 0 0	16 13 4	...	...
...	...	2	...	35 0 0	10 0 0	23 8 0	...	...
...	...	1	...	30 0 0	...	20 0 0	...	...
...	...	1	...	10 0 0	...	10 0 0	...	...
...	...	1	...	11 0 0	...	11 0 0	...	...
...	...	11	...	16 0 0	7 0 0	8 8 0	...	...
...	...	1	...	55 0 0	...	55 0 0	...	...
...	...	1	...	8 0 0	...	8 0 0	...	...
...	...	1	...	25 0 0	...	25 0 0	...	...
...	...	2	...	8 0 0	7 0 0	7 8 0	...	...

Sugāuli Sugar Works, Limited, Sugāuli, District Champarān.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers during the season	..	..	..	8
" during the off season	..	..	..	7
Clerks :—				
Average of clerks in the season 1937-38 about	..	..	..	55
" " off season about	..	..	..	13
Work people :—				
Average in the season 1937-38	..	..	..	465
" off season	..	..	..	164
Other men including office peon, watch, wardmen, gardeners and colliers, etc.	}	Average in the season 1937-38	..	62
		Average off season	..	32

2. (a) about 107 men.

(b) The rest (about 475) are migratory.

3. A little more than $\frac{1}{3}$ rd of the workers live in their village houses while they work in the factory.

4. Workers are mainly drawn from the neighbouring villages and other villages of this district. Some workers come from Saran, Ballia and other districts.

5. 369 out of 582 men leave the factory within a year.

6. (a) Nil.

(b) Nil.

(c) One man died on 22nd December 1936.

(d) During the off season due to stoppage of operation about 475 men leave the establishment.

7. (a) Nil.

(b) Directly by management.

(c) Nil.

8. We prefer the direct recruitment system because it eliminates a whole lot of inconvenience caused by the interference of middle men or jobbers.

9. (1) We maintain a list of those who have been employed and discharged from 1937 to date.

(2) Nil.

(3) and also of new entrants.

10. Yes, we employ all our old hands during the next crushing season.

We always give them preference over new hands.

11. None.

12. Yes, we consider it desirable to establish labour exchange. The State should have control of such exchanges.

13. Casual labourers are usually employed in the manufacture of sugar. 187 out of 465, 30 men are casual labourers (only the factory labourers are taken into consideration).

14. Yes, skilled labourers are employed as casual labourers and they are about 191. About 147 skilled workers are employed on permanent basis.

CONDITIONS OF EMPLOYMENT.

15—17. No.

19. We do grant leaves to workers, sometimes with and sometimes without pay during the period of absence. We do not have definite rules for this purpose so we are unable to supply with a copy.

20. No.

21. Women are not employed.

22. No.

23. Holidays given to workers on all the Sundays and two days for Durga Puja festival during a year. Sundays are given holidays only to those who work 9 hours daily and the rest who work 8 hours daily and are in shifts get a rest of 32 hours after every 12 days.

24. No.

25. We have no standing orders or rules.

26. Sometimes we do impose fines to deal with cases of indiscipline and slackness.

If the offences are of very serious nature it ends in dismissal of employee.

27. In cases of slackness or indisciplines the worker is invariably warned once or twice before any action is taken.

29. Please refer to question no. 26.

31. We do not pay for unauthorised absence.

32. Late commers are not allowed to work for that day and for that period which have already begun. They are allowed to work in the 2nd period and are marked $\frac{1}{2}$ day present.

In reckoning wages for the partial attendance the amount for the absence is deducted.

33. As the amount realised is very trifle owing to the fact that we seldom resort to punishment by fines we do not maintain any special fine fund and do not have any use in our factory.

HOURS OF WORK.

34. (i) 9 hours daily and 54 hours weekly. In this case Sundays are observed as holidays.

(ii) 8 hours daily and 56 hours weekly. In this case a rest of 32 hours is given after every 12 days.

35. For clerical establishment, there is no fixed time. For Mechanical Department, there are A, B, C, D, E, and F shifts and are times as follows :—

A	shift	from	12	A.M.	to	8	A.M.
B	"	"	8	A.M.	to	4	P.M.
C	"	"	4	P.M.	to	12	P.M.
D	"	"	6	A.M.	to	11	A.M. and from 1 P.M. to 5 P.M.
E	"	"	4-30	A.M.	to	1	P.M.
F	"	"	1	P.M.	to	9-30	P.M.

Workers of D, E, and F shifts get Sundays as holiday and the workers of A, B, and C shifts take rest of 32 hours after every 12 days.

36. This factory is a continuous process factory. Workers of A, B and C shifts take rest of 16 hours daily as shown in question no. 35 and after every 4 days they change by which workers of two shifts work after a rest of 8 hours only on that date while the workers of one shift take rest of 32 hours on that day only. In this way the worker of these three shifts get rest of 32 hours which occurs after every 12 days.

38. Yes. It is calculated at $1\frac{1}{4}$ items the usual wages rate and is calculated at the basis of weekly hours.

39. Workers of Engineering and Manufacturing Departments are ordinarily called upon to work overtime $1\frac{1}{4}$ times the usual wages rate is given to them.

40. No.

41. Season 1934-35, figure of stoppages not available.

Season 1935-36 :—

Due to Manufacturing Department 99 hours 54 minutes.

„ Engineering Department 67 hours 28 minutes.

„ Managerial Department 202 „ 38 „

„ General Department 322 „ 5 „

Total number of days mill run—140 days.

Stoppages :—Season 1936-37.

Due to Manufacturing Department 54 hours 25 minutes.

„ Engineering Department 89 „ 39 „

„ Managerial Department 169 „ 28 „

„ General cleaning .. 470 „ 40 „

Total number of days mill run—176 days.

Stoppages :—Season 1937-38.

Due to Managerial and cane shortage 187 hours 52 minutes.

„ Manufacturing .. 15 „ 11 „

„ Engineering .. 54 „ 8 „

„ General Cleaning .. 259 „ 22 „

Total number of days mill run (excluding cleanings
—95 days 4 hours 38 minutes.

42. Half shirts and pants are given to many of the workers to wear while they are on duty.

43. We take all the precautions prescribed in the Factory Act for preventing, classifying and reporting accidents. We are quite satisfied with a precautionary measure we are taking to prevent accident.

44. We do not think it desirable to extend the scope of the Factory Act. In our opinion the defects lie not in the Act itself but in implementing it. The nature of control exercised by the officers to see that the Factory Act is enforced is rather poor and it gives ample opportunities to unscrupulous employers to take advantage of lack of vigilance.

WAGES.

49. See forms. (*Not printed.*)

50. There has been no change in the system of wages calculation from time rate to piece rate and regards to any category of work since 1933.

51. Overtime is paid at $1\frac{1}{4}$ time the usual wages, i.e., a man working overtime for four hours and whose usual rate is Rs. 8 will get Re. 0-2-9 for the overtime he worked.

52. No.

53. Wages of all the workers are calculated on monthly basis except a few coolies who work outside the factory and are calculated on daily basis.

54. The system of payment in this factory is monthly. They are paid within 7 days after the end of the each wages period. Some coolies who work outside the factory are paid weekly. They are paid within 3 days after the end of the week.

55. We do not have any fixed rules.

56. No other deduction.

57. No.

RATIONALISATION.

66. No.

WELFARE WORK.

I.—Education.

70. There is no school.

71. No.

II.—Health.

72. The local Sub-Assistant Surgeon attached to the District Board Charitable Dispensary is also our factory Doctor. He attends the cases of accidents of our factory.

73. Free.

74. No.

75. None.

76. Epidemics, such as cholera, small-pox, or plague are not uncommon in neighbouring villages.

77. No.

III.—Housing.

83. All houses are provided by employer.

84. No, majority of the workers come from neighbouring villages and go back to their houses after duty hours.

85. Free houses are provided by the employer.

IV.—Rest and recreation.

88. No facilities are available for a, b, c and d.

90. Children are not employed.

INDEBTEDNESS.

92. We suggest establishment of co-operative stores by Government.

94. Though we pay advances to workers it is not paid systematically according to the law and we do not charge any interest.

95. No.

WORKMEN'S COMPENSATION.

99. 1935-37 only 12 accidents took place in our factory.

100. One case was referred to commissioner and other were awarded compensation.

TRADE UNION.

103. No.

104. No.

INDUSTRIAL PEACE.

118. No strike.

119. Nothing.

127. There is no permanent joint machinery for settlement of differences or dispute.

130. Yes, we are in favour of appointment of conciliation officers.

**Rāmā Sugar Factory, at Bishambarchak, Post Office
Amarpur, district Bhagalpur.**

NATURE AND RECRUITMENT OF LABOUR.

1. Officer	..	..	..	..	1
Clerk	..	..	..	..	2
Work people.—Men	..	..	..	..	200
Women	..	..	..	..	Nil
Children	..	..	..	..	Nil

2. (a) Manager and 2 clerks permanently settled.

One engine *mistri* permanently settled.

And a fitter permanently settled.

3. 90 per cent of the workers live in their village homes surrounding the mill area and the 10 per cent come from outside. They are the sons of cultivators and very few of cooli class.

4. Workers are mainly drawn from the local surrounding of the mill area of Amarpur police-station and a few from other area but from the neighbourhood of the locality.

5. Out of 100 per cent of the workers 10 per cent live in the mill area and for them the house provided by the mill authority free of cost. No rent charged for them.

7. The workers recruited here not by contractors or jobbers but direct by the manager.

We are not seeking help by the contractors or jobbers, etc. Their help is not useful for us, but they may be useful for others. In our opinion, this system is dearer than cheaper. May be useful for bigger area.

8. We suggest that direct system of recruitment is better as the selection of workers give full satisfaction by the mill authority. Men according to choice selected.

9. We maintain the employment attendance Register and Acquittance register in which the date of appointment and discharging and other useful informations are written and filled up.

11. We generally take previous experienced hands and trained workers but sometimes we had to take some new recruits which are given under trained hands. In beginning some difficulty is found but afterwards they give satisfaction to authority. On any fault, they have been warned and forgiven 1st and 2nd time but in the 3rd time cut off their names from the rolls of the Register and paid their full salary.

13. Casual labourers are working here for season only and sometime transfer from one department to other for relieving others. They do all sorts of work according to qualifications. Their number sometimes increases and decreases.

14. Yes.

CONDITION OF EMPLOYMENT.

15. There is no special service rules, we go according to Factories Act.

16. There is no special training for apprentices. Experienced hands are working. If one or two apprentices are taken, they are getting pay for fooding, etc., and after some day, some extra pay is fixed for them, according to work.

17. There is graded promotion in our factory. During five years ten workers are promoted in *Rab* and crushing department of the mill.

18. In our opinion contract system is useful for the mill owners.

19. In this factory all Sundays in each month are allowed holidays to workers and special festival leave is also allowed and full salary is paid for the holidays. On being absent from mill work on their own choice, their salary is cut off for that period.

20. There is no special rules of the sick but whatsoever in the Factory Act accordingly being informed from sick persons relative, we send our doctor and medicine free of cost, till they recovered from illness. Full pay is allowed, if the workers live in mill area.

21. No women are employed here.

22. No.

23. As the factory is a seasonal one, so all Sundays during the period nearly 25 holidays is given to workers with full pay.

25. Copies of the Factories Rules in Hindi and in English displayed in the main gate and entrance of the workers. They are also acquainted with all the important rules of Act by their *sardar* and the officers.

26. If any slackness and indiscipline on any part of offence is found among the workers first and the 2nd time, they are warned

and forgiven. In the 3rd time their names cut off from the rolls and paid their full pay of their work.

27. They have been given chances to correct themselves 1st and 2nd time for fortnight.

28. It is noticed that very few workers are found stealing *gur*, juice and sugar, etc., for quenching their appetite and for their family, respectively.

29. There is no fines register, etc., in our mill. Their punishment is dismissal with full pay.

31. By cutting salary for the absenting period.

32. For half an hour, we are not marking absent but after five hours absent partial present mark is given for half day work, i.e., five hours at least.

HOURS OF WORK.

34. According to Factory Act, we are taking 10 hours work per day and night, i.e., during 24 hours excepting Sunday, i.e., 60 hours per week, as our factory is a seasonal one and work upto sugarcane season.

35. In working season 2 shifts are working and the shift workers working 5 hours in day and 5 hours at night, i.e., 7 hours rest at day and 7 hours at night, i.e., 14 hours rest with extra refreshment intervals. We are not taking women and children in our factory. Hours of work is equal even on Saturday.

36. Besides the 2 shifts, there are classification of work according to nature.

37. Yes.

38. We are not taking overtime work.

CONDITION OF FACTORIES.

42. Yes. There is a mill doctor who daily examines the health of the workers and supply needed medicine free of cost to workers, as the doctor gets salary from mill-owners.

43. We have got forms of reporting accident, etc., to the authority to Factory Act. Whatsoever safeguard is advised in the said Act is sufficient to cover the demand.

44. No.

49. Required wages form is duly filed in and attached herewith for information.

50. No.

53. 100 per cent of the workers' salary are calculated on monthly basis.

54. Weekly advance is given to all workers and special advance is given in need to needed workers without interest for one or two months. These are realised by deducting their pay or sometime, gradually by instalment.

57. In some department bonus is given to workers on profit according to their pay.

59. Yes. The minimum wages should be fixed in such a way, so that both the parties have full satisfaction, i.e., (workers and owners).

60. Rate of workers should be fixed according to time rates.

65. In order to protect the industries wages rate should be lowered. The demand of the increment of wages come from all sides and increasing day by day, but very few give heed towards the fall of industries.

WELFARE WORK.

70. Our factory is a seasonal one and situated near a village four workers are local villagers. Their sons are reading in their village schools.

71. There is no Library at present.

72. We provide sufficient medical help to workers. One doctor, M.B. is engaged by the mill to examine the health of the workers and supply medicine, etc., free of cost. We also keep stock of all sorts of medicine for the 1st aid and afterwards sent to District Board hospital nearby.

73. Medicine and treatment of workers are done free of cost by the millowners not by the employers.

74. Yes.

75. Mostly epidemics (cholera and small-pox, etc.) diseases found here.

76. Yes. If any place, epidemic diseases break out, we inform the epidemic doctor at Banka or nearest District Board hospital nearby. They take prompt action at once for the diseases.

78. Yes.

79. Supply of cold drinking water is given to workers free of cost by well and boring system.

80. Having received any information from sickmen's quarters and from their relatives, we at once send our mill doctor and supply the medicine, etc., free of cost.

81. Yes.

82. Yes. The system of maternity benefit should be started and the benefit may be realized from the workers' salary by cutting pay or by instalment.

83. Ninety per cent of the workers live in their own old home and they are the sons of cultivators of the surrounding villages. They live in the home made by their father or relations. 10 per cent come to live in the mill area quarters freely provided by the owners.

84. 10 per cent of the workers come to live in the quarters in the mill area provided by the proprietor free of cost, while the majority of 90 per cent come from nearest villages. For them rest house is built for their recreation and refreshment period, etc.

85. Houses and quarters supplied by the mill-owner free of cost to workers and no rent charge of any kind is taken.

86. Materials for house-building are supplied to workers free of cost from the owners but the labour is applied by workers to build quarters, etc., if any worker apply for this kind of help.

87. Yes.

88. There is no playground but for amusement they have been allowed and encouraged in their leisure hour and rest interval hour is allowed for refreshment, etc.

89. No.

INDEBTEDNESS.

91. 80 per cent of the workers are indebted and take loans for their daily necessity, cash, clothing and corn, etc., on their crops and service. On cash purchase 6 pies per rupee profit is taken and one anna per rupee on credit system.

92. No. This area is not so fit for this purpose. The present local system is better.

93. Yes.

94. Advance money is given to trustworthy and old workers according to need and according to their pay. For a month or two no interest is taken but for three months or more ordinary interest is taken and sometimes excused on considering the condition of the workers. These may be gradually deducted from the monthly salary and realized up to closing season.

95. No.

96. This system is not available here.

97. Some development and progressing scheme should be made for the benefit of the workers by opening co-operative societies, etc., in populated area.

98. Yes. There should be co-operative societies for the workers.

I.—WORKMEN COMPENSATION.

Nil.

J.—TRADE UNION.

103. No.

114. No.

116. We are quite ignorant of the trade union's work, but we think the system can be proved beneficial to workers, if work honestly.

117. No objection but this area is not fit for that owing to small limitation.

K.—INDUSTRIAL PEACE.

118. We have not experienced here of any kind of workers' strike but if the workers are encouraged from other centre for increment of salary, etc., and if they are delivered, by anyone, hating lecture against mill-owners, in that case, there is possibility of *hartal*. If *hartal* or strike happens once, then this disease will often spread every year for increment of salary, etc.

130. Yes. Conciliation officer may prove beneficial for owners and workers, respectively.

134. Present system of law is satisfactory and safeguard for the industry. It is not necessary to make any new amendment on seeing the fall down of the industry.

RAMA SUGAR FACTORY, BISAMBHARCHAK.

WAGES FORM.

Category of work.	January 1930. July 1930.					January 1938. July 1938.					January 1939. 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	...	N11	N11	N11	N11	(January 1938.) 310	Rs. a. p. 11 4 0 7 8 0 per month	Rs. 100	Rs. a. p. 7 8 0 8 10 0	Rs. 11	(January 1938.) 808	...	Rs. 100 per month	Rs. a. p. 7 8 0 8 10 0 to untrained.	Rs. 11	Time rate.	...	This was not started in the year 1938, so unable to supply the required figure. Women, children and girls are not appointed in our mill.	
Do.	...	N11	N11	N11	N11	(July 1938.) 12	...	100	8 0 0	11	(July 1937.) N11	N11	N11	N11	N11	Do.	...		
Women	...	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11		N11
Boys	...	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11		N11
Girls	...	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11	N11		N11

Replies to Supplementary questionnaire on Sugār.

1. We work during the season 5 to 6 months approximate.

2. Cane crushing period may be extended up to 6½ months at the latest without any loss. If we will extend further period of crushing, our *Rab* or *Gur* becomes bad and begins melting owing to severe heat of summer season. As our system is an open Pan system Khandsarai Factory, there is no means to extend the period of crushing.

3. We keep throughout the season one machinery mistry and one fitter, one clerk and 4 Jamadars for supervision and the rest are discharged out of 25 skilled labourers and 200 unskilled labourers. This system comes from 7 years whence the mill started work.

4. We have not made any contract from the worker up to now but from the coming season we feel necessity of doing that, so we are unable to send any copy.

5. We use to give travelling expenses to some *Rab*-mistry only who are the inhabitant of the United Provinces and to no one else.

6. Excepting one Panjabi and 7 *Rab*-mistry who is outside the province and the rest are of 1, 2, 3, and 4 miles distance from the factory.

7. No. We do not pay any allowances to workers during the off-season.

8. Our Factory is small Khandsari Factory open Pan system, so we have no Chemist and Engineer. One Punjabi mistry is working who is appointed for the season only.

9. There is no one discharged by us or re-appointed on lower salary.

10. Local agricultural wages of unskilled labour is Re. 0-2-6 per day while in mill 0-4-0 to Re. 0-5-0 per day according to their work.

11. We use to sell molasses by making refined which is used for eating purpose and the bagasse is used for manuring purpose in our land and not sold.

12. There is some competition in the local market from the producer of "Sugar and *Bhura*" direct from country *Gur* and who are free from the Sugar duty in this province.

Gurnám Sugar Mills, Amarpur (Bhagalpur).

1. Officers 1 (Manager who also works as other labour).

Clerks 1 ditto.

Workpeople...	{	Men	50 to 80 in season.
		Women	Nil.
		Children	Nil.

2. (a) *Permanently settled are*.—1. Mechanic, 1 Sepoy and 2 coolies only.

(b) all others are migratory (about 46 to 76).

3. 95 per cent of the workers live in their village homes.

4. The workers are drawn from the nearest places.

5. About 95 per cent of the workers leave the factory within a year and 5 per cent are permanent hands.

7. (b) Employees are directly recruited by the manager of the factory.

8. I prefer the direct system of recruitment only because the commission that will be given to the jobber is a burden over the labourers in its real meaning and also he may not have a thorough experience of the classification of work and the type of men required for that.

9. I maintain an admission register of the workers only who work in the season and who leave the work when the season is over.

10. The best attempts are made to provide jobs for the previous workers before a new hand is recruited.

11. No abuses and corrupt practices came into my notice in connection with recruitment. I think the necessity of the question does not arise here and why a good judge of labour will have the abuses in return, when he is not doing in wrong.

13. Casual workers are not employed.

14. About 95 per cent of workers are recruited when the seasonal work commence and the same number goes off when the work is over.

15. No special rules have been made for employment.

17. There is no regular system of graded promotion, but one gets his promotion when his work actually deserves it.

18. There must be no security from the employees simply they must be told not to waste or destroy anything intentionally.

19. Every worker gets one day's leave within a week or in other words he is given 4 days' leave in a month and for which he gets his full wages. No deductions are made at all. Those who want to have more leave than the already granted to them, will not be paid for that.

20. Sick persons are not allowed to leave the factory and they are regularly attended by the doctor of the factory. Free fooding and lodging is offered to the sick employees.

21. No women are working here.

22. Good workers sometimes get as a prize some cash in addition to their wages, etc.

23. Every Sunday and important festivals are treated as holidays.

24. No definite rules have been laid for the conduct but if there occurs any case of misconduct, it is decided by the *Panchaities* of the workers.

25. Only the factory-Rules are applicable and these are made clear to the employees in their mother tongue.

26. In the case of indiscipline and slackness of work, a general meeting of the employees is called and the case is referred to them. Then the final decision given by the committee of the labourers is brought into practice.

27. The accused person is given notice before the setting of the committee and he is allowed to produce his witnesses if he likes.

28. The punishment that is to be borne by the accused is simply to stand before the committee and to tender apology in person. No cash is deducted and the using of ill words is not allowed at all.

31. The unauthorized absence is dealt with as a black remark on the part of the one concerned in it and the man who will be absent for more than 3 days in a month intentionally, is dismissed.

32. The late-comers are recorded as present if they attend duty within an hour delay and they get the full wages for that, and if they do not come within one hour, they are taken as absent from duty.

33. The workers are not fined in any case.

34. The night shifts must, however, be allowed to work for a shorter period than in the day as it is natural that one enjoys the best sleep at night, and when he feels sleepy on duty it is much dangerous for him and the employer too.

35. In seasonal factories 10 hours daily work is allowed by the factory rules, but in this I differ. Working hours should not be more than 8 hours daily, and one must work for 4 hours at a time and then after eight hours rest he should come again to resume his duty. The mills should be closed after a fortnight for one day and not after a week as is being done at present. This much I suggest only for the seasonal factories only and not for the perennial factories.

51. The wages of the worker should be considered by his work and not his face or talking.

54. The wages are paid monthly and one who is in urgent need may get in advance to some extent. I prefer this system only because there is no botheration in this and the worker may have it when he demands.

59. I am against the minimum wage. One must work hard and he should get the handsome wages.

63. Hard and continuous work may lead the worker to a path of higher salary.

72. A doctor who is paid by the employer, attends the workers twice or thrice in a week and he may attend the sick people of the factory if the necessity arises.

73. The doctor is paid for his medicines also by the employer.

78. The workers do not prefer latrine.

79. A fresh water is supplied from the well.

83. Those employees who stay in the factory are provided with free quarters.

85. Free of charge, no rent is charged.

99. No accident took place in my factory within the last 3 years.

100. No case occurred.

103. No trade union formed.

118. No strike took place since the start of this factory.

130. I am in favour of the appointment of a conciliation officer but the officer in question should be an experienced hand particularly concerned with the factories.

132. Copy of Balance Sheets for the years ending 1st June 1934 to 31st May 1935, 1st June 1935 to 31st May 1936 and 1st June 1936 to 31st May 1937 are being enclosed herewith and at the same time I want to inform your honour that this mill was not in existence before 1st June 1934 and the accounts

of the current year will be closed on 31st May 1938. Therefore it is impossible for me to supply a copy of Balance Sheet for this year. (*Not printed.*)

134. There are several schemes which may be successful in raising the level of the workers' wages and also these may not effect the employers as regards their financial position, but it is too difficult to describe it here in writing. It may better be discussed orally when the Committee will be visiting this area.

Replies to Supplementary questionnaire on Sugar.

1. The work nearly continues for about six months.
2. It is impossible to extend the period of crushing without any loss.
3. About 50 unskilled workers are employed for the season and 5 skilled workers work in the factory throughout the year.
4. We do not make any written contract with the employees whether they are permanent or seasonal.
5. All the workers are of the neighbouring villages and we have not to pay any allowances at the time of joining and leaving. If there is any man whose home is beyond his daily reach, we pay him the Railway fare for outward and inward journey.
6. The average distance of the homes of the employees is about $\frac{1}{2}$ mile from the factory.
7. We do not pay any allowances to the workers in the off-season.
8. The services of the chemists are not required in the slack seasons and the engineers have to repair the machinery, etc., in slack season.
9. We do not discharge any employee simply to re-appoint him on lower wages or to replace him by the other man who will accept low salary than him. Highly paid workers work much more than the poorly paid.
10. Average wages of the unskilled labourers in this factory are about five annas and as for the agricultural wages in the neighbourhood it is two annas per day.
11. The molasses is turned into *gur* which is called as *gur* no. 2 and the bagasse is used for burning purpose in the furnace.
12. We have no competition with other producers of the other provinces.

Rameshwar Gur Mill, Kishenganj.

1. Officer—1 Manager.

Clerk—1.

Work-people { Men—112.
Women—nil.
Children—nil.

2. Nil.

3. 95 per cent of the workers are the sons of the cultivators who live in their own homes. They are living in the local surrounding of the mill area, police-station Kishenganj and 5 per cent from the outside who have been supplied quarters from the millowner free of cost and quarters are increasing according to number of coolies.

4. 95 per cent workers are mainly drawn from the local surrounding villages of the mill area and 5 per cent from outside mostly of the own district, 1 or 2 from outside province.

5. As our factory is a seasonal one, so after finishing the working season 99 per cent of the workers go home and the 1 per cent of the workers engage in repairing, etc., for some days. There is no remedy for reducing the number. Very few live up to whole year.

6. As the Factory is newly started last year so no exact figures can be given in 1936 and in 1937.

No accident took place upto date and no other points (a), (b) and (c), (d) and (e) happen here.

7. The workers are recruited direct by the manager or proprietor not by jobbers or contractors.

8. Direct system of recruitment is better in the area where workers are available but where workers are not available in that case jobbers and contractors are useful.

9. We maintain an employment Register and in which all sorts of acquaintances and full particulars of point (1), (2) and (3) are found according to the Factory Act.

10. Yes.

11—12. No.

13. All sorts of work but the casual workers work during the seasons only.

14. Yes, the trained and skilled labourers also work here for the seasons only excepting one or two.

CONDITION OF EMPLOYMENT.

15. We have got no special rules for service but we go according to Factory Act.

16. No.

17. Nil.

18. Contract system is useful with some security.

19. Yes. We generally allow weekly Sunday as holidays and sometimes special holidays allowed to workers, pay off full to workers for all but in other cases we cut off their pay on being absent from work for that period. Only some permanently stationed men getting full pay if proprietor thinks it fit.

20. No. But in special circumstances leave is granted and full pay is given to workers.

21. No. women is employed here.

22. There is no such rules.

23. Our Factory is a seasonal one and very short period worked owing to the shortage of cane supply. Only 9 days holidays are given to workers during the season, i.e., all Sundays.

24. No. Not here such rules made.

25. According to Factory Act we can deal at present and make acquainted the workers accordingly.

26. We use to cut off the name of the guilty workers after paying full pay after a week. We have not taken order at present for fine etc., from the authority.

27. We use to give a week's time to correct themselves and if found corrected, then they are allowed to work.

28. Ordinary offences such as stealing of cane juice, *Rab* and *Gur*, etc. for fooding purposes is found, only warning is given and a week's time to correct themselves.

29. No. Not yet prevalent here.

30. Nil.

31. By cutting pay.

32. Half an hour late is forgiven and afterwards partial present is marked.

33. There is no special time found of any kind.

HOURS OF WORK.

3. Our factory is a seasonal one so we take 10 (ten) hours work per day and night from each worker i.e., 60 hours per week

35. No. For seasonal factory whatsoever hours of work is fixed, is alright. Two shifts are working, one at night and one at day. During 24 hours, 14 hours rest are given to workers and half an hour refreshment leave is given in working period to all.

36. According to the nature of work, shift is arranged.

37. Yes.

38. No. There is no overtime system.

41. There is no 5 years account, as the factory is started last year. In the year 1938 it is not yet calculated.

CONDITION OF FACTORIES.

42. Our factory is in healthy place, all sorts of convenience is given to workers free of cost and according to Factory Act all arrangements are done up to date.

43. Special measure is taken for preventing accident. No accident has happened here. There is forms of sending accident report to the authority. There is a second class equipment and one doctor is working there for the health and safety of workers.

44. Present scope is sufficient for the development but some alteration and subtraction can be made.

47. There are certain provision which should be modified. There are such acts which are equal to town or villages factory respectively. There are far differences between them. Take for instance, latrines and urinals, mode of living which are not so useful in village as in town. The villagers are not habituated to go in latrines or use urinals. They usually go outside in open field and mode of living is cheap and simple.

WAGES.

49. Form is attached according to required information.—
(Not printed.)

50. We pay the workers' salary on monthly basis according to efficiency of the workers.

51. Ordinary wage rate in our mill is Rs. 7-8-0 per month i.e., annas 4 daily and highest Rs. 40 per month. Overtime rate should be full of the ordinary pay according to time.

52. There is no custom of different kind of pay at night duty and full pay is given to workers for Sunday and other holidays allowed by mill owners.

53. Salary of workers is calculated according to monthly basis or sometimes on daily basis.

54. Salary is paid to workers up to the 10th or 15th of the next month after working one month keeping a week and fortnight pay in hand. We use to pay the workers weekly advance of Re. one or two or according to pay. We prefer that after keeping a week or 15 days pay in hand, all pay should be paid to workers. We have noticed that if the workers get their salary just after finishing the month, some of them use to flee away and thus bring difficulty to the factory.

55. Contract system of pay should be fixed and during the contract period advance should be given. Rate should be fixed on time basis, not yet calculated.

56. Absent from mill work or sick absent without the knowledge of the mill authority or leave deducted from the salary of the worker.

57. Daily wages or monthly wages of the workers is sufficient to cover the maintenance of the workers.

58. Minimum wages should be fixed, as the villagers' wages are annas 6, 5 and 4 per day as in the villages, the living basis of workers are simple and cheaper. If the wages will be fixed and equal to small and big mill or cultivators. All aspects and points should be judged by the committee.

59. On time basis.

60. On majority "voting" basis.

61. Yes. According to the population of the workers. Where there is small number of workers, the rate of wages is dear and in populated area rate of wages is cheaper.

62. According to the system of places.

63. The effect of fixing the wages is not suitable minimum or maximum in cheaper area and where the cheaper industry is available owing to cheaper rate of the workers. In that case such type of industry will be affected even being harmful to cultivators class.

64. The industry which has got protection and dearer profitable there the minimum wages should be fixed and even in town this system is available.

RATIONALISATION.

65. Bad or good effect may be happened by the new scheme if not suitable to majority. It will be seen by all points of views, i.e., occupation, (c) wages rates, (d) earning, etc.

68. To make such rules for all industrial centre or factory or mine, in which unemployed persons may be admitted as apprentices or any empty places of own province not of outside provinces. This question may be solved early.

70. (a) Our factory is small, so no school is wanting here for workers' children and (c) for adults but in big places this should be arranged. There are village schools for this purpose.

HEALTH.

72. (a) One doctor is engaged daily to see the health of the workers, (b) medicines are always in stock, (c) there are no other agencies, (d) there are no woman and children, and (e) all medicines and treatment supplied to workers free of cost.

73. Treatments are done to their family and the workers respectively free of cost.

74. By the mill doctor.

75. Cholera and small-pox and some malaria fever diseases are available in this part.

76. Yes. By epidemic doctor and present aid is given by local district board hospital.

78. Sanitary condition is good but there is no need of latrines, etc. There is open field.

79. Pure drinking water-supply to all workers free of cost even in quarters respectively.

80. On hearing the sickness of any worker we take particular care and use to send mill doctor to make the treatment free of cost.

81—82. Yes.

HOUSING.

83. Majority of workers live in their houses as they are the local sons of the cultivators. Few workers live in the mill area and for them free quarters are provided.

84. Yes. If not available but may be arranged very shortly.

85. No rent of any kind charged in our mill.

87. Yes.

REST AND RECREATION.

88. No arrangement for play here, but the workers in their rest period play cards, etc.

89. Yes.

INDEBTEDNESS.

91. In some extent the workers are habituated to take credit cloth and fooding, etc., on credit system and some taking cash. There are some extra interest and profit on credit system.

92. Not necessary here.

93. Prompt payment to some extent relieve (the debt of the workers.

94. Advances are given to workers, weekly and fortnightly, without interest and for three months with interest.

95. Not from the 1st wages or 1st month's salary but from the 2nd month's salary.

96. No experience.

97. Yes.

98. Yes. This should be done in permanent settled area of the workers.

TRADE UNION.

103. No. Not here and not available at present.

104. No.

106. There is not a single one.

108. Yes.

114. No.

115. No.

116. We are quite unknown to its organization.

117. Not in this part.

INDUSTRIAL PEACE.

118. No strike here.

126. Nil. In small mill, all members looking welfare of workers.

130. Yes, but in big area.

131. Not experienced.

134. Yes.

Replies to Supplementary questionnaire on Sugar.

1. The work continues from the 15th of November to the 15th of March.

2. It is not possible to extend the period of crushing without loss.

3. Seasonal Workers :—

Skilled	..	..	..	..	7
Unskilled	..	..	..	..	40

Working throughout the year :—

Skilled	..	..	..	..	1
Unskilled	..	..	..	..	2

4. No written contract is made with the employees permanent or seasonal.

5. Travelling allowances are paid to the permanent employees at the time of their joining or on their termination. Railway fare and fooding charges are paid.

6. The average distance of the homes of the workers from factory is from a mile to 40 miles. They do not spend themselves on transport.

7. Nothing is paid to the workers during the off-season save those three only who work throughout the year. They are paid only their monthly pay.

8. The services of engineers and chemists are not required during the slack season.

9. None discharged for re-engaged or replaced by others on lower salary.

10. The wages of our unskilled workers are more than agricultural wages in the neighbourhood.

11. Our molasses and bagasse are disposed of in the local market as we do not produce much.

12. No chance have up'till now arisen to meet competition with producers from other provinces.

Replies to Supplementary Questionnaire on Sugar, South Bihar Sugar Mills, Limited, Bihta.

1. Our crushing season extend from four to five months.

2. Crushing can be extended up to six months. The present difficulty is cane shortage and possible remedy is propaganda work by Government in which we shall gladly co-operate.

3. The number of those who are employed for the season is quoted below :—

Skilled	..	..	..	..	283
Unskilled	..	..	..	..	935

The number of those employed throughout the year is the following :—

Skilled	..	..	..	..	105
Unskilled	..	..	..	..	125

4. Yes, written contract is made with some of the employees. Copy of the same will be sent later on.

5. Yes, we pay travelling allowance to those employees whom we call by issuing appointment letters both at the time of joining our factory and of the termination of their services at the following rates :—

(1) Workmen and labour up to Rs. 74 per month wages single third class fare, cooly charges, etc., fooding at Rs. 1-4-0 per cent salary per day and one maund luggage freight.

(2) Member of clerical and establishment sanction up to Rs. 40 per month as no. 1 above.

(2-B). Rs. 40 to Rs. 74 per month single inter class fare, one maund luggage freight coolies, etc., and allowance at Rs. 1-4-0 per cent on salary.

(3) All employees drawing Rs. 75 to Rs. 199 per month two inter class tickets for self, wife and one for child, two maunds luggage freight and allowance at usual rate.

(4) For employees drawing Rs. 200 per month and upwards two tickets 2nd class for self, wife and two second class child tickets, one third class ticket for servant, four maunds luggage, cooly convenience and allowance as usual rate.

6. Yes, they have to spent something on transport.

7. Yes, we pay some of our workers an allowance during the off-season, the amount and the occupation of workers to whom it is paid is stated below :—

(1) *Confectioners*:—Half the amount of the salary per month.

(2) *Manufacturing Chemists*:—One-third of the salary per month.

8. The service of the Engineers, can be utilised in overhauling and repairing the Machinery and those of chemists can be used in doing propaganda work in the villages and teaching the villagers how to carry on the work of cane cultivation with the help of good manure so that the produce may be a good one. But this can only be done if adequate contribution is made by the state towards their salaries of the amount collected as cess from the Sugar Factory.

9. The following men were discharged at the end of season and re-engaged at the beginning of next season on lower salary because the standard of their salaries was much more than that of their new working on the same post. None was replaced by a man of lower salary.

		Pay last year.	Pay this year.
(1) Kishore Singh	.. ..	45	35
(2) Jatadhari Singh	.. ..	30	25

10. The wages of our unskilled workers compare favourably with the agricultural wages in the neighbourhood as the minimum pay which we give to our unskilled workers is Rs. 9 per month while in the neighbourhood the unskilled labourers get annas three to annas four per day which comes to about Rs. 6 to Rs. 7 per month only.

11. The bagasse is consumed as fuel in our boilers while the molasses are sold.

12. In Bihar markets we have no competition from other provinces; of course in markets in other provinces we have an open connection from all other sugar mills.

**Replies to Supplementary Questionnaire on Sugar, The Gāngā
Desi Sugar Factory, Limited, Buxar.**

1. About 120 days, i.e., from December to March.
2. The crushing period may be extended without any loss to the factories if sufficient cane of early and late varieties be available, which is possible if the arrangement of water-supply is made according to the requirements of cane growers.
3. During the season 104 skilled and 118 unskilled workers are employed and out of these 21 skilled and five unskilled are employed throughout the year.
4. No.
5. Yes. Actual travelling expenses are given at the time of joining as on termination of the services for going home.
6. The average distance of the home of workers is about two miles and they have nothing to spend on transport.
7. No.
8. It is not possible.
9. This question does not arise in our case.
10. There is a vast difference between our wages and the agricultural wages. We pay more wages than the agriculturists of the neighbouring villages pay.
11. Bagasse is used for fuel purposes and molasses are sold in the markets for manufacturing tobacco.
12. We have to compete in the Central Provinces markets with Ratna Sugar Mills, Limited, Shahganj and Sri Krishna Sugar Mills, Jhansi and in Bihar with Bihta Sugar Mills and Dumraon Raj Sugar Mills.

Replies to the Supplementary questionnaire, Shree Laxmi Sugar Mills, Gidhaur.

1. Generally we work five months in a season. (December to April).

2. Not possible, because the cultivation of sugar cane in this area is limited and very poor.

3. All the employees are seasonal.

4. Nothing.

5. Yes, we pay full railway fare and travelling allowance to the Rabmen from their home station.

6. About a mile or two, they have nothing to spend on transportation.

7. Nothing.

8. It is a very small factory, and manufacture only Khand-sary sugar with the help of Old Open Pan System. Engineers and Chemists are not required.

9. Nobody in this season.

10. All the unskilled workers of this mill earn more than they earn from agricultural work. They are getting here at annas four per day, whereas from the agricultural work they cannot get more than two annas six pies after whole day's labour. Moreover in this time all the agricultural works come to a finish, so the labourers cannot get any work to support them.

11. We sell the molasses in the market and use the bagasse in our boilers.

12. We have not yet met with any competition in the market.

CEMENT.

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

Cement.

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	
1	2	3	4	5	
1	S. V. P. C. C., Japla	1,697 51	M. W.	Direct; some by Contractors.	..
2	Dalmia Cement Factory, Dalmianagar.	620	M.	..	..
3	Associated Cement, Khalari.	1,483 610	M. W.	Direct; some by Contractors.	..

Serial no.	Name.	Labour exchange.	Sick leave.		
			To whom given.	Period.	Allowance.
1	2	6	7	8	9
1	S. V. P. C. C., Japla	Against	Staff only.	Two months	Half pay.
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	No desirable.	All ..	Sickness (discretionary).	Full pay.

Serial no.	Name.	Privilege leave.		
		To whom given.	Period.	Allowance.
1	2	10	11	12
1	S. V. P. C. C., Japla	Staff for 1 year's service.	One month	Full.
2	Dalmia Cement Factory, Dalmianagar.	..	..	..
3	Associated Cement, Khalari.	All ..	One month	Full.

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	S. V. P. C. C., Japla	..	..	Two months.	Half.
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	..	..	..	..

Serial no.	Name.	Provident Fund.		
		To whom given.	Contribution.	Interest.
1	2	17	18	19
1	S. V. P. C. C., Japla	Only staff	..	..
2	Dalmia Cement Factory, Dalmianagar.	..	..	..
3	Associated Cement, Khalari.	Permanently employed.	..	..

Serial no.	Name.	Fines fund.	Co-operative Stores.	Credit Society.
1	2	20	21	23
1	S. V. P. C. C., Japla	No fines	Favoured State Management.	Favoured.
2	Dalmia Cement Factory, Dalmianagar.	..	..	..
3	Associated Cement, Khalari.	Fines fund.	..	..

Serial no.	Name.	Houses.		Schools.
		Number.	Rent.	
1	2	23	24	25
1	S. V. P. C. C., Japla	278 (459 workers).	Free (Free Fuel).	One school 114 boys 20 free.
2	Dalmia Cement Factory, Dalmianagar.	Few skilled labourers have been provided with free quarters fitted with taps and privacies.		..
3	Associated Cement, Khalari.	M. 148 Houses Contractor- 300 Houses.	Free. Free Light.	No.

Serial no.	Name.	Medical Aid.			
		Doctor or Compounder.	Hospital or Dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
1	S. V. P. C. C., Japla	Doctor and Compounder.	Hospital Female ward.	..	..
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	Doctor ..	Hospital and Dispensary.	..	Free to staff and dependants.

Serial no.	Name.	Sickness Insurance.		Hours.
		For or against.	Basis.	
1	2	30	31	32
1	S. V. P. C. C., Japla	Against..	..	8 hours in practice.
2	Dalmia Cement Factory, Dalmianagar.	..	..	..
3	Associated Cement, Khalari.	..	..	..

Serial no.	Name.	Minimum wage.			Wages of U. skilled Labour.
		For or against.	Amount.	Principle or Machinery.	
1	2	33	34	35	36
1	S. V. P. C. C., Japla	For ..	..	..	Rs. 15 M.
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	Against	..	..	..

Serial no.	Name.	Number of Daily, Weekly or Monthly rated.	Proportion of wages to total cost.	Bonus or Profit Sharing Bonus.	Profit.
1	2	37	33	39	40
1	S. V. P. C. C., Japla	All except staff daily.	..	Staff: 75 p. c. of the salary.	..
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	..	..	Bonus to staff.	..

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	S. V. P. C. C., Japla	1	..	3	2
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	Nil ..	2 (only 2 yrs.)	7	5

Serial no.	Name.	Trade Union.	Works Committee.	Conciliation or Arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	S. V. P. C. C., Japla	Yes B.	..	Compulsory.	..
2	Dalmia Cement Factory, Dalmianagar.	..	..	..	..
3	Associated Cement, Khalari.	No. ..	..	..	..

Sone Valley Portland Cement Company, Limited, Japla.

THE CEMENT FACTORY.

1. Officers (European—4. Indian—12). Clerks—53.
Men—1,697. Women—51.

2. (a) Nil. -

(b) Almost all.

3. Fifty per cent of workers live in their village home.

4. Mostly local, Shahabad, Gaya (Bengal, the Central Provinces, the United Provinces small).

5. During the year 1937 we employed 599 workers and 32 left our services, i.e., proportion is 20 to 1.

	1936.	1937.
6. (a) Nil.	Nil.	Nil.
(b) 2	5	
(c) Nil.	Nil.	
(d) Nil.	Nil.	
(e) 13	5.	

7. Directly by the management only and small number by contractors who are paid on piece rate.

8. Directly by the management (because the workers are unnecessarily taxed by the jobbers and commission agents).

9. (1) and (3) yes. (2) Nil.

10. Selected according to ability.

11 and 12. No.

13. For extension of our works we employed casual workers and they will be discharged when the extension of our works is completed.

14. Skilled labourers are also employed. For triplication of works which will last for about 2 years we employed 82 skilled labourers and proportion of which permanently employed is 1 to 2.

15. We have no service rules.

16. We train apprentices in electric department and work shops. Generally sons of employees are taken in for apprentices.

17. No grading system. Promotions are made according to the merit, ability and fitness of the employees to the posts when vacant.

18. Services of workers are secure as long as trade is in prosperous condition.

19. Staff members are allowed one month's leave with pay after completion of one year's full service. Workers are allowed leave to the extent they require without pay. Absent due to contagious diseases and accidents are paid for half or in full as the case may be.

20. Sick leave is allowed to staff with half pay in genuine cases of sickness up to the extent of 2 months.

21. Maternity leave for 2 months is allowed on half pay.

22. We provide provident fund to members of staff only and not to the workers. No old age pension.

23. Leave is allowed one day in a week for workers employed on process not exempted from the provision of the Factory Act, and one day in a fortnight for workers employed on continuous process. Sundays are allowed for all employed on general duty, i.e., doing sundry work during day time. All holidays on festivals of workers are also allowed.

24 and 25. No.

26. We suspend workers from the work according to nature of offence.

27. Manager personally investigates into a charge before a worker is punished.

28. We have no other kinds of punishment than suspension or dismissal, which is exercised on wilful omission of carrying out one's duty or as the case may be.

29. Suspension and dismissal only. No fines allowed.

30. Suspension of 53 workers varying from 1 week to 2 weeks maximum. (No dismissal.)

31. No punishment, only warning.

32. Four minutes grace is allowed to workers employed on general shift on sundry work during day time. If a worker is late for 5 minutes his wages for half an hour are deducted. If late for 16 minutes or above wages for an hour are deducted. 10 minutes grace is allowed to workers employed on shift

duty. If a worker is late by 11 minutes to 15 minutes his wages for half an hour are deducted. If late for 16 minutes or above wages for an hour are deducted. No deduction in wages for partial attendance.

33. No fines collection in any circumstances.

34. Eight hours daily.

35. Three shifts, 7 A.M. to 3 P.M., 3 P.M. to 11 P.M. and 11 P.M. to 7 A.M. for running the mills.

36. General shift 6-30 A.M. to 11-30 A.M., 2 P.M. to 5 P.M.

Saturday— ditto, ditto.

Sunday.—Off for general shift.

Clerical Establishment—Same as general shift.

Saturdays.—6-30 A.M. to 11-30 A.M.

Majority of process is continuous where the workers are allowed one day off fortnightly. All in strict accordance with Factory Act and rules. No overlapping or multiple system of shift.

37. Only hours of general shift as noted above in question 35 are changed according to season—summer, rains and winter—but the shift hours always remain the same.

38. Yes. We calculate overtime on daily hours as well as weekly hours (according to Factory Act and Rules).

39. Mechanical and Electrical Departments' workers and masons are employed on overtime work in case of breakdown only. They are paid for more than 10 hours' work daily one and half times ordinary rate and also more than 56 hours weekly one and quarter times ordinary rate according to Factory Act and Rules.

40. No.

41. Factory worked throughout these years without any complete stoppage. Overhauling to mills, etc., are done in rotation or when breakdown occurs, but the whole process is never entirely shut down. When one particular mill is under overhauling process, the permanent attendants on the mills are employed on overhauling. There is no enforced idleness.

42. Yes.

43. We have a safety committee on works consisting of executive staff and workers, and they investigate cases of accidents and provide for safety measures to prevent a recurrence

of such accidents. Safety stewards and members are also on the works and they continually watch the place of safety and if any place found dangerous, safety measures are at once provided for. Notices of accidents sent to Factory Inspector according to Factory Act and Rules. Bonus of Rs. 3 per month is paid to stewards for non-accident report in their departments.

44 to 48. No.

49. Statement attached. As our payments to workers are made weekly on daily-rate basis, the daily wages have been shown.

50. No.

51. We fix wages rates according to qualifications, experience of posts held by workers. Overtime hours are paid $1\frac{1}{2}$ times ordinary rates on daily working hours, and $1\frac{1}{4}$ times ordinary rates on the aggregate hours weekly (as per Factory Act and Rules).

52. No. No continual night work as shifts change each week.

53. Clerical staff and heads of departments and the sweepers are paid monthly, and the rest all weekly. Not desirable to convert weekly to monthly wages.

54. Weekly and monthly. In weekly--4 and 5 days elapse between the end of wages period and the date of payment. Monthly staff is generally paid on 1st or 2nd of the month for previous month. We prefer weekly payment for labour, so that they do not run into debts.

55. Both piece work and time rates have increased.

56. No other deductions except employees deposit which is done according to the wishes of the employees, and its sanction has been obtained from Government through *Bihar Gazette*.

57. Monthly-paid clerical staff and heads of departments are paid annual bonus equivalent to 75 per cent of their monthly salaries.

58. Do not consider this practical.

59. Yes. We consider a fixed minimum wage, satisfactory to both employers and employees.

60. Based generally upon local conditions.

61. In case of this Company, minimum wages are much higher. Government should fix minimum wages.

62. Yes.

63. A clause should be incorporated in the Act as suggested in 61.

64. Nil.

65. We agree.

66 to 69. Nil.

70. Yes. (a) No children employed by us. (b) Yes. (c) Yes. Night school. About 20 students are free and fees are charged as per Education Code from rest 114 students. Middle English School. Two students getting scholarships of Rs. 4 each.

71. Yes. About 20 members.

72. (b) Fully equipped hospital has been provided by the employer, with fully qualified Doctor, Compounder, Dressers, etc. A female ward provided. All medical arrangements considered satisfactory and adequate.

73. No charges are levied.

74. No.

75. Chief diseases amongst workers are Malaria, Gastro intestinal disorders, Bronchitis, Conjunctivitis, Keratitis, and injuries. Mortality recorded are very few and are invariably due to accidental injuries few and far between. Occupational diseases—None.

76. Due precautions are taken to combat epidemics such as inoculation against Cholera and vaccination against small-pox.

77. Deficiency diseases are almost unknown amongst workers.

78. Yes.

79. Tap water (filtered). Yes (earthenpots supplied to workers). Ice cheaply supplied.

80. Yes. No difficulties have been experienced.

81. No.

82. Yes.

83. (a) 278. (b) Nil. (c) 22. 7'-9" × 11'-4½" } Semi-concrete
(d) Nil. Three kinds of dwelling 8' × 10' } and semi-brick
houses :— 10' × 10' } buildings.

Four hundred fifty-nine workers are living in (a) and (c) units.

84. Yes, 50 per cent of workers have been provided with quarters and rest come from their village homes.

85. We do not charge rents. Free accommodation, water, fuel, latrine, etc., have been provided for.

86. Nil. We have not been approached by any of the workers in this connection.

87. Not required.

88. We have Club and recreation room. (a); (b) and (c) provided.

89. Rest shelter provided.

90. No children employed or allowed to work.

91. Maximum credit to a month's salary. Credit prices are enhanced by one anna in a rupee per month.

92. Co-operative stores by the Government.

93. Does not arise here.

94. No.

95. No recruiting here.

96. Not yet affected, but when in operation the labourers will not obtain things on credit and they might be benefited if they learn to minimise their expenses.

97. The new Money-lenders Act will work marvelously as the money-lenders have been lending money on very high interest.

98. Yes. For meeting the demands of labourers in cases of marriages or other urgent works.

99. Six cases of accidents occurred during the years 1935-36-37.

One turned fatal and the rest were cured.

100. Compensation for one fatal case and one partial disablement were paid. No case was referred to Commissioner.

101-102. No.

103. No trade union. A labour union was established in November 1937.

104. No.

105. Yes. From November 1937.

106. Works and Quarry Labour Unions, and both recognised by Company.

107-108. No.

109. None.

110. Yes. So we can deal with our people independently.

111. Total number of members is 950 and proportion to employed is 50 per cent.
112. Eighteen members comprise the Executive Committee and the proportion is 17 to 1 (one outsider).
113. These Labour Unions are in direct contact with management upon all questions of employees.
114. Health Committee and Safety Committee (composed of executive staff and workers in both cases).
115. See no. 113.
116. Reconciling attitude.
117. None.
118. One strike on 28th October 1937.
119. For one and half days, ended at 3 p. m. on 29th October 1937. Ended in mediation between Company and local Congress Committee, acting on behalf of employees.
120. Demands of the workers attached.
- 121 and 122. See no. 120.
123. By themselves.
124. Loss to workers about Rs. 550. Company Nil.
125. Through their Labour Union.
126. All employees can approach all officers direct. No jobbers employed.
127. Deputy Commissioner, Manager and the Labour Union officials.
128. Yes. Government should intervene.
129. Nil.
130. Yes.
131. This is a matter for Government on general policy for labour.
132. Nil.
133. We are continually improving the conditions of workers. The present scheme for improvements amounts to Rs. 32,000.
134. See no. 131.
135. Yes.

WAGES

				July 1933.		
				Maximum.	Minimum.	Average.
1				2	3	4
				Rs. a. p.	Rs. a. p.	Rs. a. p.
TIME RATES.						
Blacksmiths	...	...	...	1 12 9	1 2 0	1 5 0
Bricklayers	...	...	...	1 7 0	1 2 0	1 4 6
Carpenters	...	...	...	1 15 0	0 8 0	1 2 6
Electric Fitters	...	...	...	2 8 0	1 0 0	1 12 0
Armature Winders	...	...	...	1 8 0	1 4 0	1 6 0
Firemen	...	...	...	0 12 0	0 8 0	0 10 0
Fitters	...	...	...	2 7 0	0 15 0	1 11 6
Apprentice Fitters	...	...	...	0 12 0	0 4 0	0 8 0
Greasers	...	..	...	0 10 0	0 7 0	0 9 0
Moulders	...	...	...	1 4 0	0 10 0	0 14 6
Turners	..	...	...	2 8 0	1 5 3	1 15 6
Tindals	...	...	...	1 0 0	0 12 0	0 14 0
Millers	...	...	...	1 7 0	0 12 0	0 13 0
Munshis	...	..	...	1 2 9	0 13 3	0 14 6
Khalasis	...	...	...	0 14 0	0 7 0	0 10 0
Malis	...	...	...	0 14 0	0 6 0	0 8 0
Sweepers	...	...	...	0 8 0	0 5 6	0 6 0
Chaprasis	...	...	..	0 13 0	0 4 0	0 8 6
Trolley-men	....	...	...	0 8 6	0 7 0	0 7 6
Coolies	...	...	...	0 7 0	0 6 0	0 7 0
PIECE RATES.						
Cement Packers	...	...	...	...	...	...
				Total Number 718		
PIECE RATES.						
Labour under Contractors	}	Men	-	0 6 0	0 5 0	0 5 6
		Women	...	0 4 6	0 4 0	0 3 9

FORM.

July 1937.			January 1938		
Maximum.	Minimum.	Average.	Maximum.	Minimum.	Average.
5	6	7	8	9	10
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1 12 9	1 4 0	1 10 9	1 14 0	1 8 0	1 12 0
1 10 0	1 3 0	1 9 0	1 12 0	1 5 0	1 9 0
1 15 0	0 10 0	1 5 3	2 0 0	0 14 0	1 12 0
2 15 0	1 2 6	2 0 0	3 0 0	1 6 0	2 8 0
2 0 0	1 10 6	1 8 0	2 4 0	2 0 0	2 1 0
0 12 3	0 11 9	0 11 0	0 15 0	0 13 0	0 13 6
2 8 6	1 1 0	1 8 0	2 10 0	1 2 0	1 8 0
0 14 0	0 4 0	0 6 0	0 14 0	0 6 0	0 10 0
0 10 0	0 7 0	0 9 0	0 11 0	0 8 0	0 10 0
1 6 3	0 12 0	1 2 9	1 8 0	1 0 0	1 2 0
2 9 6	1 6 0	2 8 0	2 11 0	1 10 0	2 4 0
1 2 0	0 14 0	1 0 0	1 3 0	0 14 0	1 1 0
1 8 0	0 12 0	1 4 0	1 9 0	0 13 0	1 2 0
1 7 0	0 13 3	1 4 0	1 9 0	0 13 3	1 3 3
0 15 0	0 7 0	0 10 0	0 15 0	0 7 0	0 11 0
1 0 0	0 6 0	0 8 0	1 2 9	0 6 0	0 9 6
0 8 6	0 5 6	0 7 0	0 8 6	0 5 6	0 7 0
0 14 0	0 5 0	0 8 0	0 15 0	0 5 0	0 8 0
0 10 6	0 8 6	0 8 0	0 10 6	0 8 6	0 8 6
0 7 0	0 6 0	0 7 0	0 7 0	0 6 0	0 7 0
0 12 0	0 8 0	0 10 0	1 0 0	0 11 0	0 13 0
Total number 1,096.			Total number 1,180.		
0 6 0	0 5 0	0 5 0	0 6 0	0 5 6	0 5 0
0 4 6	0 4 0	0 3 6	0 4 6	0 4 0	0 3 6

**Demands urged on behalf of the workers for a settlement
by Babu Yadubansh Sahay, M. L. A.**

ESSENTIALS.

1. Withdrawal of Police Force from inside the Factory as a preliminary to negotiations.
2. Reinstatement of five hands summarily discharged.
3. Right of workers to organise themselves into a union to be recognised by the management for dealing with all grievances of and on behalf of the workers and for settlement of all existing and future disputes.
4. No penalisation of any workman now on strike.
5. No hand to be summarily discharged without enquiry by the Manager and without taking explanation of the worker and recording reasons of discharge.

II.—SUGGESTIONS FOR ACCEPTANCE.

1. Minimum wages to be fixed for different class of workers.
2. Wages for Sunday in case the worker has worked for six days in a week and his services are not required for Sunday.
3. Further recruitment of subordinate staff to be of Biharis only at least till 80 per cent Bihari-Bengali ratio is achieved.
4. The number of *Dhawras* to be increased till one can be assigned to each worker with family and light, water and conservancy arrangements to be given by the Company.
5. Fuel out of chips and refused wood and coal for workers to be continued as heretobefore.

**The Associated Cement Companies, Limited, Khalari,
E. I. Ry.**

	Officers.	Clerks.	Work people, male.	Work people, female.	Total.
(1) Factory ..	12	25	683	10	730
(2) Limestone quarries	1	20	800	600	1,421

2. (a) Permanently settled in our factory and limestone quarries are 300 and 600 respectively.

(b) Migratory in factory—430 and limestone quarries—821.

3. Forty-two per cent of the workers live in their village homes while they work in our factory and quarries.

4. The workers in our factory and quarries are mainly drawn from Chota Nagpur Division.

7. The labour for non-contract jobs is directly recruited by us.

8. The same that we are following now because we do not find it unsatisfactory.

11. Up till now no abuses or corruptions have come to our notice in connection with recruitment.

12. We do not consider establishment of labour exchanges desirable.

14. Skilled workers are not engaged as casual labourers.

16. There are 11 factories under our Head Office in Bombay. The Head Office has a scheme for training up apprentices under which they recruit electrical engineers, chemists, etc. The apprentice is paid a salary during the term of his apprenticeship. After the termination of the period of apprenticeship, the apprentice is taken up in service in regular employment.

18. There is absolute security of service and no employee has ever been discharged except for incompetence or misbehaviour.

19. All employees get privilege leave of one month every year on full pay.

20. In practice sick leave is allowed to the employees on full pay during the entire period of his sickness. We should not, however, like to have any period prescribed by legislation.

22. We have a scheme for paying Provident Fund to the employees. The rules for our Provident Fund Scheme have been approved by the Commissioner of Income-tax. We are enclosing a copy of the rules of our Provident Fund Scheme. We have also been paying Bonus to our staff.—(Not printed.)

29. For a disciplinary measure we have a system of fines, reduction in pay, compulsory leave, stoppage of promotion, suspension and dismissal. However, nature of a punishment depends on the nature of acts and omissions justifying the punishments. Such acts and omissions for imposing fines have been approved by the Chief Inspector of Factories, Bihar.

31. Unauthorised absence entails loss of wages for the day and also fines as approved by the Chief Inspector of Factories, Bihar.

32. Late attendance is dealt with in the following manner:—

- (1) Late up to five minutes—This is ignored.
- (2) Late by 6 minutes to 15 minutes—Proportionate wage for one hour is deducted.
- (3) Late by 16 to 30 minutes—Proportionate wage for two hours is deducted.
- (4) Late by more than 30 minutes not exceeding one hour.—Proportionate wage for three hours is deducted.
- (5) Late by more than one hour but less than $1\frac{1}{2}$ hours—Proportionate wage for four hours is deducted.
- (6) Late by more than $1\frac{1}{2}$ hours.—No token is issued for the day to the employees.

Wages for partial attendance are reckoned in proportion to hours an employee has to work for the day.

33. Fines realised from our employees will be utilised for the following purposes approved of by the Chief Inspector of Factories, Bihar :—

- (1) Provision for food and other wants of indoor patients at our hospital, from amongst our employees, when such patients are unable to pay for their own food and have no relatives to look after them, or are otherwise helpless.
- (2) Pecuniary help according to Manager's discretion, to an old employee of the Factory who may be ill and unable to earn a living and have dependants who would otherwise be rendered destitute.
- (3) Small payments to the widows of labourers who have died through accidents and to wives of labourers who are disabled through serious accidents, over and above the compensation payable under the Workmen's Compensation Act.

- (4) Retiring gratuity paid to labourers who are unable to continue to serve the Company owing to old age.
- (5) Feeding workers' children on occasions like Diwali and other festivals and entertaining them otherwise.
- (6) Sweets to children during Christmas.
- (7) Cinema shows, magic lanterns and entertainments of a similar character, partly instructive (sanitation, clean and healthy living, safety in industry, etc.) and partly amusing.
- (8) Books to workers' children at school whose parents are not able to afford same, and prizes for school work and proficiency in games.
- (9) Provision of Birth Control Appliances for workers who are unable to afford them.

34. Following are the hours of work observed in our factory :—

General duty in summer—	{	6-0 A. M. to 11-0 A. M.
	{	1-30 P. M. to 5-0 P. M.
" " in winter—	{	6-30 A. M. to 12 noon.
	{	1-30 P. M. to 5 P. M.
Shifts	{	A—6-0 A. M. to 2-0 P. M.
	{	B—2-0 P. M. to 10-0 P. M.
	{	C—10-0 P. M. to 6-0 A. M.

35. In our factory we work three shifts whereas our lime stone quarries are not worked in shifts. In all the Department^s of our factory, working hours as stated in reply to question no. 34 are observed. In all shifts, operation work is carried out. In the general duty hours all major repairs and other general work are done.

The period of work, rest and intervals for each shift is in accordance with the provisions as per Factories Act, 1934.

36. Employees who work in general duty hours are given one day off every week whereas people working on shifts get rest for 24 hours after every fortnight so arranged that it comes in rotation and every shiftman enjoys a day off every fortnight.

37. No, we do not consider it desirable to change the present hours of shift.

42. Where the nature of work warrants special equipment to workers while at work, such special equipments are supplied by us for the employees' use.

43. All possible measures preventive of accidents as suggested by the Government Electrical Engineer and Chief Inspector of Factories, Bihar, have been adopted by us.

Accidents in the factory are classified and reported as provided in the Factories Act, 1934, and Bihar and Orissa Factory Rules, 1936.

Accidents in quarries are likewise classified according to the explanation given in the Indian Mines Act, 1923, and reported as required by the Metalliferous Mines Regulations, 1926. We are satisfied with the measures adopted for prevention of accidents and with procedure for reporting them.

53. We have people working in our factory and quarries of the following categories :—

(1) Officers, (2) Superintendent, (3) Supervisors, (4) Foremen, (5) Clerks, (6) Skilled labour, (7) Unskilled labour.

54. In both our factory and quarries payments of wages are made monthly as well as fortnightly.

In respect of monthly-paid staff only, payment of salary is made monthly.

Payment of wages is made within seven days after the end of the wage period (fortnight) and at each wage period numbers of workers to whom payments are made are approximately :—

Factory—649.

Quarries—1,400. Our contractors' labour is paid weekly.

57. There is a scheme for payment of bonus to our staff. This scheme is governed by our head office. We have been making despatches of our cement for the last few months only. Nevertheless our Head Office sanctioned and we paid bonus to our staff who had worked for at least one year and were still working at the time of the payment of the bonus.

59. We are neither in favour of a minimum wage nor of maximum.

65. The cement industry is not protected, the Government of India having turned down its application for protection.

70. Our head office has a scheme for a primary school attached to every factory under its management. Our factory is still very young and so there is no school here at present.

71. An excellent Club Building is in the course of construction. When completed it will have a reading room and library for the benefit of our staff.

72. Medical facilities provided for workers :—

(a) by the state—Nil ;

(b) by the employer—We have a hospital and a dispensary in charge of a qualified doctor, attached to our factory. Free medical treatment is given to all the staff and their dependants by our doctor.

(c) by other agencies—Nil. We consider the present medical facilities satisfactory.

73. The employers give free medical treatment. No charge is made.

74. Our workers are always examined by our doctor free of any charge whenever necessary.

76. All possible measures required for combating any epidemic or industrial diseases prevalent in our area are taken by us and in time of need we request the Ranchi Hospital to assist us.

78. Sanitary arrangements are very satisfactory. We have latrines, urinals, washing and bathing at work places and at home. Privacy is provided.

79. Both at work places and in staff quarters drinking water is supplied from a well specially sunk for the purpose. This well water is always disinfected and purified by our doctor whenever necessary. Cold water is available during hot season.

83. One hundred and forty-eight quite spacious houses have been provided by us for the workers; and our contractors have provided 300 houses for their labour.

85. We provide rent-free quarters to our employees under direct employment with electric light and water pipe installations. No charges whatsoever are made to the employees.

99. Following are the number of accidents in the years 1936 and 1937 :—

Factory, 1936—Minor—2, Serious—1, Fatal—Nil.

Factory, 1937—Minor—4.

„ 1936—Minor—5, Serious—1, Fatal—Nil.

„ 1937—Nil.

100. Compensation was awarded in the following cases of accidents mentioned above :—

Factory, 1936—1, 1937—3.

Quarry, 1936—1, 1937—Nil.

The cases of accidents in 1936 for which compensation was paid were referred to the Commissioner for Workmen's Compensation.

103. There is no Trade Union among our workers.

118. There has not been any strike at our Works.

Dalmia Cement Factory, Dalmianagar.

Workmen—620 : clerks —9 : officers—50.

In our cement factory which has started manufacturing process recently, the labour and staff engaged is as follows :—

Most of the labour come from villages near around and few skilled labourers who have come from outside have been provided with quarters fitted with water taps and privacies.

TEXTILE.

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

Textile.

Serial no.	Name.	Number of workers.		Recruitment.	Labour office.
1	2	3		4	5
1	Hurdutroy Jute Mills, Katihar.	1,750	M. W.	Direct ..	..
2	Behar Cotton Mills, Limited, Phulwari.	127	M.	..	..

Serial no.	Name.	Labour exchange.	Sick leave.		
			To whom given.	Period.	Allowance.
1	2	6	7	8	9
1	Hurdutroy Jute Mills, Katihar.	..	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..	..

Serial no.	Name.	Privilege leave.		
		To whom given.	Period.	Allowance.
1	2	10	11	12
1	Hurdutroy Jute Mills, Katihar.	All (!)		Without pay.
2	Bihar Cotton Mills, Limited, Phulwari.	..		..

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	Hurdutroy Jute Mills, Katihar.	..	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..	..

Serial no.	Name.	Provident fund.		
		To whom given.	Contribution.	Interest.
1.	2	17	18	19
1.	Hurdutroy Jute Mills, Katihar.	No ..	No ..	No.
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..

Serial no.	Name.	Fines fund.	Co-operative stores.	Credit society.
1.	2	20	21	22
1	Hurdutroy Jute Mills, Katihar.	No fines	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	Under consideration..	..

Serial no.	Name.	Houses.		Schools.
		Number.	Rent.	
1	2	23	24	25
1	Hurdutory Jute Mills, Katihar.	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..

Serial no.	Name.	Medical Aid.			
		Doctor or Compounder.	Hospital or Dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
1	Hurdutroy Jute Mills, Katihar.	..	First Aid	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..	..

Serial no.	Name.	Sickness Insurance.		Hours.
		For or against.	Basis.	
1	2	30	31	32
1	Hurdutroy Jute Mills, Katihar.	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	8 hours daily (in practice).

Serial no.	Name.	Minimum wage.			Wages of unskilled labour.
		For or against.	Amount.	Principal of Machinery.	
1	2	33	34	35	36
1	Hurdutroy Jute Mills, Katihar.	..	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..	..

Serial no.	Name.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing Bonus.	Profit.
1	2	37	38	39	40
1	Hurdutroy Jute Mills, Katihar.	..	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	All monthly.	..	..	..

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	Hurdutroy Jute Mills, Katihar.	..	Total 70	..	Most cases?
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..	..

Serial no.	Name.	Trade Union	Works Committee.	Conciliation or Arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	Hurdutroy Jute Mills, Katihar.	Not recognised.	..	..	..
2	Bihar Cotton Mills, Limited, Phulwari.	..	..	..	..

Rai Bahadur Hurdutroy Motilall Jute Mills, P. O. Katihar.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers.—Manager 2, Mill Manager 2, Chief Engineer 1, Incharges 4 + 1.—(b) clerks 20, (c) men 1,750, women 51.

4. Darbhanga, Muzaffarpur, Chapra, etc.

7. Workers are employed by management.

8. Employment of worker direct by management.

9. There is a record of men previously employed but no list.

10. Does not arise.

13. For both skilled and unskilled labour (we run double shift for about 5 months), for which period we have to increase workers.

CONDITION FOR EMPLOYMENT.

16. No.

17. Yes, there is a system of graded promotion.

19. Yes, leave is given to the workers without pay.

21. Yes, only a few women are employed and they are given maternity leave without pay.

22. No.

23. Sundays, Id, Moharram and Dullillah, etc.

24. Yes, a copy attached.—(Not printed).

25. All the notices are put up in English, Urdu and Hindi at prominent places.

26. They are warned, suspended, fined and dismissed.

27. In case of any charge against a worker, he is personally called by the incharge or by the Mill Manager to plead his case before he is given any punishment. Moreover, if any worker has any grievance or complaint he is allowed to refer it to the Manager.

28. Warnings, suspension, seldom fines and dismissal.

29. See no. 28.

HOURS OF WORK.

34. 54 hours. 6-45 A.M. to 11-45 A.M. 3-15 P.M. to 7-15 P.M. 6-45 A.M. to 11-45 A.M. 3 P.M. to 7 P.M.

35. Generally one shift.

CONDITIONS IN FACTORIES.

42. Yes.

43. As per Factories Act, all machines, fly wheels and dangerous pinions have been guarded and all these are satisfactory.

WAGES.

54. Weekly system and monthly system.

RATIONALISATION.

70. No.

71. Does not arise.

72. A hospital has been made for first aid by the mill.

73. No charge.

76. Yes.

78. Yes.

79. Tube-wells and taps, etc. Watermen are deputed at different places. They keep water in earthen pots during summer.

INDEBTEDNESS.

92. Yes.

94. Very seldom made. Advance monies are recovered at a low proportion.

95. No.

WORKMEN'S COMPENSATION.

99. About 70 accidents occurred including fatal, serious and minor.

100. Every case was referred to the commissioner and most of the serious and fatal accidents were awarded compensation as per order of the commissioner.

TRADE UNION.

103. No recognised Trade Union.

104 to 117. Do not arise.

The Bihar Cotton Mills, Limited, Phulwarisharif, Patna.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers' 4, clerks 8, workmen 127 (plus 30 weaving learners).

2. Workers are directly recruited by the Management.

13. Casual labourers are employed for temporary works such as loading, unloading and storing of goods and yard cleaning.

CONDITION OF EMPLOYMENT.

34. Present working hours—6-30 A.M. to 11 A.M. and 1 P.M. to 5-30 P.M. Interval 11 A.M. to 1 P.M.

37. Yes.

WAGES.

53. All wages are calculated on monthly basis.

WELFARE WORK.

78. Yes.

79. Tube-well water is supplied for drinking purposes at work places and there is a well of the company in the compound of the workers' quarters where arrangements have been made for getting clean water. Cold water is being supplied to workers in hot season also.

84. We have constructed sufficient number of worker quarters for the present need and the same may be increased according to requirements.

INDEBTEDNESS.

92. We contemplate to start a Co-operative store of the company wherefrom workers may get better food-stuff and other necessities at cheaper rate than the market.

SHELLAC.

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

Shellac.

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.
1	2	3	4	5
1	Pakur Lac Factory ..	125 men 50 women 13 children	Direct ..	...
2	J. S. Creet, Shellac Manufacturer, Jhalda.	120 men 30 women	Direct ..	

Serial no.	Name.	Labour exchange.	Sick leave.		
			To whom given.	Period.	Allowance.
1	2	6	7	8	9
1	Pakur Lac Factory ..	..	10—15 days with full pay.		..
2	J. S. Creet, Shellac Manufacturer, Jhalda.	..	No rule	..	..

Serial no.	Name.	Privilege leave.		
		To whom given.	Period.	Allowance.
1	2	10	11	12
1	Pakur Lac Factory ..	2 months with full pay.		..
2	J. S. Creet, Shellac Manufacturer, Jhalda	No. ..	..	..

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period	Period.	Allowance.
1	2	13	14	15	16
1	Pakur Lac Factory ..	..	..	..	..
2	J. S. Creet, Shellac Manufacturer, Jhalda.	..	..	..	No.

Serial no.	Name.	Provident fund.		
		To whom given.	Contribution.	Interest.
1	2	17	18	19
1	Pakur Lac Factory . .		No.	
2	J. S. Creet, Shellac Manufacturer, Jhalda.		No.	

Serial no.	Name.	Fines fund.	Co-operative stores.	Credit Society.
1	2	20	21	22
1	Pakur Lac Factory. . .	No. . .	Not required . . .	. .
2	J. S. Creet, Shellac Manufacturer, Jhalda.	. .	Not required . . .	. .

Serial no.	Name.	Houses.		Schools.
		Number.	Rent.	
1	2	23	24	25
1	Pakur Lac Factory ..	..	..	No.
2	J. S. Creet, Shellac Manufacturer, Jhalda.	10 or 12 katcha hut 8' x 6'.	..	..

Serial no.	Name.	Medical Aid.		Treatment.	Medicine.
		Doctor or Compounder.	Hospital or dispensary.		
1	2	26	27	28	29
1	Pakur Lac Factory	..	No special arrangement, medicines and dressing materials for giving first aid if required.		
2	J. S. Creet, Shellac Manufacturer, Jhalda.	..	..	..	Free.

Serial no.	Name.	Sickness Insurance.		Hours.
		For or against.	Basis.	
1	2	30	31	32
1	Pakur Lac Factory ..	For ..	.....	.....
2	J. S. Crest, Shellac Manufacturer, Jhalda.	For ..	.. ..	.. ..

Serial no.	Name.	Minimum wages.		Principle for machinery.	Wages of unskilled labour.
		For or against.	Amount.		
1	2	33	34	35	36
1	Pakur Lac Factory ..	..	..	..	..
2	J. S. Crest, Shellac Manufacturer, Jhalda.	..	..	Not required.	..

Serial no.	Name.	Number of daily, weekly or monthly rated.	Proportion of wages to total cost.	Bonus or profit sharing bonus.	Profit.
1	2	37	38	39	40
1	Pakur Lac Factory ..	..	..	..	..
2	J. S. Creet, Shellac Manufacturer, Jhalda.	D a i l y Weekly.	..	..	..

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	Pakur Lac Factory ..	No accident	..	..	..
2	J. S. Creet, Shellac Manufacturer, Jhalda.	No accident	..	..	..

Serial no.	Name.	Trade Union.	Works Committee.	Conciliation or Arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	Pakur Lac Factory ..	Not registered.	..	..	..
2	J. S. Creet, Shellac Manufacturer, Jhalda.	..	..	..	..

Pakur Lac Factory, Pakur.

1. Officers—Nil. Clerks—5.

Work people ...	{	Men ...	125
		Women ...	50
		Children ...	13

2. (a) All our employees are local men excepting one clerk.

(b) One.

3. All our employees belong to Pakur and its neighbouring villages and they really live in their village homes. Only one lives in town.

4. Workers are mainly drawn from Pakur and its neighbouring villages.

5. The annual "Turn over" is about 185. The workers leave the factory when the time for cultivation and harvesting comes, without giving any notice whatsoever. The annual "Turn over" can only be reduced if the workers are taken only from non-agricultural classes, but the trouble is this that those who have not got their cultivation and harvesting are also employed as agricultural labourers by agriculturists at high wages at that time.

6. 1936	Nil.	(a)	(b)	(c)	(d)	(e)
1937	,,	Nil.	6	Nil.	40	Nil.

7. All our workers are employed directly by the management.

8. I prefer our own system as it is far from any corruption in the employment.

9. We maintain only an Employment Register in Form O for adult workers as prescribed by the Bihar and Orissa Factory Rules of 1936.

10 and 11. Do not arise.

12. I do not consider it desirable in our industries.

13. Casual labourers are employed in case of pressure of work or building work which will be about 2 per cent to 3 per cent and sometime 10 per cent to 12 per cent. The proportion is decreasing as the industry is declining.

14. Skilled labourers :—Such as carpenters, blacksmith and masons are employed as casual labourers and the proportion is very small.

15. We have not got any service rules.

16 and 17. No.

18. No measure is necessary in our industry as the security of service is dependent upon prosperity in business and honest and hard work of workers.

19. There is no system, but casual leave is granted to workers on monthly wages in full pay, which in deserving cases extends to two months even at a time.

20. There is no rule but it is granted to workers on monthly wages on full pay, which in deserving cases extends up to 10 to 15 days at a time.

21. Women are employed on daily wages and they absent themselves during maternity.

22. No.

23. From 45 days to 55 days a year.

24. No.

25. Does not arise.

26. Giving warning only.

27—29. Do not arise.

30. Nil.

31. Unauthorised absence is dealt with by giving warning only but when the absence is up to the last day of the month then the name of the worker is struck off. This is for workers on daily wages.

32. By giving warning for late attendance for even an hour after that the worker is not allowed to work for the day and he is marked absent on that day.

33. As the workers are not fined, the question does not arise.

36. No.

37. This is done during winter season or in other season if found necessary.

38. No.

39 and 40. Do not arise.

41. In 1933.

1934.

1935 ... 314 days.

1936 ... 313 „

1937 ... 308 „

42. Yes, according to the provisions of the Indian Factories Act and Bihar and Orissa Factory Rules.

43. According to the provisions of the Indian Factories Act and Bihar and Orissa Factory Rules. In fact.

44. No.

45. Does not arise.

46. No.

47. Nil.

48. No.

49. Daily wages are paid to all the workers except those who are in the establishment.

50. No.

51. Ordinarily wages (daily) are fixed for men, women, etc.

52. No.

53. Daily wages. Persons.

54. Monthly wages. Persons.

55. Daily wages in 1929. In 1937.

Men.

Women

Children—Nil.

56. No fine is imposed in our factory.

57. As the business is not at all paying there is no such scheme.

58. Nothing is required in our small factory.

59. No.

60—64. Do not arise.

65. Nil.

70-71. Our factory is small one and as it is in a town there is no special arrangement mad by us.

72-73. Our factory is a small one and as it is in a subdivisional town there is Government Hospital and the workers get them treated there free of any charge. Ordinarily medicines and dressing materials are however kept in the factory for giving first aid if required.

74. No.

75. Fever, malaria, dysentery, etc., but no occupational diseases.

76. Special measures are taken by the Public Health Department in case of necessity. There is no industrial disease prevalent in this area.

77. No.

78. Yes, according to Indian Factories Act and Bihar and Orissa Factory Rules of 1936.

80. Does not arise.

81. Yes, the workers should get their life insured by paying insurance premium from their wages. This should be done separately by them.

82. No.

83—87. As our factory is a small one as all the workers live in their own village homes the question do not arise at all in our case.

88—90. The questions do not arise in case of our factory as it is a small one.

91—98. As our factory is very small this is not possible.

99. Not a single.

100—101. Do not arise.

103—117. As our factory is a small one these are not required and the questions do not arise.

118—131. There was no strike at all in our factory. The other questions do not arise.

132. Our factory is a private factory and therefore, no balance sheet is prepared. We, however, submit all our books to the Income-Tax Department annually for assessment of Income-Tax.

134. Yes, but I am not satisfied with the way of working of our workers, who are fond of killing time if strict supervision is not made over their work. I would, therefore, draw the attention of the Labour Enquiry Committee to look to the interest of the employers also and make such recommendations so that our workers who are habitually lazy and require strict supervision, may become honest workers and pay attention to the interest of their employers. A satisfied employer is only able to satisfy his employees.

Mr. J. S. Creet, Shellac Manufacturer, Jhalda.

1. Officers. Managed by J. S. Creet.

Clerks. Two.

Work people	...	{	Men	...	120
			Women	...	30
			Children	...	Nil.

2. All men and women workers are permanently settled in the nearest villages except 7 or 8 men and women those who are living in the factory compound.

3. As mentioned above.

4. Between one or one and half miles from factory.

5. Eight to ten thousand maunds of Shellac, Seed Lac.

7. Direct by management. No contractors or recruiters are required in the place.

8. No system of recruitment of labour is required.

9. We have only Attendance Register for workmen only.

15. No.

19. No.

20. No rules for granting leave for workers. But we are always giving medical help to the workers in case of sickness.

21-22. No.

23. No other holidays except Sunday. As regards clerk we are allowing 15 days in a year.

32. They attend regularly. If any workers are worked up to 12 noon they are allowed half wages.

34. *Karigars* (Smelters, *Bellwa* and *Terwa*) from 7 A.M. to 12 noon and 1 P.M. to 2 P.M. Other workers from 10 A.M. to 12 noon and 1 P.M. to 5 P.M.

35. Two shift. Clerical staff from 7 A.M. to 11 A.M. from 2 P.M. to 5 P.M.

36. As per monthly report submitted to the Sadar Sub-divisional Officer, Purulia.

38. In case of urgent work if any workers attend early morning they are paid annas two only as *Jalkhabar*.

39. As above.

42. We provide special equipment to our workers as well as we take special measures to diminish risk to health or bodily injury.

49. Surface Labour such as *Ghosonders* at 3 annas to 4 annas. *Karigars* (Smelters) Re. 0-9-6, *Bellwa*, Re. 0-5-9 and *Ferwa* Re. 0-2-9. Women workers 3 annas to 3 annas and 6 pies per day. No time rate or piece rate.

51. The above rates are fixed rates.

52. Any coolies required to keep at night we pay 6 annas per night.

53. *Karigars*, etc. are paid daily, others are paid weekly including women, i.e., every Tuesday.

54. As above.

55. Rates are fixed according to the nature of work.

56. No deductions.

61. No machineries required.

62—71. Unable to give any idea.

72. Proper medical help is given to the workers but no special arrangement for treatment of women and maternity cases.

73. We pay the charges as per Doctor's Bill.

74. Nil.

75. Malaria, etc.

78. No. These people are fond of going to the field.

79. Better water arrangement in the factory.

80. No provision for sickness relief except medical help.

81. As you suggest.

83—85. About 10 or 12 *kutchra* tile hut rooms 8'×6' for accommodation of work people.

91. The workers always buy their food-stuff from the local shop keepers at Jhalda wherever they find cheaper.

92. Not required.

94. Sometimes one or two rupees and pay back same as soon as they get their wages.

99. No accident during the last three years.

118. No strike since 1918.

132. No balance sheet and profit and loss account since 1929 to 1937.

133-134. Unable to give you any idea.

MISCELLANEOUS.

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

Miscellaneous.

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
1	Government Printing Press, Gulzarbagh.	344 M.	Direct ..	..	According to B. & O. Service Code.
2	Bihar Survey Office, Gulzarbagh.	74 M.	..	..	Ditto ..
3	Reformatory School, Hazaribagh.	33 242	Outsiders Convicts.	..	....
4	Ranchi Technical School.	48	..	..	....
5	Tirhut Technical Institute, Muzaffarpur.	92	Students	..	....
6	Bhagalpur Central Jail.	..	..	..	....
7	S. D. O., Dehri Workshop.	86 M.	Direct ..	..	For
8	Vice-Chairman, Ranchi Municipality.	187 M. 218 W.	Direct ..	..	For
9	Health Officer, Bhagalpur Municipality.	..	..	..	....
10	Assam Frontier Tea Co., Sabaya.	40 M. 50 W. 124 C.	Direct ..	..	....
11	Assam Frontier Tea Co., Palandu.	44 M. 56 W. 49 C.	Do. ..	..	....
12	Shahabad Tea Co., Ltd., Gayaganj.	30 M. 20 W.	Contract..	..	Against
13	Debfihora Tea Co., Titalaya (Jalpaiguri).	14 M. 23 W.	Do. ..	..	Against
14	Sayedabad Tea Estate, Gayaganj.	7 M. 10 W.	Do. ..	..	Do.
15	Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	P. 253 M. M. 77 M. Bh. 77	Direct .. Do. .. Do. ..	.. .. ..	.... .... ....
16	Electric Supply Co., Ltd., Sijua.	324 M. 32 W.	Do. ..	..	Not required
17	Arrah Electric Supply Co.	32 M.	..	..	....
18	Reliance Fire-brick and Pottery, Chauk, Barakar.	900 M. 300 W.	Direct ..	..	Against
19	Gulfarbari Fire-Brick Works, Mugma.	298 M. 48 W.	Do. ..	..	....
20	Bihar China Clay & Mining Co., Palharghatta.	150 M. 40 W. 10 C.	..	..	....
21	Associated Power Co., Ltd.	55	Direct ..	..	Not necessary ..
22	Bhonda White Clay Mines.	88 M. 64 W.	Direct ..	..	Against

Serial no.	Name.	Number of workers.	Recruitment.	Labour office.	Labour exchange.
1	2	3	4	5	6
23	Tobacco Manufacture Co., Monghyr.	..	Direct ..	..	Against
25	Printers (India), Ltd., Monghyr.	..	Do. ..	..	Do.
26	Municipal Water Works, Muzaffarpore.	20 M.	..	..	.....
27	Patna Timber Merchant's Association, Begumpur, Patna City.	80	..	Jobbers ..	.....
28	Patna Motor Bus Association.	125	Direct ..	..	.....
29	The Editor, The Indian Nation, Patna.	..	..	..	.....
30	Ranchi Mankatha Distilleries.	27 M. 26 W.	Direct ..	..	.....
31	Messrs. C. & E. Morton, (India), Ltd., Marhowrah.	..	Do. ..	..	.....
32	Matrumal Dhannamal Oil Mill, Sahibgunj.	168 M. 12 W.	Do. ..	..	.....
33	Moinuddin Ahmed, Tehta—Gaya.	29 M.	Do. ..	..	.....
34	Shree Biharji Mills, Patna City.	198 M. 45 W. 6 C.	Do. ..	..	.....
35	Thakur Ram Oil Rice Mill, Darbhanga.	160 M. 31 W.	..	..	.....
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	119 M. 2 W.	Direct .. Some contract.	..	Against
37	Shankarji Mills, Jahanabad.	22 M.	Direct ..	..	.....
38	Choudhury Flour Mill, Katihar.	71 M. 8 W.	Do. ..	..	.....
39	Matrumal Dhanalal, Oil Mills, Dumka, (Santhal Parganas).	98 M. 6 W.	Do. ..	..	.....
40	Durga Rice & Oil Mills, Chakulia.	45 M. 60 W.	..	..	.....
41	Shivagouri Flour Mills, Bhagalpur.	23 M.	Personal ..	..	.....
42	Sri Krishna Rice & Oil Mill, Chakulia.	46 M. 56 W.	Direct ..	..	.....
43	Bajrang Rice Mill, Chakulia.	14 M. 54 W.	Do. ..	..	.....
44	Ganesh Rice Mill, Chakulia (Singhbhum).	40 M. 54 W.	Do. ..	..	.....
45	Jhabarmal Mahabir Prasad, Dal Mill, Sahebgunj.	15 M. 8 W.	Do. ..	..	.....
46	Chirkunda Rice Mill.	35 M. 30 W.	Jobbers ..	..	.....
47	Mahabirji Rice, Oil and Ice, Darbhanga.	110 M. 17 W.	Do. ..	..	Against
48	Ram Janki Rice Mill, Sursund.	50 M. 20 W.	Direct ..	..	.....

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	Government Printing Press, Gulzarbagh.	..	..	..	..	..	..
2	Bihar Survey Office, Gulzarbagh.	..	..	..	..	..	..
3	Reformatory School, Hazaribagh.	..	..	..	..	..	..
4	Ranchi Technical School.	..	..	..	..	..	..
5	Tirhut Technical Institute, Musafarpore.	..	..	..	..	..	..
6	Bhagalpur Central Jail.	..	..	..	..	..	..
7	S.D.O., Dehri Workshop.	Members	..	Full ..	..	..	..
8	Vice-Chairman, Ranchi Municipality.	..	..	..	..	..	..
9	Health Officer, Bhagalpur Municipality.	..	..	..	..	..	..
10	Assam Frontier Tea Co., Sabaya.	No ..	No ..	No ..	..	..	..
11	Assam Frontier Tea Co., Palandu.	..	..	..	..	..	..
12	Shahabad Tea Co., Ltd., Gayaganj.	No ..	Sickness	Full ..	..	..	..
13	Debijhora Tea Co., Titalaya (Jalpaiguri).	Not stated	Sickness	Do. ..	..	..	..
14	Sayedabad Tea Estate, Gayaganj.	Ditto ..	Do. ..	Do. ..	..	..	..
15	Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	..	..	..	..	..	..
16	Electric Supply Co., Ltd., Sijua.	Not stated	Sickness	Do. ..	Monthly paid Permanent, weekly paid,	15 days and 10 days.	Full .. Do. ..
17	Arrah Electric Supply Co.	All employees.	15 days	Full ..	All employees	1 month	Do. ..
18	Belliance Fire-brick and Pottery.	At Management's discretion.	..	..	Regular staff	15 days and 15 days.	Do. .. Without
19	Gulabari Fire-brick Works.	..	2 months	1 month full pay 1 month half pay.	All workers one year's service.	14 days and 15 days.	Full .. Without.
20	Bihar China Clay & Mining Co., Palharghatta.	..	..	..	..	..	..
21	Associated Power Co., Ltd.	Not stated	Discretionary.	Not stated	Monthly staff	15 days 15 days.	With pay Without pay.
22	Bhonda White Clay Mines.	Leave without pay	..	..	..	..	..

Serial no.	Name.	Sick leave.			Privilege leave.		
		To whom given.	Period.	Allow- ance.	To whom given.	Period.	Allow- ance.
1	2	7	8	9	10	11	12
23	Tobacco Manufac- ture Co., Monghyr.	Monthly - staff. Dally labour.	Sickness	Without pay.	..	..	..
24	Dalmia Paper Fac- tory, Dalmianagar.						
25	Printers (India), Ltd. Monghyr.	Ditto ..	Do. ..	Ditto	..	..	..
26	Municipal Water Works, Muzaffar- pore.	..	..	..	..	..	..
27	Patna Timber Mer- chant's Association, Begumpur, Patna City.	..	..	..	..	..	..
28	Patna Motor Bus Association.	If substitute is supplied		..	No ..	No ..	No ..
29	The Editor, The Indian Nation, Patna.	..	..	..	..	..	..
30	Ranchi Mankatha Distilleries.	No provi- sion.	..	..	..	..	..
31	Messrs. C. & F. Morton (India), Ltd., Marhowrah.	According to Factory Act.					
32	Matrumal Dhanna- mal Oil Mill, Sahebgunj.	..	None ..	..	..	..	..
33	Moinuddin Ahmed, Tehta, Gaya.	None ..	..	..	..	..	..
34	Shree Biharij Mills, Patna City.	..	..	..	..	..	..
35	Thakur Ram Oil Rice Mill, Dar- bhanga.	..	With pay	..	..	..	..
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	Permanent employee.	One week	Full ..	..	..	..
37	Shankarji Jahanabad.	None ..	Discretio- nary. Ditto	..	..	..	..
38	Choudhury Flour Mill, Katihar.	..	..	..	..	..	..
39	Matrumal Dhanalal Oil Mills, Dumka (Santhal Parganas).	No ..	..	..	..	..	..
40	Durga Rice & Oil Mills, Chakulia.	..	..	..	..	..	..
41	Shivagouri Flour Mills, Bhagalpur.	..	..	With pay	..	..	..
42	Sri Krishna Rice & Oil Mills, Chakulia.	Yes ..	..	..	..	..	..
43	Bajrang Rice Mill, Chakulia.	Do. ..	..	..	..	..	..
44	Ganesh Rice Mill, Chakulia (Singh- bhum).	Do. ..	..	..	..	..	..
45	Jhabarnal Mahabir Prasad Dal Mill, Sahebgunj.	..	..	..	..	..	..
46	Chirkunda Rice Mill	Yes ..	Not speci- fied.	Not men- tioned.	..	..	..
47	Mahabirji Rice, Oil and Ice, Dar- bhanga.	None ..	..	..	..	..	..
48	Ram Janaki Rice Mill, Sursund.	None ..	..	..	..	..	..

Serial no.	Name.	Casual leave.		Maternity leave	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
1	Government Printing Press, Guizarbagh.	..	..	.. ..	No woman worker.
2	Bihar Survey Office, Guizarbagh.	..	..	....	..
3	Reformatory School, Hazaribagh.	..	..	....	..
4	Ranchi Technical School.	..	10 days ..	....	..
5	Tirhut Technical Institute, Muzaffarpore.	..	..	....	..
6	Bhagalpur Central Jail.	..	..	....	..
7	S. D. O., Dehri Workshop.	Members ..	10	....	No woman worker.
8	Vice-Chairman, Ranchi Municipality.	..	..	....	Sufficient
9	Health Officer, Bhagalpur Municipality.	..	..	....	..
10	Assam Frontier Tea Co., Sabaya.	..	..	....	..
11	Assam Frontier Tea Co., Palandu.	..	Emergency leave with pay.	....	..
12	Shahabad Tea Co., Ltd., Gayagunj.	..	Urgent need with pay.	....	No women permanently employed.
13	Debijhora Tea Co., Titalaya (Jalpaiguri).	..	Emergency leave with pay.	....	Ditto ..
14	Sayedabad Tea Estate, Gayagunj.	..	..	....	Ditto ..
15	Patna, Muzaffarpur, and Bhagalpur Electric Supply Co., Ltd.	..	..	....	No woman worker.
16	Electric Supply Co., Ltd., Sijua.	..	..	..	Not stated ..
17	Arrah Electric Supply Co.	..	..	....	..
18	Reliance Fire-brick and Pottery.	..	..	4 weeks, 1 year's service.	Average of six months.
19	Gulfarbari Fire-brick Works.	..	..	2 months ..	Full ..
20	Bihar China Clay & Mining Co., Palharghatta.	..	..	....	..
21	Associated Power Co., Ltd.	..	..	Without pay ..	No woman worker.
22	Bhonda White Clay Mines.	..	..	....	..

Serial no.	Name.	Casual leave.		Maternity leave.	
		To whom given.	Period.	Period.	Allowance.
1	2	13	14	15	16
23	Tobacco Manufacture Co., Monghyr.	Daily labour ..	Discretionary	....	No ..
24	Dalmia Paper Factory, Daimianagar.				
25	Printers (India), Ltd., Monghyr.	Ditto ..	Ditto ..	....	No ..
26	Municipal Water Works, Muzaffarpore.	Mental ..	15 days ..	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	..	..	....	..
28	Patna Motor Bus Association.	..	..	....	..
29	The Editor, The Indian Nation, Patna.	..	..	....	No ..
30	Ranchi Mankatha Distilleries.	..	..	No ..	No ..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	..	..	....	..
32	Matrumal Dhannamal Oil Mill, Sahebgunj.	..	..	....	No maternity leave with pay.
33	Moinuddin Ahmed, Tehta, Gaya.	..	..	....	No ..
34	Shree Biharji Mills, Patna City.	..	..	....	..
35	Thakur Ram Oil Rice Mill, Darbhanga.	..	..	....	..
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	..	..	....	No maternity leave with pay.
37	Shankarji Mills, Jahanabad.	..	..	....	Ditto ..
38	Choudhury Flour Mill, Katihar.	..	..	..	Ditto ..
39	Matrumal Dhanalal Oil Mills, Dumka (Santhal Parganas).	..	..	....	No ..
40	Durga Rice & Oil Mills, Chakulia.	..	..	....	No ..
41	Shivagouri Flour Mills, Bhagalpur.	..	..	....	No ..
42	Sri Krishna Rice & Oil Mills, Chakulia.	..	..	..	No maternity leave with pay.
43	Bajrang Rice Mill, Chakulia.	..	..	....	Ditto ..
44	Ganesh Rice Mill, Chakulia (Singhbhum).	..	..	....	No maternity leave with pay.
45	Jhabarmal Mahabir Prasad, Dal Mill, Sahebgunj.	..	..	....	Ditto ..
46	Chirkunda Rice Mill	..	..	....	Ditto ..
47	Mahabirji Rice, Oil and Ice, Darbhanga.	..	..	....	Ditto ..
48	Ram Janaki Rice Mill, Sursund.	..	..	....	Ditto ..

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
1	Government Printing Press, Gulzarbagh.	....	..	..	No ..
2	Bihar Survey Office, Gulzarbagh.	....	..	..	..
3	Reformatory School, Hazaribagh.	....	..	..	..
4	Ranchi Technical School.	....	..	..	..
5	Tirhut Technical Institute, Muzaffarpur.	....	..	..	..
6	Bhagalpur Central Jail.	....	..	..	..
7	S.D.O., Dehri Workshop.	....	Not stated ..	..	No definite system.
8	Vice-Chairman, Ranchi Municipality.	....	..	..	Municipal fund.
9	Health Officer, Bhagalpur Municipality.	....	..	..	..
10	Assam Frontier Tea Co., Sabaya.	Pay Rs. 25 or more after 2 years' service.	Equal contribution.	Not stated ..	No fines.
11	Assam Frontier Tea Co., Palandu.	....	..	..	Ditto ..
12	Shahabad Tea Co., Ltd., Gayagunj.	To come into force	..	..	Ditto ..
13	Debijhora Tea Co., Titalya (Jalpaiguri).	No ..	No ..	No ..	No fines ..
14	Sayedabad Tea Estate, Gayagunj.	No ..	No ..	No ..	Do- ..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	Yes ..	..	For ..	..
16	Electric Supply Co., Ltd., Sijua.	Rules being framed	..	..	No fines ..
17	Arrah Electric Supply Co.	....	..	..	..
18	Reliance Fire-brick and Pottery.	Under consideration	..	..	No fines ..
19	Gulfarbari Fire-brick Works.	....	..	..	No fines ..
20	Bihar China Clay & Mining Co., Falharghatta.	....	..	..	..
21	Associated Power Co., Ltd.	....	To come into force shortly.	..	No fines ..
22	Bhonda White Clay Mines.	....	..	..	No fines ..

Serial no.	Name.	Provident Fund.			Fines fund.
		To whom given.	Contribution.	Interest.	
1	2	17	18	19	20
23	Tobacco Manufacture Co., Monghyr.	Leaving gratuity to all completed 15 years' service or more and are 50 years or more.		..	Credited to employees' emergency fund.
24	Dalmia Paper Factory, Dalmianagar.	....	..	..	..
25	Printers (India), Ltd., Monghyr.	Leaving gratuity to all completed 15 years' service or more and are 50 years or more.		..	Credited to employees' emergency fund.
26	Municipal Water Works, Muzaffarpore.	....	..	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	....	..	..	..
28	Patna Motor Bus Association.	No	No	No .. ..	..
29	The Editor, The Indian Nation, Patna.	....	..	..	..
30	Ranchi Mankatha Distilleries.	....	No	No	No ..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	None .. ..	..	..	..
32	Matrumal Dhana-mal Oil Mill, Sahebgunj.	....	..	..	No fines ..
33	Moinuddin Ahmed, Tehta, Gaya.	None .. ..	..	..	No fines ..
34	Shri Biharji Mills, Patna City.	....	No rule ..	..	Fine ..
35	Thakur Ram Oil Rice Mill, Darbhanga.	No .. ..	..	..	No ..
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	No .. ..	..	..	No ..
37	Shankari Mills, Jahanabad.	None .. ..	..	..	No fines ..
38	Choudhury Flour Mill, Katihar.	Do. .. ..	..	..	Ditto ..
39	Matrumal Dhanalal, Oil Mills, Dumka (Santhal Parganas).	No .. ..	..	..	No ..
40	Durga Rice & Oil Mills, Chakulia.	No .. ..	..	..	No ..
41	Shivagouri Flour Mills, Bhagalpur.	No .. ..	..	..	No ..
42	Sri Krishna Rice & Oil Mills, Chakulia.	No .. ..	..	..	No ..
43	Bajrang Rice Mill, Chakulia.	No .. ..	..	..	No ..
44	Ganesh Rice Mill, Chakulia (Singhbhum).	No .. ..	..	..	No ..
45	Jhabarmal Mahabir Prasad Dal Mill, Sahebgunj.	No .. ..	..	..	No ..
46	Chirkunda Rice Mill.	No .. ..	..	..	No ..
47	Mahabirji Rice, Oil and Ice, Darbhanga.	No .. ..	..	..	No ..
48	Ram Janaki Rice Mill, Surkund.	No .. ..	..	..	No ..

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
1	Government Printing Press, Gulzarbagh.	..	..	Some quarters are provided.	..	..
2	Bihar Survey Office, Gulzarbagh.	..	..	..	..	..
3	Reformatory School, Hazaribagh.	..	..	..	..	..
4	Ranch Technical School.	..	..	..	..	..
5	Tirhut Technical Institute, Muzaffarpore.	..	..	..	..	..
6	Bhagalpur Central Jail.	..	..	..	..	..
7	S. D. O., Dehri Workshop.	Favoured ..	Favoured ..	..	No ..	No ..
8	Vice-Chairman, Ranchi Municipality.	..	No ..	..	..	..
9	Health Officer, Bhagalpur Municipality.	..	No ..	..	..	..
10	Assam Frontier Tea Co., Sabaya.	..	..	..	..	..
11	Assam Frontier Tea Co., Palandu.	..	..	..	..	..
12	Shahabad Tea Co., Ltd., Gayagunj.	..	..	50 thatched houses.	Free ..	Yes ..
13	Debijhora Tea Co., Titalya (Jaipalguri).	..	..	30 thatched houses.	Do. ..	Do. ..
14	Sayedabad Tea Estate, Gayagunj.	..	..	30 thatched houses.	Do. ..	Do. ..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	..	..	Quarters provided in case of necessity.	No ..	..
16	Electric Supply Co., Ltd., Sijua.	Past failure. No objection to workers trying.	..	Majority housed.	Free ..	None ..
17	Arrah Electric Supply Co.	..	..	..	..	..
18	Reliance Fire-brick and Pottery.	Labour managed.	Favoured ..	180 Dhowrahs (4 per cent room).	Free ..	1 L. P. school, 25 boys.
19	Gulfarbari Fire-brick Works.	..	..	..	..	..
20	Bihar China Clay & Mining Co., Palharghatta.	..	..	..	..	No ..
21	Associated Power Co., Ltd.	Under consideration by the Company.	..	20 Dhowrahs	Free ..	..
22	Bhonda White Clay Mine.	Not favoured	..	..	..	..

Serial no.	Name.	Co-operative stores.	Credit Society.	Houses.		Schools.
				Number.	Rent.	
1	2	21	22	23	24	25
23	Tobacco Manufacture Co., Monghyr.	..	..	None ..	..	..
24	Dalmia Paper Factory, Dalmianagar.	..	..	Provided quarters and temporary huts.	..	No ..
25	Printers (India), Ltd., Monghyr.	..	..	None ..	..	..
26	Municipal Water Works, Muzaffarpore.	..	..	..	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	..	..	..	..	..
28	Patna Motor Bus Association.	Favoured ..	..	..	..	..
29	The Editor, The Indian Nation, Patna.	..	..	..	..	..
30	Ranchi Mankatha Distilleries.	..	..	..	..	..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	..	..	No ..	..	..
32	Matrumal Dhanamal Oil Mill, Sahebgunj.	..	..	..	..	..
33	Moinuddin Ahmed, Tehta, Gaya.	Doubtful ..	..	..	..	..
34	Shri Bhariji Mills, Patna City.	..	..	55 quarters 80 workers accommodated. 25 houses ..	..	No ..
35	Thakur Ram Oil Rice Mill, Darbhanga.	Favoured ..	..	..	Free ..	..
36	Shree Mohan Rice, Dal, Oil Mills, Bhagalpur.	May be tried state Management.	..	15 houses ..	Free ..	..
37	Shankarji Mills Jahanabad.	..	..	..	..	..
38	Choudhury Flour Mill, Katihar.	..	..	..	..	..
39	Matrumal Dhanalal Oil Mills, Dumka (Santhal Farganas).	..	..	No ..	Yes ..	3 schools
40	Durga Rice & Oil Mills, Chakulia.	..	..	10 houses ..	Free ..	..
41	Shivagouri Flour Mills, Bhagalpur.	..	..	..	..	..
42	Sri Krishna Rice & Oil Mills, Chakulia.	..	..	2 houses ..	Free ..	..
43	Bajrang Rice Mill, Chakulia.	..	..	..	..	..
44	Ganesh Rice Mill, Chakulia (Singbhum).	..	..	..	..	..
45	Jhabarmal Mahabir Prasad Dal Mill, Sahebgunj.	..	..	..	..	..
46	Chirkunda Rice Mill	..	..	..	..	..
47	Mahabirji Rice, Oil and Ice, Darbhanga.	..	..	..	..	..
48	Ram Janaki Rice Mill, Sursund.	..	..	..	..	..

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
1	Government Printing Press, Gulzarbagh.	..	Government Hospital.	..	Free ..
2	Bihar Survey Office, Gulzarbagh.	..	....	..	..
3	Reformatory School, Hazaribagh.	..	....	..	..
4	Ranchi Technical School.	..	....	..	..
5	Tirhut Technical Institute, Muzaffarpur.	..	....	..	..
6	Bhagalpur Central Jail.	..	....	..	..
7	S. D. O., Dehri Workshop.	..	....	Free ..	Free ..
8	Vice-Chairman, Ranchi Municipality.	No particular medical facilities provided.	....	..	..
9	Health Officer, Bhagalpur Municipality.	No. But in certain cases first aid is given.	....	..	..
10	Assam Frontier Tea Co., Sabaya.	..	....	..	..
11	Assam Frontier Tea Co., Palanda.	..	....	..	..
12	Shahabad Tea Co., Ltd., Gayagunj.	..	....	Free. Company's free diet.	Free ..
13	Debijhora Tea Co., Titalya (Jalpaiguri).	..	....	Ditto Company's free diet.	Do. ..
14	Sayedabad Tea Estate, Gayagunj.	..	....	Ditto Company's free diet.	Do. ..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	..	....	Free ..	..
16	Electric Supply Co., Ltd., Sijua.	2 Doctors ..	Hospital and Dispensary.	..	..
17	Arrah Electric Supply Co.	..	....	..	..
18	Bellance Fire-brick and Pottery.	Doctor ..	....	Free to employees and their children.	Free to employees and their children.
19	Gulfarbari Fire-brick Works.	Doctor ..	Dispensary ..	..	..
20	Bihar China Clay & Mining Co., Falharghatta.	No ..	No ..	Free ..	..
21	Associated Power Co., Ltd.	..	....	Free ..	Free ..
22	Bhonda White Clay Mine.	First aid	....	..	..

Serial no.	Name.	Medical aid.			
		Doctor or compounder.	Hospital or dispensary.	Treatment.	Medicine.
1	2	26	27	28	29
23	Tobacco Manufacture Co., Monghyr.	1 Doctor ..	Dispensary ..	..	..
24	Dalmia Paper Factory, Dalmianagar.	..	District Board Dispensary..	Free ..	..
25	Printers (India), Ltd., Monghyr.	1 Doctor ..	Dispensary ..	..	..
26	Municipal Water Works, Muzaffarpore.	..	....	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	No ..	No ..	No ..	..
28	Patna Motor Bus Association.	..	....	..	..
29	The Editor, The Indian Nation, Patna.	..	....	..	..
30	Ranchi Mankatha Distilleries.	..	....	..	..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	..	....	..	..
32	Matrumal Dhana-mal Oil Mill, Sahebgunj.	..	....	..	..
33	Moinuddin Ahmed, Tehta, Gaya.	..	....	..	..
34	Shri Biharji Mills, Patna City.	..	Government Hospital.	Free ..	..
35	Thakur Ram Oil Rice Mill, Darbhanga.	..	....	..	..
36	Bree Mohan Rice, Dal, Oil Mills, Bhagalpur.	..	Ayurvedic Dispensary.	Free ..	Free ..
37	Shankarji Mills, Jahanabad.	..	....	..	..
38	Choudhury Flour Mill, Katihar.	One Doctor..	....	..	..
39	Matrumal Dhanalal Oil Mills, Dumka (Santhal Parganas).	..	Charitable Dispensary.	..	Free
40	Durga Rice & Oil Mills, Chakulia.	..	....	..	..
41	Shivagouri Flour Mills, Bhagalpur.	..	....	..	..
42	Sri Krishna Rice & Oil Mills, Chakulia.	..	....	..	..
43	Bajrang Rice Mill, Chakulia.	..	....	..	..
44	Ganesh Rice Mill, Chakulia (Singhbhum).	..	....	..	..
45	Jhabarmal Mahabir Prasad Dal Mill, Sahebgunj.	..	....	..	..
46	Chirkunda Rice Mill	..	....	..	..
47	Mahabirji Rice, Oil and Ice, Darbhanga.	..	....	..	..
48	Ram Janaki Rice Mill, Sursund.	..	....	..	..

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	Government Printing Press, Gulzarbagh.	For ..	..	..	For ..	..	..
2	Bihar Survey Office, Gulzarbagh.	..	..	..	..	..	..
3	Reformatory School, Hazaribagh.	..	..	..	..	..	..
4	Ranchi Technical School.	..	..	..	..	..	..
5	Tirhut Technical Institute, Muzaffarpore.	..	..	..	..	..	..
6	Bhagalpur Central Jail.	..	..	..	..	..	..
7	S. D. O., Dehri Workshop.	For ..	..	..	For ..	..	..
8	Vice-Chairman, Ranchi Municipality.	..	..	..	..	..	..
9	Health Officer, Bhagalpur Municipality.	..	..	..	..	..	..
10	Assam Frontier Tea Co., Sabaya.	..	..	..	..	..	..
11	Assam Frontier Tea Co., Palandu.	..	..	..	..	..	..
12	Shahabad Tea Co., Ltd., Gayaganj.	..	..	..	..	..	..
13	Debijhora Tea Co., Titalaya (Jalpaiguri).	..	..	..	..	..	..
14	Sayedabad Tea Estate, Gayaganj.	..	..	..	..	..	..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	..	..	..	..	..	Not practicable.
16	Electric Supply Co., Ltd., Sijua.	Against	..	8 hours daily (In practice.)	Against	..	Standardization by negotiation urged.
17	Arrah Electric Supply Co.	..	..	..	..	..	..
18	Belliance Fire-brick & Pottery.	For ..	Contributory.	8½ hours—5 days 7½ hours—Saturday.	Against	..	All India
19	Gulfarbari Fire-brick Works.	Against	..	8½ hours M. to P. 7 hours—Saturday.	..	..	..
20	Bihar China Clay & Mining Co., Palharghatta.	..	..	..	..	..	..
21	Associated Power Co., Ltd.	For ..	Contribution.	..	Against	..	Unless all India
22	Bhonda White Clay Mines.	Not necessary.	..	7½ hours	..	..	..

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
23	Tobacco Manufacture Co., Monghyr.	For ..	..	Aganst ..	..	..	..
24	Dalmia Paper Factory, Dalmianagar.	..	..	..	..	..	..
25	Printers (India), Ltd., Monghyr.	For ..	..	Aganst ..	..	..	..
26	Municipal Water Works, Muzaffarpore.	..	..	..	..	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	..	..	..	..	..	..
28	Patna Motor Bus Association.	..	..	8 hours day wanted.	For ..	..	..
29	The Editor, The Indian Nation, Patna.	..	..	..	..	..	..
30	Ranchi Mankatha Distilleries.	..	..	Shifts of 4 hours (Practice).	..	..	..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	..	..	..	..	..	..
32	Matrumal Dhannal Oil Mill, Sahebgunj.	For. If workers agree.	..	..	..	..	..
33	Moinuddin Ahmed Tehta, Gaya.	..	..	..	Against	..	..
34	Shri Biharji Mills, Patna City.	..	..	..	..	..	..
35	Thakur Ram Oil Rice Mill, Darbhanga.	..	..	..	Against	..	..
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	For ..	..	..	..	..	..
37	Shankarji Mills, Jahanabad.	..	..	..	..	..	..
38	Choudhury Flour Mill, Katihar.	..	..	..	Against	..	..
39	Matrumal Dhannal Oil Mills, Dumka (Santhal Parganas).	..	Yes if agree.	..	..	..	..
40	Durga Rice & Oil Mills, Chakulia.	..	..	..	..	..	..
41	Shivagouri Flour Mills, Bhagalpur.	..	..	..	..	..	..
42	Sri Krishna Rice & Oil Mill, Chakulia.	..	..	..	..	..	..
43	Bajrang Rice Mill, Chakulia.	..	..	..	..	..	..
44	Ganesh Rice Mill, Chakulia (Singhbhum).	..	..	..	..	..	..
45	Jhabarmal Mahabir Prasad Dal Mill, Sahebgunj.	For ..	..	..	..	..	..
46	Chirkunda Rice Mill	..	..	..	..	..	..
47	Mahabirji Rice, Oil and Ice Darbhanga.	For ..	..	..	..	..	..
48	Ram Janaki Rice Mill, Sursund.	..	..	..	..	..	..

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
		Rs. a. p.				
1	Government Printing Press, Gulzarbagh.	..	Monthly	..	..	..
2	Bihar Survey Office, Gulzarbagh.	10 0 0 M.	..	..	..	..
3	Reformatory School, Hazaribagh.	..	..	..	..	..
4	Ranchi Technical School.	6 8 0	..	..	..	..
5	Tirhut Technical Institute, Muzaffarpur.	..	..	..	..	..
6	Bhagalpur Central Jail.	..	..	..	..	..
7	S. D. O., Dehri Workshop.	..	..	..	..	..
8	Vice-Chairman, Ranchi Municipality.	..	..	..	..	..
9	Health Officer, Bhagalpur Municipality.	..	..	..	..	..
10	Assam Frontier Tea Co., Sabaya.	4 14 0 M. 3 4 0 W.	..	..	..	..
11	Assam Frontier Tea Co., Palandu.	6 8 0 M.	..	..	..	..
12	Shahabad Tea Co., Ltd., Gayagunj.	4 1 0 W. ..	Monthly ..	..	..	..
13	Debijhora Tea Co., Titalaya (Jalpalguri).	..	All monthly	..	..	..
14	Sayedabad Tea Estate, Gayagunj.	..	..	..	..	..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	..	..	..	..	..
16	Electric Supply Co., Ltd., Sijua.	13 8 0 M. 10 2 0 W.	Staff monthly, rest daily.	27 per cent ..	Bonus to staff on profits.	..
17	Arrah Electric Supply Co.	10 0 0 M.	..	..	..	..
18	Reliance Firebrick & Pottery.	12 3 0 M. 8 2 0 W.	Daily all	..	..	..
19	Gulfarbari Firebrick Works.	..	..	..	..	..
20	Bihar China Clay & Mining Co., Palharghatta.	..	..	..	..	..
21	Associated Power Co., Ltd.	13 0 0 M.	Clerks—monthly; Workers—daily.	..	No ..	..
22	Bhonda White Clay Mines.	..	All daily	..	..	..

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
23	Tobacco Manufacture Co., Monghyr.	Rs. s. p. ..	Only monthly paid.	..	..	..
24	Dalmia Paper Factory, Dalmianagar.	..	..	..	..	..
25	Printers (India), Ltd., Monghyr.	12 0 0 M.	Only monthly paid..	..	..	..
26	Municipal Water Works, Muzaffarpore.	8 0 0 M.	..	..	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	..	Daily ..	..	..	..
28	Patna Motor Bus Association.	..	..	..	..	..
29	The Editor, The Indian Nation, Patna.	..	..	..	..	..
30	Ranchi Mankatha Distilleries.	..	..	..	..	..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	..	Monthly ..	..	..	..
32	Matrumal Dhanamal Oil Mill, Sahebgunj.	..	..	..	..	..
33	Moinuddin Ahmed, Tehta, Gaya.	..	..	..	..	..
34	Shri Bihariji Mills, Patna City.	..	Daily and weekly.	..	..	No ..
35	Thakur Ram Oil Rice Mill, Darbhanga.	5 10 0 M.	..	..	..	..
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	..	..	..	..	..
37	Shankarji Mills, Jahanabad.	..	..	..	..	..
38	Choudhury Flour Mill, Katihar.	..	..	..	..	..
39	Matrumal Dhanamal Oil Mills, Dumka (Santhal Parganas).	..	Daily, weekly, fortnightly and monthly.	..	No ..	..
40	Durga Rice & Oil Mills, Chakulia.	..	..	..	..	..
41	Shivagouri Flour Mills, Bhagalpur.	10 0 0 M.	..	..	..	..
42	Sri Krishna Rice & Oil Mills, Chakulia.	5 10 0 M.	..	..	..	..
43	Bajrang Rice Mill, Chakulia.	10 0 0 M.	..	..	..	..
44	Ganesh Rice Mill, Chakulia (Singhbhum).	7 8 0 M.	..	..	..	..
45	Jhabarmal Mahabir Prasad, Dal Mill, Sahebgunj.	6 8 0 M. 6 8 0 W.	..	..	..	..
46	Chirkunda Rice Mill	..	..	..	..	..
47	Mahabirji Rice, Oil and Ice, Darbhanga.	..	..	..	..	..
48	Ram Janaki Rice Mill, Sursund.	..	..	..	..	..

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
1	Government Printing Press, Gulzarbagh.	..	No ..	..	All
2	Bihar Survey Office, Gulzarbagh.	..	..	..	..
3	Reformatory School, Hazaribagh.	..	..	..	....
4	Ranchi Technical School.	..	..	..	..
5	Tirhut Technical Institute, Muzaffarpore.	..	..	..	..
6	Bhagalpur Central Jail.	..	..	..	..
7	S. D. O., Dehri Workshop.	..	..	..	..
8	Vice-Chairman, Ranchi Municipality.	..	..	..	..
9	Health Officer, Bhagalpur Municipality.	..	..	..	..
10	Assam Frontier Tea Co., Sabaya.	Total	1	..	..
11	Assam Frontier Tea Co., Palandu.	None	..	..	..
12	Shahabad Tea Co., Ltd., Gayagunj.	None	..	..	..
13	Debijhora Tea Co., Titalaya (Jalpaiguri).	..	..	..	..
14	Sayedabad Tea Estate, Gayagunj.	..	..	..	..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	..	..	..	..
16	Electric Supply Co., Ltd., Sijua.	Total	15	..	..
17	Arrah Electric Supply Co.	..	..	..	..
18	Reliance Fire-brick & Pottery.	..	42	..	..
19	Gulfarbari Fire-brick Works.	..	..	Three (unspecified).	..
20	Bihar China Clay & Mining Co., Palharghatta.	..	..	Nil .. Nil ..	Nil
21	Associated Power Co., Ltd.	None	..	..	..
22	Bhonda White Clay Mines.	Nil	..	Nil .. Nil ..	..

Serial no.	Name.	Accidents, 1935-36-37.			Compensation paid.
		Fatal.	Serious.	Minor.	
1	2	41	42	43	44
23	Tobacco Manufacture Co., Monghyr.	..	..	..	1
24	Dalmia Paper Factory, Dalmianagar.	..	..	..	..
25	Printers (India), Ltd., Monghyr.	..	..	..	1
26	Municipal Water Works, Muzaffarpore.	..	..	..	..
27	Patna Timber Merchant's Association, Bogumpur, Patna City.	..	..	..	..
28	Patna Motor Bus Association.	..	..	..	..
29	The Editor, The Indian Nation, Patna.	..	..	..	..
30	Ranchi Mankatha Distilleries.	..	..	..	..
31	Mes srs. C. & E. Morton (India), Ltd., Marhowrah.	6	..	2	..
32	Matrumal Dhana-mal Oil Mill, Shahebganj.	1	1	2	..
33	Moinuddin Ahmed, Tehta, Gaya.	..	..	..	..
34	Shri Biharji Mills, Patna City.	8	..	..	1
35	Thakur Ram Oil Rice Mill, Darbhanga.	Total	4	..	None ..
36	Sree Mohan Rice, Dal, Oil Mills, Bhagalpur.	Nil	..	..	..
37	Shankarji Mills, Jahanabad.	Nil	..	..	..
38	Choud hury Flour Mill, Katihar.	Total	1	..	..
39	Matrumal Dhana-mal Oil Mills, Dumka (Santhal Parganas), Bhagalpur Muncip.	Total	..	2	..
40	Durga Rice & Oil Mills, Chakulia.	Nil	..	..	..
41	Shivagouri Flour Mills, Bhagalpur.	..	..	..	..
42	Sri Krishna Rice & Oil Mills, Chakulia.	Total	2	..	2
43	Bajrang Rice Mill, Chakulia.	Nil	..	..	..
44	Ganesh Rice Mill, Chakulia (Singh-bhum).	Nil	..	..	..
45	Jhabarmal Mahabir Prasad Dal Mill, Sahebgunj.	Nil	..	..	..
46	Chirkunda Rice Mill	Nil	..	..	..
47	Mahabirji Rice, Oil & Ice, Darbhanga.	..	..	..	..
48	Ram Janaki Rice Mill, Sursund.	..	..	..	..

Serial no.	Name.	Trade union.	Works Committee.	Conciliation or arbitration.	
				Reference.	Award.
1	2	45	46	47	48
1	Government Printing Press, Gulzarbagh.	Yes, since 1927	..	..
2	Bihar Survey Office, Gulzarbagh.	....	..	..
3	Reformatory School, Hazaribagh.	....	..	..
4	Ranchi Technical School.	....	..	..
5	Tirhut Technical Institute, Muzaffarpore.	....	..	..
6	Bhagalpur Central Jail.	....	..	..
7	S. D. O., Dehri Workshop.	....	..	..
8	Vice-Chairman, Ranchi Municipality.	....	..	..
9	Health Officer, Bhagalpur Municipality.	....	..	..
10	Assam Frontier Tea Co., Sabaya.	....	..	..
11	Assam Frontier Tea Co., Palandu.	....	..	..
12	Shahabad Tea Co., Ltd., Gayagunj.	....	..	..
13	Debijhora Tea Co., Titalaya (Jalpaiguri).	....	..	..
14	Sayedabad Tea Estate, Gayagunj.	....	..	..
15	The Patna, Muzaffarpur and Bhagalpur Electric Supply Co., Ltd.	No	..	..
16	Electric Supply Co., Ltd., Sijua.	9 cases	..	..	If both parties are willing.
17	Arrah Electric Supply Co.	....	..	..
18	Reliance Fire-brick & Pottery.	Yes, under consideration	Under consideration.	Voluntary	Compulsory.
19	Gulzarbari Fire-brick Works.	Yes B.	..	..	Yes.
20	Bihar China Clay & Mining Co., Palharghatta.	No	..	..
21	Associated Power Co., Ltd.	....	..	..	Against
22	Bhonda White Clay Mines.	No	..	..	1

Serial no.	Name.	Trade union.	Works Committee.	Conciliation or arbitration.	
				Reference.	Award.
1	2	45	46	47	48
23	Tobacco Manufacture Co., Monghyr.	....	..	..
24	Dalmla Paper Factory, Dalmlanagar.	....	..	..
25	Printers (Indla), Ltd., Monghyr.	....	..	..
26	Municipal Water Works, Muzaffarpore.	....	..	..
27	Patna Timber Merchant's Association, Begumpur, Patna City.	No .. ..	..	..
28	Patna Motor Bus Association.	Yes .. ..	..	..
29	The Editor, The Indian Nation, Patna.	....	..	..
30	Ranchi Mankatha Distilleries.	....	..	..
31	Messrs. C. & E. Morton (India), Ltd., Marhowrah.	..	..	..
32	Matrumal Dhana-mal Oil Mill, Sahebgunj.	None .. ..	..	..
33	Moinuddin Ahmed, Tehta, Gaya.	None .. ..	..	..
34	Shri Biharji Mills, Patna City.	No Trade Union .. ..	..	..
35	Thakur Ram Oil Rice Mill, Darbhanga.	Do. .. ..	..	..
36	Free Mohan Rice, Dal, Oil Mills Bhagalpur.	Do. .. ..	..	..
37	Shankarji Mills, Jahanabad.	Do. .. ..	..	..
38	Choudhury Flour Mill, Katihar.	Do. .. ..	..	..
39	Matrumal Dhanalal Oil Mills, Dumka, Santhal Parganas.	No Trade Union .. ..	..	..
40	Durka Rice & Oil Mills, Chakulia.	Do. .. ..	..	..
41	Shivagouri Flour Mills, Bhagalpur.	Do. .. ..	..	..
42	Sri Krishna Rice & Oil Mills, Chakulia.	No .. ..	..	..
43	Bajrang Rice Mill, Chakulia.	No .. ..	..	..
44	Ganesh Rice Mill, Chakulia (Singh-bhum).	No .. ..	..	..
45	Jhabarmal Mahabir Prasad, Dal Mill, Sahebgunj.	No .. ..	..	..
46	Chirkunda Rice Mill	No .. ..	..	..
47	Mahabirji Rice, Oil & Ice, Darbhanga.	No .. ..	..	..
48	Ram Janaki Rice Mill, Sursund.	No .. ..	..	..

Government Printing Press, Gulzarbagh.

Group A.

1. Officers—2, Clerks—38, Petty executive officers—62, Work people (men)—344.

2. All are permanently settled near about the industrial centre.

3. None.

4. Workers are mainly drawn from Patna City subdivision.

5. None.

6. (a) 5, (b) Nil, (c) 6, (d) Nil, (e) 2.

7. Workers are recruited directly by the management.

8. Direct recruitment by management is preferable to any other system for the following reasons :—

(a) Better class of men are recruited.

(b) Workers are free from harassment.

(c) The management has not to incur any extra expenditure towards the payment of salary or commission to the contractors or jobbers.

(d) Workers are free from any outside influence.

9. No.

10. Does not arise.

11. Ditto.

12. No.

13. Does not arise as no casual workers are employed in this factory.

14. No.

Group B.

15. Yes. The rules are given in the Bihar and Orissa Service Code and it is applicable to all class of workers employed in the factory.

16. Yes. The apprentices are allowed Rs. 15, Rs. 10 and Rs. 5. The course for the apprentices drawing Rs. 15 is for three years and for the rest two years.

17. No.

18. All temporary hands should be made permanent.

19. Yes. The paid staff are entitled to casual leave and gazetted holidays and leave on average pay and leave on medical certificate as per Bihar and Orissa Service Code. The piece workers are entitled to leave on average pay, medical leave and

injury leave as per Bihar and Orissa Service Code. These workers are paid during the holidays according to the rule laid down in Bihar and Orissa Service Code. Fixed pay temporary inferior service and piece workers temporary and contingent menials are not entitled to any leave except casual leave.

20. Yes. Period and conditions are laid down in the Bihar and Orissa Service Code.

21. The question does not arise as no women are employed here.

22. The workers of the permanent establishment are entitled to pension according to Civil Service Regulations and eligible to subscribe to General Provident Fund, Bihar.

23. The workers are entitled to all gazetted and local holidays.

24. Yes. Government Servants' Conduct Rules are applicable to them.

25. Standing orders and rules are brought to the notice of the employees by circulation.

26. When the Supervisor reports against any body, the man reported for is asked to explain and regular proceedings are drawn up as laid down in the Board's Miscellaneous Rules.

27. The answer is already given in 26.

28. (1) Warning. (2) Reduction in pay. (3) Suspension. (4) Dismissal; These punishments are given according to the nature of offence committed.

29. No fines are imposed. Reduction in pay, stoppage of promotion, suspension and dismissal are inflicted as punishment.

30. None.

31. Absence from duty.

32. (a) Four lates are excused in a month in case of fixed pay hands. If it exceeds, the period is deducted from compensation leave.

(b) Four lates are excused in case of piece workers in a month. If it exceeds, value of $\frac{1}{2}$ an hour is deducted for each late according to their class rate.

33. There is no fine fund as the men are never fined.

Group C.

34. { 9-0 A. M. to 1-0 P. M. } For technical staff.
 { 2-0 P. M. to 6-0 P. M. }
 10-30 A. M. to 4-30 P. M. for clerical staff.

35. One shift.

36. The factory is not a continuous process factory.

37. Does not arise.

38. Yes. The workers are paid 25 per cent extra for the first two hours and 50 per cent for subsequent hours. The percentage is calculated on class rates in case of piece workers and on hourly paid in case of paid staff.

39. On rare occasions men of the technical side are classed upon to work overtime and they are paid according to the rate stated in reply to 38.

40. No.

41. Three hundred days in a year approximately.

(a) There was a stoppage of work for eight days in 1934 on account of earthquake. The workers were paid their wages in full.

Group D.

42. Soap, towels, etc., are given to the workers to wash their hands as laid down in the Factory Act, 1934.

43. Machines are provided with guards, etc., as laid down in the Factory Act to prevent accidents. Further precautions are taken from time to time as instructed by the Factory Inspector.

Accidents are classed and reported according to the rules laid down in the Factory Act.

Group E.

49. Furnished in a separate sheet (A). (*Not printed.*)

50. No.

51. The piece rates for different class of workers as given in Government of India Old Hand Book are followed.

52. No.

53. The wages in all cases are calculated on monthly basis.

54. The piece workers' wage period is from the 16th of one month to 15th of the subsequent month, and for the paid staff according to the calendar month. In the case of the piece workers, they are paid after 22 days of the wage period whereas the paid staff are paid after one or two days of the wage period. As the piece workers are not paid within seven days after the expiry of the wage period according to the Payment of Wages Act, the matter has been referred to Government to give more assistants to facilitate payment to the piece workers according to the rule laid down in section 5 of the Payment of Wages Act. The workers ought to be paid just after the expiry of the wage period, so that they may not fall into the hands of money-lenders.

55. The wages are calculated according to the Government of India Hand Book of 1899 (old edition). Prior to 1935 the workers used to be paid at half of their class rate for idle time, but since then they are paid at full class rates.

56. (a) General Provident Fund. (b) Life Insurance. (c) Loan taken for house building purposes. (d) Loan taken from General Provident Fund. (e) House rent. (f) Latrine and water taxes.

57. No.

58. Yes. This should apply to labourers drawing less than Rs. 12 per month.

59. Yes. It is necessary to fix a minimum wage to enable the worker to meet the barest necessities of life.

62. Yes. The level of the minimum wage should differ from centre to centre according to the cost of living.

Group F.

66. No.

Group G (i).

70. (a) Nil. (b) Yes. (c) Nil.

71. Eighty boys and girls. A very low fee is charged from each boy and girl. Ten boys are given free studentship. There is no library attached to the factory. However lot of public libraries are round about and literate workers generally go there

Group G (ii).

72. There is a Government dispensary very near to the Factory.

73. No employees are charged for treatment and medicine.

74. No.

75. Lead-poisoning (occupational disease).

76. The following special measures are necessary :—

(1) To explain the workers the bad effects of lead and how the lead-poisoning can be avoided.

(2) To get them examined once a year by the Factory Surgeon.

(3) To give them interval to take tiffin so that they may not eat while working even if the workers do not agree to the interval on the ground that they will have to remain for long hours.

77. No.

78. Yes.

79. Drinking water is stored in drums and *ghailas* in work pans. Yes.

80. Medical leave on half pay is allowed.

Group G (iii).

83. (a) Two quarters for gazetted officers. Six "C" type quarters, one portion of the Old Council Chamber, five Anglo-Indian married quarters, seven Anglo-Indian Bachelors' quarters and ten Indian Bachelors' quarters for the staff.

84. Yes.

85. Rent is realized according to the rules laid down by the Government.

86. Government advance loan to build house:

87. No.

Group G (iv).

88. (a) Football ground. (b) Nil. (c) Theatre hall. (d) Sweetmeat and fruit vendors are allowed to sell within the premises.

89. Two big rooms have been provided—one for Hindus and the other for Muhammadans.

Group H.

94. No.

Group I.

99. There has been no accident but compensation and pension have been allowed in cases of invalidation on account of lead poisoning.

100. In all cases compensations were paid.

101. No.

102. No.

Group J.

103. Yes. In 1927.

105. Yes. Since 1928.

107. No.

108. No.

109. Does not arise.

110. Yes.

113. Copy of rule 1 of the Rules of Business of the Press Employees' Association, Bihar and Orissa, 1927, is enclosed. (*Not printed*).

114. No.

115. Yes. They can bring to my notice grievances of general nature.

116. It is a good movement provided they discuss matters with reasonable attitude.

117. No.

Group K.

118. Two.

119. (i) From 13th February 1921 to 30th March 1921.

(ii) From 11th February 1922 to 29th March 1922.

120. Revision of emoluments and conditions in service.

121 and 122. The grievances of the strikers were settled by Government, vide their resolution no. 3966-F., dated the 6th April 1922.

125. The workers can bring their grievances to the notice of Superintendent personally. There is an office order to this effect. Superintendent makes enquiry personally and decides on its result.

126. Yes. No.

132. The Press does not maintain a profit and loss account as it is not run on a commercial basis.

—

Bihar Survey Office, Gulzarbagh.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers—2, Clerks—7, Work-people—74.

4. Patna and Gaya.

6. (e) (two).

7. (b) Directly by the management.

8. The existing system as it is working satisfactorily.

9. No separate registers are maintained. Owing to reduction in establishment a few years ago there is an adequate number of ex-employees available with technical knowledge. Their whereabouts are known and no necessity has hitherto arisen for taking new and unqualified men. The few applications filed are preserved.

11. No.

13. The staff including menials is usually employed for the whole year.

15. Yes, Bihar and Orissa Service Code and Government Servants' Conduct Rules and they apply equally to all.

16. One or two unpaid apprentices are trained from time to time to fill leave vacancies in the Zinc Correction Section.

17. Yes. A time-scale of pay. Details are given below :—

Permanent :—(1) Rs. 75—5—125, (2) Rs. 30—1—35—2—65, (3) Rs. 45—2—65, (4) 40—2—60, (5) Rs. 25—2—45, (6) 25—2—39—1—40, and (7) Rs. 15—1/2—25.

Temporary :—(1) Rs. 30—1—35—2—45, (2) Rs. 25—1—33, (3) Rs. 14—1/2—18. (4) 14—1/2—17, and (5) 10—1/3—14.

18. All survey and mapping work in the province should be carried out by this office. The services of the Survey of India, Air Survey or any other professional party should be utilised only after due enquiry has been made from this office. If possible survey and settlement operations should be opened in Muzaffarpur, Darbhanga and other districts where the maps and records are obsolete.

19. Yes. Leave is granted to all employees except to employees of the menial grade according to leave rules contained in the Bihar and Orissa Service Code.

20. Yes, except to the temporary menial staff even though they may be in continuous service for several years. This in my opinion needs consideration. They might, in this respect, be allowed the same concession as ministerial officers, a concession which they enjoyed before the new leave rules came into force. The relevant new rule is 305-E. of the Bihar and Orissa Service Code.

22. Yes, to the permanent employees only. Temporary employees do not enjoy the benefit of the General Provident Fund except under special circumstances.

23. About 100 days in a year.

24. Government Servants' Conduct Rules and the Factory Act Rules.

25. Ministerial officers are supplied with a copy of the Government Servants' Conduct Rules. Factory Act Rules in English and vernacular are posted in conspicuous places. The usual procedure adopted in Government offices is followed.

26. No.

27. The employee in the first instance is asked verably to explain his conduct, etc., and if the explanation is not satisfactory a charge sheet is framed and a written statement obtained.

28. Remarks in Service Books and imposition of small fines according to the gravity of the offence. Punishments are very rarely imposed.

29. The system in force in Government offices is followed.

30. Nil.

31. Unauthorised absence is a serious offence under Government Servants' Conduct Rules and punishable with dismissal. Ordinarily there are few cases of absence and these are satisfactorily explained without calling for punishment.

32. All the workers are on fixed pay. Late attendance is debited to the leave account.

33. There is no special fines fund. Fines are deposited with the Government by short drawal in the salary bill.

34. The hours of work are those usual in Government offices, viz., from 10 A.M. to 4 P.M.

37. Throughout the year except the hot weather when the office hours are from 6 to 11 A.M.

38. No.

42. All measures prescribed by the Inspector of Factories during his inspections.

43. Factory rules are strictly followed and I am satisfied with them in this respect.

49. There is no piece rate. All employees are on fixed rates of monthly pay.

66. No.

70. No.

72. Workers derive all medical facilities from the Charitable Dispensary established in Gulzarbagh for the Survey and Press employees and from the Patna City Hospital.

78. Latrines and urinals are provided in the office.

79. A water-carrier is employed in the office for the supply of drinking water to each branch where separate earthen vessels are kept according to requirement.

83. Nil.

88. Nil.

92. The Survey Office Mutual Benefit Society run on Co-operative Society lines advances loans.

99. Nil.

100. In one case in the year 1926.

103. No.

118. Nil.

134. Yes.

***Reformatory School, Hazaribagh,
NATURE AND RECRUITMENT OF LABOUR.**

- | | | | |
|-------------|-----|-------------------|---|
| 1. Officers | ... | 2 | |
| Clerks | ... | 3 | |
| Work-people | ... | 23 (instructors). | |
| | | 33 | [outsiders (boys) admitted into industrial section for training.] |
| | | 242 | Convicted Reformatory boys. |

2. Mostly come from the town and a few come from the district of the province and one from Bengal. Outsiders (artisans) are taken from all districts of the province and live in the town while under training. Convicted Reformatory boys are admitted from Assam, Bengal, Bihar and Orissa. They live in the school during their detention.

3. Nineteen instructors out of 23 live in their village homes.

4. Instructors are mainly drawn from this district.

6. (a) One.

CONDITIONS OF EMPLOYMENT.

19. Instructors are granted leave according to the rules provided in the Bihar and Orissa Service Code.

20. Yes. Casual leave for 15 days with full pay.

23. Seventy-eight days festival holidays including Sundays and extra holidays are allowed.

26. Government Servants' Conduct Rules are followed.

HOURS OF WORK.

34. 7 A.M. to 10 A.M. and 1 P.M. to 5 P.M. from the 15th of March till 14th October and on Saturday the factory works from 7 A.M. to 11 A.M.

7-30 A.M. to 10-30 A.M. and 1 P.M. to 4-30 P.M. from the 15th October to 14th March and on Saturdays from 7-30 A.M. to 11 A.M.

38. Yes. The calculation is based on daily hours of attendance.

CONDITIONS IN FACTORY.

42. Yes, where necessary.

43. All machines are properly guarded. Accident classified by the Sub-Assistant Surgeon of this institution and matters are reported to the Chief Inspector of Factories, Bihar, and the District Magistrate.

WAGES.

- 53. Monthly basis.
- 54. Monthly payment.

WELFARE WORK.

- 73. Free medical help is given to the workers.
- 78. (a) and (b) Yes.
- 79. Chlorinated filtered water supplied to workers.

INDERTEDNESS.

- 98. There is already a co-operative society here.

WORKMEN'S COMPENSATION.

- 99. Two students met with accidents.
- 100. Both of the accidents were referred to the Chief Inspector of Factories, Bihar, and the District Magistrate, Hazaribagh. Nothing was paid as compensation as no compensation was necessary, for students do not get wages while under training.

***Ranchi Technical School, Ranchi.**

1. Teachers—7.
Clerks—5.
Work People, Men—48.
2. All permanently settled.
3. 46 per cent.
4. Ranchi district.
6. 1936. (a) 1, (e) 3. 1937. (e) 10.
7. (b) Directly by the management.
8. Directly by the management as it allows of a better selection.
11. No abuses or corrupt practices.
12. Not necessary for this institution.
15. Bihar and Orissa Service Code.
16. Training of Industrial Students. Prospectus attached.
(Not Printed).
18. Provident Fund.
19. Ten days' casual leave in addition to gazetted holidays—
all on full pay.
20. Casual leave for work people, others Government Leave
Rules.
22. Government Rules for Teachers and Clerks.
23. Fifty-nine days in addition to Sundays and half day on
Saturdays.
24. Bihar Education Code.
25. Posted on notice boards and read out.
26. Entries in Conduct Register.
27. Explanations are obtained.
28. Minor misdemeanour such as late attendance. Warning.
29. Bihar and Orissa Service Code.
31. No work. No pay.
32. Warning. Number of hours worked.
34. 7 to 11 A.M., and 12 to 4 P.M. on week days and from
7 to 11 A.M. on Saturday, 6 to 12 noon for hottest months.
41. 1933-34 251
1934-35 254
1935-36 258
1936-37 247
1937-38 257
42. No special equipment. Care is taken to avoid risks.
43. No loose garments are allowed. Guarding has been
provided and danger notices are put up at conspicuous places.
54. Monthly.
72. Government Hospital and Mission Hospitals.
75. Fever.
76. Municipality and Sadr Hospital take sufficient precaution.
78. Sanitary arrangement satisfactory.
79. Well water is available.
84. Yes. None.
88. (a) Football, Hockey and Tennis.

Tirhut Technical Institute, Muzaffarpur.

1. Officers. { Superintendent—1.
 Teachers—4.
 Clerks—4.
 Men—10.

Work people { Students and artisans—92.
 Menials. —15.

3. Twenty-one students and artisans live in the attached hostel and the rest come from their homes.

4. North Bihar.

7. Students and artisans are recruited after an admission examination by the Superintendent. Members of the staff are employed by the Government on the recommendation of the Managing Committee.

11. No.

22. There is no provision for gratuity, provident fund or pension for the mistry staff, as they are under temporary establishment.

23. Eighty-four including Sundays.

34. From 7 A.M. to 11 A.M. and from 12-30 P.M. to 4-30 P.M. on week days and from 7 A.M. to 11 A.M. on Saturdays.

35. One general shift for all employees and students.

37. During summer the hours of work are from 6 A.M. to 12 noon. These hours are observed for the month of April, May and June.

38. No.

41. The workshop is open throughout the year, excepting 84 days for Sundays and holidays. The boys are allowed optional summer vacation for two months in May and June.

53. Wages are paid on monthly basis.

71. There is a library for students and members of the staff.

72. There is provision for a first aid in the Institute ; cases requiring medical aids are sent to the sadr hospital for treatment.

71. No.

78. Yes.

79. Yes, there are pipe connection from the municipality and a well also is provided in the workshop.

86. None in particular except a house building loan is advanced by the Government to the members of the staff who are in the permanent establishment.

91—98. Do not arise.

99. Nil.

119—128. Do not arise.

* **Bhagalpur Central Jail, Bhagalpur.**

This Factory is maintained chiefly to give employment to convicts, consequently not paid for. I regret, therefore, to state that it will not be possible for me to answer all the questions asked for as many do not arise here.

However, answers to the questions which relate to this Jail are noted below :—

1. *Nature and recruitment of labour.*—The main industry of this Jail is blanket manufacture. Power plant is utilized for the purpose. The number of prisoners employed varies according to the work, viz., the order of blankets received from the Military and the Civil Departments of the Government. On the average about 343 prisoners are employed daily in the blanket factory. As the prisoners are all unskilled labour trained men have to be employed to teach them the art, and they are all paid by the Government. They are

Carding Master	...	..	..	One
Weaving Master	..	..	..	One
Carding jobber	..	..	...	One
Spinning jobber	..	..	..	One
Weaving jobber	..	..	..	One
Steam Engineer	..	..	..	One

2. No women or children are employed in the Jail Factor.

Officers.—The work is supervised by the Superintendent who looks after the management of the jail as well as supervises the work of the Factory.

There is also one Deputy Superintendent appointed by the Government to supervise specially the Factory work and is responsible for all matters concerning the Factory.

Clerks.—There are four Accountants and two Store-keepers to keep accounts and stores. Besides, the blanket manufacture, the Jail has the following other industries :—

- (1) Tailoring employing about fifty prisoners daily supervised by one paid Tailor Master.
- (2) Carpentry employing about 29 prisoners daily supervised by one paid Carpenter.
- (3) Smithy employing about 79 prisoners daily supervised by two paid Blacksmiths.
- (4) Dyeing employing about ten prisoners daily supervised by one paid Dye Master.

The Jail has also started sericulture and silk thus produced is spun into yarn by *Charkha* by old and infirm prisoners and then woven into cloth by hand-loom.

Spinning of Cotton Yarn by *Charkha* is also introduced amongst the male and female prisoners. Two paid Instructresses have been employed to teach the female prisoners the art of spinning by *Charkha*.

2 to 6. Being a jail the question does not arise.

7. Workers not recruited.

8. Cannot say.

9. Does not concern us. As far as labour is concerned the staff is recruited by the Inspector-General of Prisons, Bihar.

10. Ditto ditto ditto

11. No.

12 to 13. Do not arise.

14. Skilled labour is employed only as Supervisor Staff as per list above.

CONDITION OF EMPLOYMENT.

15. Officers, clerks and artisans who are employed in the Factory are all Government servants and are governed by Government Servants' Conduct Rules.

16. No apprentices taken in the Jail Factory.

17. No.

18. Cannot say as outside labour is very seldom employed.

19. Workers are all prisoners, hence no leave is granted to them.

20. During sickness prisoners are admitted into Hospital for treatment and are detained there till declared fit for work by the Medical Officer.

21. No women are employed in the Jail Factory.

22. Prisoners who are employed in the Factory do not get any gratuity or pension, but officers being Government servants get pension on retirement.

23. The Factory is closed on all Sundays. Besides, it is also closed on (a) The Emperor's Birthday, (b) Christmas Day

and (c) Good Friday. No other holidays are observed in the Jail Factory.

24. Rules are framed in the Jail Manual for governing the conduct of prisoners.

25. Paid warders are employed to guard all prisoners who watch and report any infringement of Jail rules by the prisoners to the Superintendent.

26. Prisoners are punished by the Superintendent for any act of indiscipline and slackness of work with such punishment as laid down in the Jail Manual.

27. Superintendent investigates the offences committed by the prisoners and then punishes them with such punishment as prescribed in the Jail Manual.

28. Punishments are befitting prisoners which are not applicable to any outside factory.

29. No.

30. Nil.

31. Nil.

32. Nil.

33. No fines are imposed on prisoners.

HOURS OF WORK.

34. Factory does not run more than nine hours a day, and it never runs in the night.

35. The Jail Factory works by two shifts, viz.—

(a) 16th March to 30th April—6-30 A.M. to 10-30 A.M.,
again from 1-30 P.M. to 5 P.M.

(b) 1st May to 31st August—6-00 A.M. to 10-30 A.M.,
again from 1-30 P.M. to 5-30 P.M.

(c) 1st September to 16th October—6 A.M. to 10-30 A.M.,
again from 1-30 P.M. to 5 P.M.

(6) 16th October to 15th March—6-30 A.M. to 11 A.M.,
again from 12 NOON to 4-30 P.M.

36. It is not a continuous process factory and no arrangements are made for granting rest days other than what is prescribed in the Jail Manual.

37. Hours of work vary according to the season as noted above (35).

38. Prisoners are not allowed to work overtime.

39. In no department they work overtime.

40. Neither leave is granted to prisoners nor wages paid to them.

41. 1937—310 days (365 days *minus* 52 Sundays and three holidays).

1936.—251 days. (365 days *minus* 59 days for interception on account of erection of Transmission Gear, 52 Sundays and three holidays).

1935.—192 days (365 days *minus* stoppage of 118 days for breakdown, 52 Sundays and three holidays).

1934.—187 days (stopped for breakage of Factory buildings due to earthquake and usual Sundays and three holidays).

1933.—296 days (stopped for 14 days for repairs and renewals and usual Sundays and Jail holidays). No allowance was paid to workers.

CONDITIONS IN FACTORIES.

42. Prisoners work on their usual jail kit but in special cases work suits are given according to the nature of the work.

43. Factory rules as framed by Bihar Government are observed in this factory and suggestions of the Inspector of Factories on his periodical inspections are closely followed. Accidents according to the Factory Act are always reported to the District Magistrate and to the Chief Inspector of Factories.

44. No.

45. Does not arise.

46. I have no objection to exemptions being granted by the local Government to some Factories in certain cases. In regard to Jail Factories the following exemptions have been requested and granted :—

- (1) Exemption from the operation of Rule 94 of the Bihar and Orissa Factories Rules, 1936, from maintaining First Aid Appliances was asked for from the Chief Inspector of Factories, Bihar, and was granted.
- (2) As the Factory does not employ children, exemption from the operation of rule 117 of the Bihar and Orissa Factories Rules, 1936, was also asked for from the Chief Inspector of Factories, Bihar, and was granted.

47. Not known.

48. No.

WAGES.

49 to 65. It is a Jail Factory. Prisoners are employed to keep them engaged and to be trained in crafts and no wages are paid, therefore, it is not possible to answer the question.

RATIONALIZATION.

66 to 69. As this is a Jail Factory the question of rationalization and intensification does not arise.

WELFARE WORK.

70. (a) Children are not employed in the Jail Factory nor any school maintained for the education of children of the employees. There is, however, a school inside the Jail for teaching juvenile prisoners.

71. There is no Reading Room or a Library in connection with the Factory but there is a Jail Library from which books are given to prisoners to read.

72. Government has provided a well equipped hospital for treatment of prisoners during sickness. As there are female prisoners in the jail there is special arrangements for treatment of females and maternity help.

73. Prisoners, as well as all other employees, are treated free in the Jail Hospital.

74. Yes. Superintendent holds a general parade of all prisoners every week to see the health of prisoners and any one found in indifferent health is removed to hospital for treatment. In addition to this one Sub-Assistant Surgeon attends the factory every day to give ambulant treatment for minor ailments.

75. Prisoners do not get any particular disease while working in the factory nor mortality is confined to any particular one.

76. Yes. Jail takes special measure to combat epidemic disease. On the event of an outbreak of such a disease, prisoners are segregated. There is no industrial disease prevailing in this Jail Factory.

78 There are sanitary arrangement in the Factory and Dormatory Yard, having latrine and urinal provided in the yards. Bathing is not allowed in the factory but there is adequate facility for washing and bathing in the living blocks. Privacy is provided as far as possible.

79. Every workshop has been provided with water drums, made of galvanized iron, and the warden in charge has to see that they are always full of drinking water. In hot season the iron drums are replaced with earthen receptacles which keep water cool, consequently in hot season cold water is available.

80. This is a Jail Factory ; the question of sickness-relief does not arise.

81. This does not concern the Jail Factory.

82. This does not concern the Jail Factory.

83 to 87. Prisoners are housed in the Jail Barracks meant for them. Officers are housed in the quarters provided in the compound.

88. Prisoners do not get any facility for indoor or outdoor games. Warders have got facilities for both outdoor and indoor games and they take part in them.

89. This question does not arise.

90. The question does not arise as women and children are not employed in the Jail Factory.

INDEBTEDNESS.

91 to 98. Question does not arise being a Jail Factory employing prisoners.

WORKMEN'S COMPENSATION.

99. Accidents happening in the factory for the last three years are noted below :—

1935—One minor accident.

1936—Nil.

1937—Four minor accidents.

100. In no case any compensation awarded nor matter referred to the Commissioner.

101. It was never tried in this Jail Factory so I cannot give any suggestion.

102. Nil.

TRADE UNION.

103 to 117. Being a Government Factory there is no Trade Union among the workers.

INDUSTRIAL PEACE.

118 to 131. The question does not arise in the Jail Factory.

132. Balance Sheet and Profit and Loss Account from 1929 to 1937 are enclosed herewith. (*Not printed.*)

133 to 134. Questions do not arise.

Dehri Workshop, Dehri.*

1. Officers 3. Clerk 1. Men on daily wages 75—Workshops. 57—Anient. Men on monthly pay—11—workshcps.

2 Subdivisional officer, Mr. R. P. Agarwala, comes from Muzaffarpore district.

Assistant Foreman P. N. Sahay comes from Patna district, other labourers including clerk are permanent settlers of the locality.

3. All the work-people live in their village homes or in Dehri Bazar.

4. From about four to five miles in the vicinity.

5. Out of 132, 57 nos. are employed for working during repair of Head Works Dehri and Baroon. As soon as the repair is completed their services are dispensed with but some persons are mostly employed every year. This is unavoidable in view of the fact that we cannot cope with existing men in workshops and therefore we have to employ more during repair season. They are all on daily basis.

6. Nil.

7. Directly by the management.

8. Should be directly by the management as it would avoid any complain in recruitment.

9. (1) yes. (2) No. (3) Yes.

10. Does not arise in view of reply to 9(2), whenever any extra hand is required, the candidates who offer themselves for employment are engaged if they are found fit for the job.

11. No.

12. Not practicable for this workshop.

13. For repair to head works 57: 132; It is increasing.

14. Yes, few 44: 10 (casual).

15. There is no service rule for daily labour, framed by Government. This is in case of members of work charged establishment for which Public Works Department Accounts Code may kindly be referred.

15. Yes. Candidates are preferred who have read up to Middle English and are between 14 to 16 years of age. The course is of four years and they are paid stipend at the rate of 2 annas in the first year and maximum 8 annas in the fourth year which is the final year.

17. There is no such system. However, the wages of the workers are increased, if their work is found satisfactory.

18. Under present rules Service of the members of work chared establishment are quite secure but in case of daily wages labourers, it does not seem possible because their appointment depends upon quantity of work in hand.

19 & 20. Yes, during festivals. No allowance is paid to the daily wages labourers. Members of the work charged establishment get such leave on full pay. Members of the work charged establishment usually get 10 days casual leave but this is at the option of the Subdivisional officer who is the appointing authority to allow it with pay or without pay.

21. No women are employed in workshop.

22. There is no such scheme for the workers.

23. Average 100 days in a year.

24. There is no definite rule regarding conduct.

25. Does not arise.

26. Fine, reduction in wages or discharge.

27. He is called upon to explain the charges against him before he is punished.

28 & 29. There is no definite system. The punishment is given to a worker according to gravity of offence.

30. Nil.

31. This is only in case of members of the work charged establishment who are not paid wages for the absence, and also disciplinary action is taken against them for remaining absent without permission.

32. This in case of daily labourers nil. They are paid for the number of hours they actually work.

33. This is credited to revenue. No.

34. Eight hours during cold weather and rainy season. Seven hours during hot weather. Yes. Because night keeping or strenuous and hazardous jobs generally break health, being against nature.

35. General shift only. All work concerning, M/R to head works and lock gates, viz., carpentry, smithy, foundry, general fitting and leather works.

From December to January	{ 7 A.M. to 11 A.M. 1-30 P.M. to 4-30 P.M. }	} 1½ hours rest—8 hours.
From February to March	{ 7 A.M. to 12 A.M. 2 P.M. to 5 P.M. }	} 2 hours rest—8 hours.
From April to 15th June	{ 5-30 A.M. to 9 A.M. 9-30 A.M. to 5-30 P.M. }	} ½ hours rest—7 hours.
From June to November	{ 6-30 A.M. to 11-30 A.M. 1-30-P.M. to 5-30 P.M. }	} 3 hours rest—8 hours.

- 36 and 37. Do not arise.
38. Yes, on the basis of daily hours.
39. There are no such workers who are regularly called upon to work overtime.
40. No.
41. About 265 days in each year and in last 5 years. No stoppage due to overhauling or break down.
42. Yes, whenever necessary.
43. Preventing. All machines are safely guarded. Yes. No such accident took place in the workshop.
44. It is quite elaborate.
45. Does not arise.
46. No objection.
47. Do not think any.
48. No.
49. Form duly filled in is enclosed. All rates are time rates.
50. No.
51. Rates have been fixed by Chief Engineer for different kind of work. Overtime wages are calculated according to ordinary hours of work. A man drawing annas 8 per day when works 4 hours overtime will draw annas 4 extra, i.e., for 8 hours daily and 4 hours overtime, he will get annas 12.
52. No night work in this workshop. Holidays rates are same as of working days.
53. There are eleven who are drawing monthly salaries. Remaining are drawing daily wages, but they are paid monthly. It is not feasible to convert the daily rated worker to monthly ones though it is a fact that stability of labour force would be much better. Difficulty in converting daily rate to monthly is that this workshop is running on Commercial basis and work of different division and even of parties are done. The question of changing labourers to work during holidays is the main problem.
54. Monthly wages are paid monthly and generally in the first week of the following month.
55. Daily wages were reduced by 12½ per cent in the year 1930 due to fall in market rate.
56. Sometimes when workers are found neglecting their duties, their wages then are to be paid for the period they are found neglecting their duty or for the remaining of the day.
57. No.

58. Not practicable in this workshop.

59. Yes. In order to make the life of workers better, it is desirable that a minimum wage be fixed below which no labour should be paid. Factory Owners in order to make more profit, generally try to employ men on minimum possible wages, which in majority of cases does not suit workers, causing disaffection among them.

60. (1) On category or nature of work and also,
(2) According to locality.

62. Yes. Because cost of living differs at different places.

63. Occasional visits by Factory Inspector or any other competent authority appointed for the purpose.

64. (a) Number of workers might be minimised.

65. Yes. They should.

66—69. Do not arise.

70. (a) Does not arise. (b) There is no special school.

(c) Ditto ditto.

71. No.

72. There is a district board dispensary to which Government donates a sum of Rs. 700 annually for free medical attendance to ministerial and executive Government staff of Public Works Department. Workshop labourers do not derive any benefit out of the above donation. They are not attended free during their sickness nor they are given ample facilities of medical aid. Even the ministerial staff who are to be attended are not properly cared for.

73. There is no special hospital for workshop employees. District Board hospital gives free medicine only to workshop employees also.

74. No.

75. Nothing special. Same as local people.

76. There is no specially located area for labourers. They live in villages and local market.

77. No.

78. (a) Yes. (b) Not required. (c) Not required.

(d) Not tested.

79. Work place—well. Quarter—Does not arise. Well water is cold during hot weather.

80. No workshop is running on commercial basis. Different allotments are received for different heads of works. The question is who will bear the cost of sickness or holidays. This is possible provided the Government are prepared to give special allotment for sick and holidays.

81 and 82. Yes.

83. Not tested, as all the workers live in their village homes, except a few who live in the local market being houses of their own.

84 and 85. Do not arise.

86. There is no such rule passed by Government under which a daily rated labour or even a member of work charged establishment can get allowance for house building.

So no facility is given to workshop people for building a house.

87. Not practicable here.

88. (a) to (d) nil.

89. Question of women does not arise.

90. Does not arise.

91. Very little as most of the workers come from villages on the outskirts. Difference is of about 20 per cent.

92. A co-operative store is required in this area.

93. No.

94. No advance.

95. There is no.

96. Does not arise.

98. Yes for good.

99—102. Nil.

103—117. Do not arise.

118—124. Ditto.

125. Workers represent their cases in writing to the authorities of Public Works Department.

126. Yes. No.

127—128. Do not arise.

129—130. I cannot say.

WAGES FORM.

Category of work.	January 1929.					January 1938.				
	Number of workers.	Wage rate time.	Monthly Earnings.			Number of workers.	Time wage rate.	Monthly Earnings.		
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.
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.
Moulder ...	2	8 hours ...	21 0 0	18 0 0	19 8 0	1	8 hours ...	15 10 0	15 10 0	15 10 0
Carpenter ...	3	„ ...	27 0 0	24 0 0	25 0 0	13	„ ...	21 15 0	8 12 0	15 11 0
Fitter ...	4	„ ...	48 8 0	21 14 0	31 1 0	29	„ ...	58 14 0	2 5 6	*13 12 0
Drill Man ...	1	„ ...	16 8 0	16 8 0	16 8 0	...	„ ...	...	...	...
Turner ...	3	„ ...	30 0 0	9 0 0	21 0 0	2	8 hours ...	19 11 0	8 5 0	14 0 0
Tyndal ...	1	„ ...	15 0 0	15 0 0	15 0 0	1	„ ...	13 12 6	13 12 6	13 12 6
Khalasi ...	14	„ ...	13 8 0	6 5 0	9 0 0	28	„ ...	10 8 0	1 12 0*	7 8 0
B. Smith ...	2	„ ...	31 8 0	12 0 0	21 12 0	7	„ ...	26 4 0	10 0 0	16 2 0
Hammer Man ...	1	„ ...	14 0 0	14 0 0	14 0 0	1	„ ...	11 12 0	11 12 0	11 12 0
Cooly ...	...	„ ...	...	...	...	...	„ ...	...	...	...

* Low wages are due to absence.

WAGES FORM—contd.

Category of work.	January 1938.					Ratio of column 11 to column 6.	Ratio of column 12 to column 6.	Remarks.
	Number of workers.	Time wage rate.	Monthly Earnings.					
			Maximum.	Minimum.	Average.			
1	12	13	14	15	16	17	18	19
			Rs a. p.	Rs. a p.	Rs. a p.			
Moulder ...	1	8 hours ...	7 8 0	7 8 0	7 8 0	...	...
Carpenter ...	9	" ...	30 0 0	5 4 0*	19 3 0	...	...
Fitter ...	22	" ...	38 7 0	6 8 0	16 0 0	...	...
Drill Man ...	...	" ...	...	...	...	..	..
Turner ...	1	8 hours ...	24 0 0	24 0 0	24 0 0	...	...
Tyndal ...	1	" ...	9 13 6	9 13 6	9 13 6*	...	...
Khalasi ...	26	" ...	11 13 0	2 0 6*	8 10 0	...	...
B. Smith ...	11	" ...	27 8 0	3 8 0	13 6 0	...	...
Hemmer Man ...	1	" ...	12 15 0	12 15 0*	12 15 0	...	...
Cooly ...	38	" ...	5 12 0	0 5 0*	2 5 0	...	...

* Low wages are due to absence.

585

WAGES FORM—contd.

Category of work.	July 1920.					July 1923.				
	Number of workers.	Wage rate-time.	Monthly Earnings.			Number of workers.	Wage rate-time.	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.
Moulder ...	2	8 hours ...	21 14 0	18 12 0	20 5 0	1	8 hours ...	13 5 9	18 5 9	18 5 9
Carpenter ...	4	" ...	28 2 0	6 12 0*	17 7 0	18	" ...	24 2 0	8 2 0*	7 15 0
Fitter ...	7	" ...	48 0 0	11 9 0	26 4 0	17	" ...	70 8 0	0 8 0*	18 8 0
Drill Man ...	...	...	...	...	...	...	...	...	...	...
Turner ...	3	8 hours ...	31 4 0	9 6 0*	21 8 0	2	8 hours ...	22 0 6	18 0 0	17 8 0
Tyndal ...	1	" ...	18 0 0	18 0 0	18 0 0	1	" ...	5 9 6	5 9 6	5 9 6
Khalasi ...	22	" ...	14 0 0	0 8 0*	7 6 0	39	" ...	11 13 0	1 5 0*	6 7 0
B. Smith ...	3	" ...	15 8 0*	10 6 0*	13 13 0	6	" ...	29 6 0	6 4 0*	18 0 0
Hammer Man ...	...	...	...	...	...	...	...	...	...	...
Cooly ...	...	...	...	...	...	...	...	...	...	...
Painter ...	...	...	...	...	...	...	...	...	...	...

* Low wages are due to absence.

WAGES FORM—concl'd.

Category of work.	July 1937.					Ratio of column 11 to column 6.	Ratio of column 16 to column 6.	Remarks.
	Number of workers.	Wage rate time.	Monthly Earnings.					
			Maximum.	Minimum.	Average.			
1	12	13	14	15	16	17	18	19
Moulder	2	8 hours ...	Rs. a. p. 16 10 3	Rs. a. p. 13 8 0	Rs. a. p. 15 1 0	.9	.73	
Carpenter	10	" ...	32 8 0	0 11 0*	20 1 6	.45	.37	
Fitter	27	" ...	39 1 0	5 0 0*	18 2 0	.69	.69	
Drill Man ... ..	...	...	...	...	...	...	...
Turner	1	8 hours ...	25 5 0	25 5 0	25 5 0	.82	1.2	
Tyndal	1	" ...	17 5 0	17 5 0	17 5 0	.31	.96	
Khalasi	32	" ...	11 13 0	1 5 0*	8 5 0	.37	1.13	
B. Smith	10	" ...	30 6 0	10 0 0	16 8 0	1.3	1.2	
Hammer Man	1	" ...	15 3 0	15 3 0	15 3 0	...	...
Cooly ... ..	...	...	...	...	...	...	...
Painter	1	8 hours ...	11 0 0	11 0 0	11 0 0	...	...

* Low wages are due to absence.

Ranchi Municipality, Ranchi.

1. Officers—

1. Health Officer	...	1
2. Sanitary Inspectors	...	2
3. Overseers	...	2
4. Conservancy sub-overseers	...	2
5. Jamdars	...	13
6. Slaughter-House Inspector	...	1
7. Store-keepers	...	2
8. Tank Jamadar	...	1
9. Vaccinators	...	2
10. Market Supervisor	...	1
Clerk	...	1
Men	... 187	

Workpeople—

Women	...	218
Children	...	Nil.
2. Permanently settled		90 per cent.
Migratory	...	10 per cent.
3. Live in town.		
6. (a) Retirement	...	3
(b) Dismissal	...	5
(c) Sickness		5 per cent p.m.
(d) Slackness		3 per cent p.m.
(e) Own accord		Nil.

7. (b) Recruitment is made directly by the municipality.

8. Direct recruitment is desirable in view of suitable and proper selection for the post and also to avoid possible corrupt practices.

9. No.

11. So far nothing has yet come to my notice.

12. Establishment of labour exchange will certainly be helpful to the employees. I believe such organisation ought to be under direct and full control of the State.

15. }
and } No.
16. }

17. Nothing particular.

18. Methods adopted and followed by the Government in respect of pay, promotion, punishment and leave would give sufficient security to services. Every employee should have the right of appeal to the executives or committee or tribunal as the case may be.

19. Nothing particular for the menials. No work no pay is the only method followed. In case of others the system of leave is governed by municipal rules.

20. None for the menial conservancy staff.

21. None so long but it is being tried to be introduced.

22. Municipality considers payment of gratuity to the menial conservancy staff.

23. None of conservancy staff.

26. Warning, fine, suspension and dismissal. It depends upon the merit of individual cases.

27. Offenders are first asked to explain their position.

28. Punishment :—1. Warning. 2. Fine. 3. Suspension.
4. Dismissal.

Nature of offence :—

1. Neglet of duty.
2. Disobedience.
3. Insubordination.
4. Criminal offence of a grave nature.

29. Nothing particular.

30. 1. Warnings	4
2. Fines	58
3. Suspension	5
4. Dismissal	9

31. Deduction of pay for the period of absence.

32. There is no hard and fast rule, it is being tried to be introduced that late attendance for three days would be counted as absence for one day.

33. Fines are deposited in the general municipal fund.

34. Summer :—	Mornings.....	5-30 A.M. to 10-30 A.M.
	Afternoons	2-30 P.M. to 5-30 P.M.
Winter :—	Mornings	6-30. A.M. to 11-30 A.M.
	Afternoons	2-0 P.M. to 4-30. P.M.

Mehtranis (sweeperesses) work in the mornings only and the other staffs of the conservancy staff work both in the morning and in the afternoon. But every one is encouraged to finish work early and go home early.

35—69. Do not concern the municipality.

70. There is no special school provided for the children of employees but primary education is compulsory here and there are a number of municipal schools in the town. There is no record of children of conservancy staff attending schools.

71. No.

72. No particular medical facility provided by the municipality but it gives grants to Sadar hospital and St. Baranabas Hospital where every one gets free treatment. Treatment of women and maternity cases are sufficient at these places. As it is everywhere the conservancy staff have got a prejudice against hospital treatment like other public. I think a maternity home independent of the hospital might be helpful.

73. Municipality has no hospital or dispensaries of its own.

74. No.

75. Mortality due to common illness are prevalent.

76. Yes.

77. Fairly present.

78. There are public latrines and urinals for use of all and privacy is provided as far as it could be possible.

79. Municipal public wells.

80. No.

81. Yes.

82. Yes. A week before the expected date of delivery the employee may be allowed maternity leave for three weeks. When pains will begin she must get herself admitted in some maternity home or hospital where she will stay for 10 days after delivery. She may resume her duties on the 22nd day of her leave. No maternity leave may be granted unless certificates from the authorities of maternity home or hospitals are provided.

It should be obligatory on the authorities to issue such certificates at the time of discharge. All maternity cases must attend welfare centres for following up.

83. No quarter has been provided by the municipality.

84. No.

86. Nothing particular.

87. If it could be possible, certainly the scheme is desirable.

88 to 90. Nothing present.

92. Establishment of co-operative store will be of great help to the conservancy menials and the best would be if Government or employer makes necessary arrangements preferably the former.

93. I do not think so.

94. None so far.

98. I should strongly urge that every menial staff should be a member of co-operative society and it should also be obligatory on them to save a portion of his income in co-operative savings bank. Besides there ought to be a condition of appointment that he or she should not borrow without the knowledge of his or her employer from any person or persons other than the co-operative society of which he or she is a member. All loans should be limited and should be controlled by the employer.

99—134. Municipality is not interested.

The Health Officer, Bhagalpur Municipality, Bhagalpur.

72. (a) By opening out Government, municipal and district board dispensaries and hospitals.

(b) By the employer practically nothing but in certain cases first aid is given by the employer. Ayurvedic dispensary for Panna Mills hands.

(c) Private charitable dispensaries.

(II) Yes in the Lady Dufferin Hospital. It would be better if some extra beds are provided for maternity cases specially for industrial workers.

73. No charges.

74. No.

75. Nothing in particular here. Ordinary diseases of bowels and lungs. Occupational diseases are not prevalent here.

76. No.

77. It becomes sometimes prevalent in the town particularly in the winter.

78. Only some factories have provided sufficient arrangements for ordinary latrine of service type ; septic tank latrine nowhere provided. Privacy is seldom provided.

79. In the town drinking water is supplied from municipal water supplies. Some factories supply water through their own tube-wells.

80. There is no provision for sickness relief for local workers in local mills and factories.

81. Yes.

82. Yes, my recommendation is this that maternity leave must be granted on full pay or on half pay for at least two months before the child birth and one month after the child birth.

83. (a) to (c) Nil. (d) Some workers have their own house in the suburbs. Most of them are single-room huts.

84. (a) No. (b) Not above 1 per cent.

85. Workers generally come from their own houses but in some special cases when an employee is provided accommodation by the Factory owner. No rent is charged from them. The question of increased rent does not arise.

87. An experiment may be made to ensure suitable housing condition.

**Assam Frontier Tea Company, Limited, Sabaya Division,
Ormanjhi P. O., Ranchi.**

NATURE AND RECRUITMENT OF LABOUR.

1. Total no. of workers 218 :—

Officer	...	...	...	2
Clerks	...	...	...	2
Men	...	...	...	40
Women	...	...	...	50
Children	...	...	...	124

2. (a) All.

(b) Nil.

3. All.

4. Workers are drawn from the adjacent villages within 2 miles.

5. None.

6. Establishment left due to—

(a) Retirement—one

(b) Dismissal—A motor driver was dismissed due to frequent drunkenness and negligence of duty.

(c) No.

(d) No.

(e) Resignation—One clerk has resigned on his own account as he secured lucrative post elsewhere.

7. Workers are recruited—

(b) Directly by the management as the employees come voluntarily.

8. Direct management is preferable. It is the cheapest system ; saves cost of recruitment and time also. Workers do not have to pay commission or any thing to recruiter.

9. (1) No separate register. (2) No waiting list. (3) No.

13. Manufacturing, sorting, packing tea and repairing buildings and machinery.

14. No.

CONDITIONS OF EMPLOYMENT.

19. Yes, those who are on monthly pay are allowed leave with pay when ill till recovery or other emergencies for short period. No prescribed rule.

20. No.

21. No women excepting to be mothers usually voluntarily keep away from work.

22. The company has Provident Fund scheme. The employees after completing two years of service on monthly pay of Rs. 25 or more subscribe Provident Fund. The company pays equal amount as the employee, running annual compound interest, only of the amount subscribed by the employee.

23. All Tuesdays in the week are observed as weekly holidays substituted for Sundays. Besides this we have 14 days as general public holidays in the year.

24. No such rule.

25. We have no other rule or order except Factory Acts and Rules under the Act both in English and Vernacular posted on the wall which are strictly observed.

26. No regular procedure.

27. Opportunity is given to explain their conduct.

28. Warning, dismissal and fines.

29. All the system exist but seldom exercised. Only one motor driver was dismissed in 1936, vide answer no. 6(b).

30. Nil.

31. Wages are paid according to the number of hours put in.

33. No fine imposed up till now.

HOURS OF WORK.

34. From 8 A.M. to 10 P.M.

35. Six shifts for adult workers.

36. Nil.

37. No change is necessary.

38. We have arranged the shift in such a way that Factory seldom work for overtime.

39. Does not arise in our case.

40. Do.

41. Factory worked for all the days for the last five years except on weekly holidays and general public holidays as mentioned in answer no. 23.

CONDITION IN FACTORIES.

42. All machinery and belting, etc., are guarded according to the Factory Act.

43. Chief Inspector of Factories is informed in accordance with the instruction of the local Government. First aid is always given and cases of serious accidents are immediately sent to the nearest medical hospital.

44—49. Nil.

WAGES.

50. No.
 51—52. Nil.
 53. (b) Weekly—Manufacture, sorting, packing, building and machinery repairs.
 (d) Monthly—Officer, clerks and skilled employees.
 54. Both weekly and monthly.—Labourers, paid weekly, officers, clerks and skilled labourers paid monthly.
 One day elapse between the end of wage period and the date of payment.
 55. Both—Time and piece basis.
 56. No reduction except subscription to Provident Fund.
 57. Bonus is sometimes allowed to Manger.

RATIONALISATION.

- 70—71. No.
 72. Medical help is provided to the permanent staff who live in the factory area and others get medical help from the Ormanjhi dispensary. I consider this is adequate and satisfactory.
 75. Cholera, small-pox epidemic and other diseases. Depending chiefly on the sacrifice to ghost and spirit; almost prevalent amongst the aboriginals and having very little faith on the scientific treatments. No occupational diseases.
 76. Vaccination is given at the time of small-pox epidemic and inoculation during cholera and drinking water disinfected.
 79. Factory has got a *pucca* well which supplies pure and clear drinking water. Cold water is available in hot season.
 83. Provided one bungalow and five quarters to staff to live in the Factory and others live in their own village houses.
 85. Houses are provided to staff free of rent.
 88. Annual hunting is arranged and holiday for two days are provided according to the custom prevailing in this part of the country.

INDEBTEDNESS.

91. There are no shops in the Factory area.

WORKMEN'S COMPENSATION.

99. One accident.
 100. In one case an accident was reported to the Deputy Commissioner.
 101. No difficulty.

INDUSTRIAL PEACE.

118. None.

**Assam Frontier Tea Company, Limited, Palandu Division,
Ranchi.**

1. Officer	...	...	...	...	1
Clerks	...	...	...	...	7
Workpeople	{	Men	...	...	44
		Women...	...	...	56
		Children	...	...	49

2. The work people come from their villages within four miles so the question does not arise in regard to them. Clerks and officers may be taken as permanently settled.

3. All workers.

4. Surrounding villages within four miles.

7. Direct by the management.

8. Direct recruitment is much preferable as cooly does not have to pay commission to contractor, etc., for work.

9. No list.

13. Manufacture, sorting, packing, etc., of green tea.

14. Skilled workers employed on permanent basis.

16-17. No.

23. Always one day per week, otherwise when Factory closes for public holidays, or no crop.

25. Rules such as Factory Act, etc., posted on wall in English and Hindi.

26. Compulsorily leave, or dismissal.

29. No dismissal probable.

33. No fine fund.

34. 10 A.M. to 5 P. M. and 5 P. M. to 10 P. M.

35. Two shifts.

38. Yes, there is calculated on the basis of daily hours.

42. All machinery and belt, etc., guarded according to Factory Act.

43. Red Cross Box at office.

54. Weekly. Permanent staff paid monthly. Two and four days elapsing between the end of the wage period and the date of payment.

70. No.

72. Public Hospital at Ranchi.

79. Cold water is always available within easy reach of the Factory, a well being in the close proximity.

80. No.

83. Staff only have quarters rent-free. Remainder live in their own villages....

99. None.

103. No.

116. Not in favour of same, leads to complications and trouble free of same at present.

118. None.

Shahabad Tea Company, Limited, Gayagangaram P. O.

NATURE AND RECRUITMENT OF LABOUR.

1. Officers—Factory Assistant	...	...	1
Engineer Assistant	...	...	1
Clerk	...	...	Nil.
Men	...	...	30
Women	...	...	25

2. (a) Nil. (b) All migratory.

3. Nil.

4. Chota Nagpur Division.

5. Tea Factory being a seasonal one, tea manufacturing continues for ten months in a year and the workers are engaged in agricultural work for the balance two months.

7. (a) Contractors.

8. The existing free-labour recruiting system.

9—12. No.

13. Some women workers about ten per cent of the total workers are employed for the assortment of tea.

14—17. No.

19. Leave is granted to workers in their urgent need with pay.

20. Leave with pay always allowed during sickness if recommended by the State Medical Officer.

21. No women are permanently employed in the factory and consequently no maternity leave granted to the casual women workers.

22. No.

23. Fifty-two days in a working season (ten months).

24-25. No.

26. For three occasions a clear warning is given but the voluntary repetition and gross misconduct lead to dismissal.

27. Full facilities are allowed to worker to explain the charges against him.

28. As per item no. 26.

29. No.

30. Nil.

31. Only warning.

32. Only warning is given for the first few occasions but the recurrence of the same leads to proportionate cut in wages.

33. No fine is imposed.

34. Tea manufacturing depends upon the vagaries of the weather, so no definite hours can be mentioned.

35. Two shifts. As reported in the Monthly Factory Labour Return submitted to the Factory Inspector, Kishanganj.

41. Tea manufacturing being seasonal, the factory runs from March to December for which period the workers are employed. No stoppage on account of breakdown or overhauling occurred during the last five (years) working seasons.

42. Every possible measure is adopted to diminish the risk of health and bodily injury to workers.

44. No.

52. No.

53. All on monthly basis.

54. Monthly. Payments are made within the first week of the month following.

55—57. Nil.

70. (b) Yes.

71. No.

72. Free medical attendance, medicine with diet are supplied by the employers.

74. No.

75. K. A.

78. Separate latrines are provided for male and female workers within the factory compound and strict privacy is maintained.

79. Cold water is amply supplied in the factory compound.
80. Yes. Relief is arranged during the workers' sickness.
83. (a) Fifty houses by the employers. Thatched house. Average room space being 180 sq. ft. for a pair.
84. Yes. All.
85. Rent-free houses are provided by the employers.
95. No recruiting expenses are recovered.
- 99, 100, 103 & 118. Nil.
132. Balance sheets and profit and loss accounts from 1929 to 1936 are submitted herewith. Depreciations have been shown in profit and loss accounts. No reserve fund has been created or no dividend, bonus, etc., has been paid.

(Not printed—Vidjabhushan Shukla).

**Debijhora Tea Company, Limited, Mansing T. E. Estate,
Jalpaiguri.**

1. Officer—Factory Assistant and Engineer one only.
Clerk—Nil.

Workpeople	{	Men ..	...	...	14
		Women	...	...	23
		Children	...	...	...

2. (a) Nil. (b) All migratory.

4. Chota Nagpur Division.

5. The Factory being a seasonal one, tea manufacturing continues for ten months in a year and the workers are engaged in agricultural works for the balance two months.

7. (a) Contractors.

8. The existing free labour recruiting system.

- 9—12. No.

13. Some women workers about 10 per cent. of the total workers are employed for the assortment of Tea.

- 14—17. No.

19. Leave is granted to workers in their urgent need with pay.

20. Leave with pay always allowed during sickness if recommended by the starter medical officer.

21. No women are permanently employed in the factory and consequently no maternity leave is granted to the casual women workers.

22. No.

23. 50 days in the working (10 months).

- 24—25. No.

26. For 3 occasions a clear warning is given but voluntary repetition of gross misconduct leads to dismissal.

27. Full facilities are allowed to workers to explain the charges against them.

28. As per item no. 26.

29. No.

31. Only warning.

32. Only warning is given for a first few occasions but the recurrence of the same leads to proportionate cut in wages, so no definite hours can be mentioned.

33. No fine is imposed.

34. The manufacturing depends upon the varying of weather, so no definite hours can be mentioned.

35. Two shifts. As reported in the monthly factory Labour Return submitted to the Factory Inspector.

41. Tea manufacturing being seasonal, the Factory runs from March to December for which periods the workers are employed. No stoppage on account of breakdown or overhauling occurred during the last 4 years working season.

42. Every possible measure is adopted to diminish the risk of health and body injury to workers.

44. No.

52. No.

53. All on monthly basis.

54. Monthly. Payments are made within the first week of the month following.

70. (b) Yes.

71. No.

72. Free medical attendance, medicine with diet are supplied to the employees.

74. No.

75. K. A.

78. Separate latrines are provided for male and female workers within the Factory compound and strict privacy is maintained.

79. Cold water is amply supplied in the Factory Compound.

80. Yes. Relief is arranged during the workers' sickness.

83. (a) 30 houses by employers. Thatch house. Average room space being 180 sq. ft. for a pair.

84. Yes, all.

85. Rent-free houses are provided by the employers.

95. No recruiting expenses are recovered.

132. Balance Sheets and Profit and Loss Accounts from 1939 to 1920 and 1932 of 1936 are submitted herewith. Depreciations have been shown in Profit or Loss Accounts. No reserve fund has been created or no dividend bonus, etc., have been paid.

(Not printed—Vidyabhushan Shukla).

Sayedabad Tea Estate, P. O. Kharibari, (Purnea).

1. Officers	{	Factory Assistant	...	1 only
		Engineer	...	1 only
		Clerk	...	Nil.
Workpeople	{	Men	...	7
		Women	...	10
		Children	...	Nil.

2. (a) Nil. (b) All migratory.

4. Chota Nagpur Division.

5. Tea Factory being a seasonal one tea manufacturing continues for ten months in a year and the workers are engaged in agricultural work for the balance two months.

7. (a) Contractors.

8. The existing free labour-recruiting system.

9—12. No.

13. Some women workers, about 8 per cent of the total workers are employed for the assortment of tea.

14—17. No.

19. Leave is only granted to workers in case of emergency with pay.

20. Leave is granted to workers with pay during their sickness.

21. Permanently no woman is employed in the factory and consequently no maternity leave is granted to the women workers.

22. No.

23. 52 days in a working season (10 months).

24 and 25. No.

26. Successive 3 occasions, a clear warning is given but workers are allowed with full facilities to explain the charges against them.

28. As per item no. 26.

29. No.

31. Only warning.

32. Only warning is given for the first few occasions but the recurrence of the same leads to proportionate cut in wages.

33. No fine is imposed.

34. The manufacturing depends upon the vagaries of the weather, so no definite hour can be mentioned.

35. Two shifts.

41. Tea manufacturing being seasonal, the factory runs from March to December for which period the workers are employed. No stoppage on account of break-down or overhauling occurred during the last five years' working seasons.

42. Every possible measure is adopted to diminish the risk of health and bodily injury to workers.

44 and 45. No.

54. All on monthly basis, monthly payments are made within the first week of the month following.

70. (b) Yes.

71. No.

72. Free medical attendance and medicine with diets are supplied by the employers.

73 and 74. No.

75. K. A.

78. Separate latrines are provided for the male and female workers within the factory compound and strict privacy is maintained.

79. Cold water is supplied in near the factory.

80. Yes, relief is arranged during the worker's sickness.

83. (a) 30 houses by the employers. Thatched house. Average room space being 170 sq. ft. for a pair.

84. Yes. All.

85. Rent-free houses are provided by the employers.

95. No recruiting expenses are recovered.

132. Balance Sheets, and Profit and Loss Accounts from 1929 to 1936 are submitted herewith.

(Not printed—Vidyabhushan Shukla).

The Patna, Muzaffarpore, Bhagalpur Electric Supply Companies, Limited.

PARTICULAR ANSWERS.

Serial no. of ques.	The Patna Electric Supply Company, Limited.	The Muzaffarpore Electric Supply Company, Limited.	The Bhagalpur Electric Supply Company, Limited.
1	Officers-5, Clerks-11. Men-253.	Officers-2, Clerks-7, Men-77.	Officers-2, Clerks-6 Men-77.
2	All permanently settled.	About 1/3 migra- tory, balance perma- nently settled.	Majority permanently settled.
3	Aproximately 10 %.	62 %.	60 %.
4	Muzafferpore, Dar- bhanga, Bengal and Patna.	Hajipur and sur- rounding villages:	Bhagalpur and suburbs.
5	Nil.	2 %.	1 %.
6	Six dismissed in 1936-37. 2 Sickness. 1 Own account.	1936 (a) Nil. (b) 1. (c) 3. (d) Nil. (e) 1. 1937—(a) Nil. (b) Nil. (c) 1. (d) Nil. (e) 3.	During 1936-37, 15 workers left. (a) Nil. (b) 3. (c) Nil. (d) Nil. (e) 12.
7	Directly by local management.	Directly by local management.	Directly by local management.
8	Direct recruitment preferable to pre- vent jobbery.	Direct recruitment preferable to pre- vent jobbery.	Direct recruitment preferable to prevent jobbery.
9	Yes.	Yes.	No.
10	No.	Men are engaged according to quali- fications.	No.
11	No.	No.	No.

Serial no. of ques.	The Patna Electric Supply Company, Limited.	The Wuzafferpoore Electric Supply Company, Limited	The Bhagalpur Electric Supply Company, Limited.
13	Usually construction. 20 % proportion varies very slightly.	Usually construction. 5% proportion varies very slightly.	Usually construction. 10 % proportion varies very slightly.
14	Very rarely.	No.	No.
17	There is no grade system, but employees are promoted where possible.	There is no grade system, but employees are promoted where possible.	There is no grade system, but employees are promoted where possible.
19	See 15.	See 15.	See 15.
20	No.	No.	No.
21	Not employed.	Not employed.	Not employed.
23	Officers—Holidays under N. I. Act and all Sundays, except shift workers and wage earners. Coolies not paid for non-working days.	Officers—Holidays under N. I. Act and all Sundays, except shift workers and wage earners. Coolies not paid for non-working days.	Officers—Holidays under N. I. Act and all Sundays, except shift workers and wage earners. Coolies not paid for non-working days.
30	2.	2.	Nil.
34	Nine hours daily day workers, eight hours shift workers. We consider the hours of working reasonable.	Nine hours daily day workers, eight hours shift workers. We consider the hours of working reasonable.	Nine hours daily day workers, eight hours shift workers. We consider the hours of working reasonable.
36	The Power Stations generate electricity, and shift workers are given rest intervals in accordance with the Factories Act. Shift workers are not subject to any strain, nor have any questions arisen in this connection.	The Power Stations generate electricity and shift workers are given rest intervals in accordance with the Factory Act. Shift workers are not subject to any strain, nor have any questions arisen in this connection.	The Power Stations generate electricity and shift workers are given rest intervals in accordance with the Factories Act. Shift workers are not subject to any strain, nor have any questions arisen in this connection.

Serial no. of ques.	The Patna Electric Supply Company, Limited.	The Muzafferpore Electric Supply Company, Limited.	The Bhagalpur Electric Supply Company, Limited.
37	No.	No.	No.
41	Continuous.	Continuous except for four days after Earthquake in 1934, men received full pay.	Continuous.
57	Bonus of one month's pay paid to all employees having one year's service or above, excluding Resident Engineer in 1937.	Bonus of one month's pay paid to all employees having one year's service or above, excluding Resident Engineer in 1937.	Nil.
72	Free medical attention given by Company excluding medicines.	Provision for First Aid available, and injured persons then sent to Sadar Hospital.	Free medical attention given by Company. Sadar Hospital also available.
73	No charges borne by Company for medicines.	No Dispensary provided, but Company pays Sadar Hospital donation Rs. 10 per month, and men receive free treatment.	No charges borne by Company for medicines.
74	No.	No.	No.
75	Fever principally, no occupational diseases.	Fever principally, no occupational diseases.	Fever principally, no occupational diseases.
76&77	No.	No.	No.
78	(a), (b) and (c); Yes. No knowledge of home arrangements. Yes.	(a), (b) and (c) Yes. No knowledge of home arrangements. Yes.	(a), (b) and (c) Yes. No knowledge of home arrangements. Yes.
79	Tube well. No special cooling arrangements.	Tube well. No special cooling arrangements.	Street tap. No special cooling arrangements.
99	6.	1.	10.
100	1.	1.	4.

General Answers.

12. While existing conditions have not given rise to any trouble, the establishment of Labour Exchange controlled by the State would appear to us to be desirable.

15. Service rules exist for all classes of employees, and copies are enclosed. We would point out however that the Rules in question at present are undergoing extensive modification to the staff's benefit as regards holiday allowances, terms of service, etc.

16. Government-nominated Apprentices are trained, and where practicable we also give facilities to other men holding Engineering qualifications. Such men are paid a small sum per month. Unpaid Apprentices for training as Artisans also are given facilities.

22, 24, 25, 26, } A Provident Fund exists, and a copy of the
27, 28, 29, 31, 32, } Rules is enclosed. No definite rules have
33. } been laid down regarding conduct, but good behaviour and faithful service are expected. Fines are imposed under the Payment of Wages Act for acts and omissions as per a representative list enclosed herewith. The list in question has been approved by the Factory Inspector, and has been brought to the notice of all employees by display on the various Notice boards in the Offices, Works, etc. For a first offence workers are warned, for a second offence they are fined, for a third they are suspended, and for a fourth offence they are dismissed. Fines are imposed in accordance with the Rules laid down in the Payment of Wages Act. Fines usually are utilised for the *Vishwakarma Puja*, approval to which has been obtained under the Payment of Wages Act.

38. If men are required to work overtime, extra pay is granted calculated as provided for by the Factory Act.

39. Usually Power Station and mains staff. Overtime is allowed at $1\frac{1}{4}$ and $1\frac{1}{2}$ times normal hourly wages.

40. No.

42. Yes.

43. Accidents are reported to the Factory Inspector, the Electrical Inspector, and the Commissioner for Workmen's Compensation, as requisite. Every endeavour is made to prevent accidents and very few other than minor accidents have occurred.

44. No.

45. Does not arise.

46. No.

48. No.

52. If night work and holiday work constitute overtime in accordance with the hours of work required, overtime rates of pay are paid.

53. Officers, clerical and other senior staff are paid monthly salaries. Junior staff are paid monthly, but their wages are calculated on a daily basis.

56. Provident Fund and Income Tax where applicable.

58. Not practicable.

59. No. Removes incentive to improvement.

60 to 65. Do not arise.

63. No.

67 to 69. Do not arise.

70—71. No. The matters covered by Questions 70 and 71 do not arise in an undertaking such as this.

80. No.

83. Houses, quarters, and barracks are provided by the Company for the staff who might be urgently required in case of breakdown or other trouble.

84. (a) Not known. (b) Varies from 6 per cent to 25 per cent.

85. Rent free.

86. Nil.

87. No.

88. Certain arrangements are made by staff in some of the Undertakings, and are encouraged.

92. No.

93. Doubtful.

94. No.

98. Co-operative Societies for the distribution of the ordinary necessities of life appear to be desirable.

101. No.

102. No.

103. No.

104 }
to } Do not arise.
109. }

110. We would not object to a Trade Union comprised of the Company's employees, subject to our answer to Question no. 116.

111 }
to } Do not arise.
113. }

114. No.

115. Does not arise.

116. We consider that a Trade Union is not undesirable subject to the following conditions :—

- (1) The union shall be registered under the Indian Trade Unions Act, 1926, and shall have been in active existence for a period of twelve months prior to recognition.
- (2) The Union shall not encourage class war.
- (3) Peaceful and legitimate methods shall be followed by the Union in all its activities. The use of violence shall be actively opposed.
- (4) The Union shall be run and controlled by actual workers, and shall represent a substantial number of the persons whom it claims to represent.
- (5) No notice for cessation of work shall be given by the Union unless the grievances of the workers have been submitted in writing to the employers, and such processes of negotiation, conciliation, and mediation now in existence or which may be devised and mutually agreed to have been gone through. (Where no special mediation machinery is yet in operation, the inclusion of this condition must be deemed to imply the approval by the Company of the machinery devised for that purpose.)

- (6) A strike shall not be called unless a ballot has previously been taken, and not less than two-thirds of the votes cast, and not less than 50 per cent of the workers of the whole Undertaking have voted in favour of the cessation of work.
- (7) The Union shall not negotiate on behalf of workers who have struck work without the permission of the Union, until they have returned to work, and shall not support or encourage in any manner any unauthorised strike.
- (8) The Union shall not support or encourage in any manner a strike called or brought about by an unauthorised Union or unlawful Association.
- (9) The Union shall give 14 days' notice of a strike in an individual Undertaking, and one month's notice of a general strike. (The provisions of the Trade Disputes Act in so far as they refer to Public Utility Undertakings must be borne in mind in considering these conditions, which are general).
- (10) The Union shall agree to co-operate actively with a Government Labour Officer where such exists, and with any Labour Officers appointed by the Company or individual employer concerned.
- (11) The Union shall neither directly nor indirectly encourage or countenance the subversion of internal discipline in the Company.
- (12) The Members of the Union shall not engage in Trade Union activities on employers' premises including compounds, except to an extent mutually agreed upon between the Union and the Employers' Association.
- (13) The Membership of the Union shall be purely voluntary.
- (14) The Accounts of the Union shall be audited at least once a year by a Government Auditor, or as otherwise prescribed by the Provincial regulations issued under Section 29 (2) (c) of the Trade Unions Act, 1926.
- (15) The Union shall submit a Government certificate regarding its Membership when applying for recognition, such certificate to contain particulars

of the number of Members who have paid their subscription continuously and regularly for the last three months.

(16) The Union shall maintain records of every case taken up for settlement with employers, the stages through which the dispute has passed, and the dates of those various stages, and shall produce such records if called upon to do so by the employers concerned during any joint negotiations or in any conciliation or arbitration proceedings.

(17) The Union shall submit to the Employers' Association, or to the individual Company where no Association exists covering the particular Industry, a copy of its rules, regulations, and bye-laws, and any amendments thereto which may be proposed shall receive the approval of the Employers' Association and/or individual Company before being put into force.

(18) It shall be laid down in the Rules of the Union that the business of the Union shall be confined to such business as is generally recognised as being within the scope of legitimate Trade Unionism.

(19) No Trade Union shall be run on communal principles.

117. No, taking into account the answer to Question 116.

118. Nil.

119. }

to } Do not arise.

124. }

125. Every worker has the right to make a representation of grievances to the Resident Engineer, who may, if necessary, refer the matter to the Managing Agents for further investigation.

126 }

to } No.

127. }

128. We consider that disputes not settled by the parties should be referred to Government arbitration.

129. Yes.

130. Yes.

132. Already available with Government.

135. Yes.

Bhagalpur Electric Supply Company, Limited.

Salary and Wages.

Salary or wages will be paid monthly, in accordance with the provisions of the Payment of Wages Act, 1936, as amended. The period covered will commence on the first day and end on the last day of the previous month.

Notice of Termination of Service.

(a) The Company will give employees on monthly scales of pay one month's previous notice in writing, or in lieu thereof one month's pay, when it desires to terminate the employee's service.

(b) The Company will give permanent employees on daily rates of pay eight days' previous notice in writing, or in lieu thereof eight days' pay, when it desires to terminate the employee's service.

(c) In the case of permanent employees on hourly rates of pay, as much notice as reasonably can be given will be given to employees by the Company.

(d) Temporary employees on hourly rates of pay will be liable to dismissal on one day's previous notice in writing.

N.B.—The ruling under (a), (b), (c) and (d) above hold good except in cases where the Company is entitled to terminate service without notice. The Company will dismiss an employee without notice only in cases of grave misdemeanour.

Obligations of Employees.

The employee must obey all lawful orders or instructions of the Company's officers and of any Foreman under whose orders or control he is placed, and perform his duties diligently, carefully, and to the best of his ability, and must conform to all regulations and rules of the Company and its officers in relation to the conduct and management of the Company's business and the safety and protection of the Company's employees and property.

Hours of Work.

(a) *Shift Workers.*—All shift workers of whatever grade in the Power Station and Sub-Stations will work shifts of eight hours and time off will be allowed in accordance with the terms of the Factories Act, 1934, as amended, as a minimum. Where it is possible to do so, shift workers will be allowed one day off in seven.

(b) *Other Workers.*—All other workers will work forty-eight hours per week on six days, Sundays being considered as

holidays. The hours of work will be from 8 A.M. to 12 noon, and from 1 P.M. to 5 P.M. daily.

Note.—This being an Electricity Supply undertaking, it is necessary for certain Departments to work on Sundays and gazetted holidays, in which case the staff concerned will be paid overtime as notified under a separate heading in these Conditions of Employment.

Leave.

A permanent employee of the Company, if he can be conveniently spared, and he has served continuously for twelve months since returning from the last previous leave, will be allowed leave on full pay in each year as undernoted. If leave is withheld to suit the Company's convenience, it may be accumulated for not more than two years.

(a) *Clerical Staff.*—Fifteen days' leave per annum on full pay, plus one additional day for each completed year of service up to a maximum of twenty-one days.

(b) *Shift workers.*—Fifteen days' leave per annum on full pay, plus one additional day for each completed year of service up to a maximum of twenty-one days.

(c) *Mains staff and other Outdoor Departments.*—Fifteen days' leave per annum on full pay, plus one additional day for each completed year of service up to a maximum of twenty-one days.

(e) *Coolies in all Departments.*—Fourteen days' leave per annum on full pay.

Sick Leave.

Subject to the production of a medical certificate stating that the employee, by reason of his illness, is unable to perform his duties, the certificate being granted by a Doctor to....., which Doctor is to be designed by the Company (if the employee is in his station), up to one month's sick leave with full pay, and up to a further fifteen days' sick leave with half pay, will be allowed per annum.

If the employee is on leave outside his station and falls ill, similar sick leave rules will apply, provided that a certificate as noted above is produced, signed by a registered medical practitioner.

Leave without pay in continuation of leave with pay will not be permitted except in cases of duly certified illness.

Failure to resume work on the day following the expiration of leave duly granted will entail forfeiture of pay for the period of the leave granted unless a valid reason can be adduced,

Holidays other than Leave.

Holidays as laid down under the Negotiable Instruments Act, 1881, will be recognised, together with any festivals peculiar to the locality. A list of such holidays will be approved at the beginning of each year by the Managing Agents, and will be posted on the various Notice Boards throughout the Undertaking.

Overtime.

Employees except shift workers, members of the clerical staff, or other supervisory Grades, will be paid for all work done on Sundays and gazetted holidays, and for all work done in excess of the regulation week day working hours fixed for his Department at the following rates:—

- (a) On week days .. 1½ times the normal rate of pay.
- (b) On Saturdays (if and 1½ times the normal rate of pay where applicable). until 5 P.M.; and double time after 5 P.M.
- (c) On Sundays and gazetted holidays. Double the normal rate of pay.

N.B.—In the case of shift workers, if the Company for any reason instructs an employee to work beyond the regular shift hours, the above rates of overtime will be applicable.

Instead of paying overtime, the Company will be at liberty to allow equivalent time off.

Provident Fund.

The Octavius Steel and Company, Limited, Electricity Supply and Electricity Distribution Provident Fund is available for all permanent members of the staff drawing a salary or wages of Rs. 15 and upwards per month. The Provident Fund is common to all the Electricity Supply and Electricity Distribution Companies managed by Messrs. Octavius Steel and Company, Limited.

The rules of the Provident Fund are printed with the General Conditions of Service in each employee's Service Book.

Housing.

Certain quarters are available for staff at the Company's discretion, but the Company does not undertake to provide housing accommodation. Where accommodation belonging to the Company is available, it will be allocated by the Resident Engineer.

When the Company's quarters, either rented or owned are occupied by the Company's employees, the rules governing the occupation of such buildings must be complied with strictly.

Electricity.

A free allowance for electricity, for operating electric lights and fans or electric lights only, will be given by the Company to employees living in buildings owned or rented by the Company and at the Company's discretion.

Conveyances.

Where conveyances of any type are provided by the Company, they must be used for the Company's business only. Licensing fees and insurance will be paid by the Company.

Transfer.

Certain employees may be transferred to the service of other Electricity Supply Undertakings under the Managing Agency of Messrs. Octavius Steel and Company, Limited, and in such cases the following travelling rules will apply:—

- (a) Employees drawing Rs. 150 per month and over will be entitled to Second Class fares.
- (b) Employees drawing below Rs. 150 per month will be entitled to Intermediate or Third Class fares, according to their employment.
- (c) In addition to his own rail fare, the employee will be paid reasonable expenses incurred in moving his family and effects from one place of service to the other.

Service Book.

A Service Book will be issued to the employees, in which will be recorded the date of commencement of service, promotions, appointments, etc., dates and duration of leave, sick leave, etc., and the employee's next of kin, rate of pay, and grade.

This Book must be signed by or marked with the left thumb impression of the employee as certifying that he accepts the above Conditions of Employment, and the employee must from time to time notify the Company's Resident Engineer of all information necessary to enable the Service Book to be kept up-to-date.

General.

The foregoing Conditions are general conditions of service applicable to all employees, who also shall be subject to any special conditions which may be agreed at the commencement of the service or subsequently.

The Company reserves the right to alter, add to, or rescind the General Conditions of Service, due notice being given to the employees.

Sijua (Jharia) Electric Supply Company, Limited, Jharia.

A—NATURE AND RECRUITMENT OF LABOUR.

1. Total no. of workers on 1st May 1938—266.

Officers	...	...	4
Clerks	...	...	6
Workpeople—men	...	...	234
women	...	...	32
2. (a)	...	...	186
(b)	...	...	80
3. Female	...	...	8
Male	...	...	12

4. Mainly drawn from Bihar, the United Provinces and the Punjab.

5. Almost Nil.

6. (a)	...	...	2
(b)	...	...	11
(c)	...	...	5
(d)	...	...	1
(e)	...	...	39

Total 58

7. Directly by the management.

8. As no. 7 which we find satisfactory.

9. No.

10. No, according to qualifications.

11. No.

12. As the staff of this Company is, to all intents and purposes stable and as recruitment is consequently relatively rare no Works Labour Exchange or Bureau is required.

Labour Exchanges run by the State or by Trade Unions would not be suitable.

13. During extension and new erection work 25—30 per cent. Otherwise none.

14. Yes, such as masons and fitters, approximately 5 per cent.

CONDITIONS OF EMPLOYMENT.

15. Yes, as regards annual leave and sick leave. These apply to all workers (Copy of rules attached).

16. Yes, two Government apprentices are taken on at a time on a monthly allowance of Rs. 25 each.

17. Promotion is made on individual merits in each case. Only a few.

18. In an industrial undertaking security of service must in the last resort depend on the state of trade.

19. Yes' 15 days' and 10 days' leave per year is granted with full pay to monthly and permanent weekly paid staff respectively.

20. Yes, as certified by Doctor with full pay, as the Company is a Public Utility Company employing a small and very highly skilled staff.

21. Yes, in accordance with medical advice on medical certificate.

22. Provident Fund (Rules are not yet ready as the Provident Fund is in the process of formation).

23. All Sundays and the usual Poojah days and holidays in a year.

24. The Company has no rules in regard to the conduct of employees. All employees are expected to conduct themselves in a responsible manner. In this connection, however, reference may be made to the rules laid down by the Government in accordance with the Payment of Wages Act, which rules in conformity with that Act are displayed at the works.

25. By notices prominently displayed on Notice Boards in Factory.

26. Each case is dealt with fairly on its merits by the Chief Engineer.

27. Every possible opportunity to defend himself.

28. The Company has no special code of offences and punishments, but normal offences are slackness of work, insubordination, theft, damage to property or tools, drunkenness, etc.

29. Fining is not resorted to as a punishment in this Works. Occasionally, in the past, men have been suspended, but the practice now is to warn negligent workmen if necessary 2 or 3 times before drastic action is taken and the man dismissed.

30. No records were kept. But steps are being taken to keep proper service records of the workers.

31. Wages are not paid. '4 days' absence without leave is allowed.

32. Is excused for a short period for bonafide unavoidable causes.

33. No fines are imposed here.

HOURS OF WORK.

34. 8 hours daily.

No strenuous or hazardous jobs on our plant.

35. 3 Shifts—Power House and Boiler House Maintenance workers, and the general shifts (Manual workers) including women:—

6-30 A.M. to 11-30 A.M. and

2-0 P.M. to 5 P.M.

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

Explanatory Note.—Three types of workers are employed.

(1) *Operating Staff* who are on watch duty and are responsible for running the Power Plant continuously for 24 hours per day. They are divided into 3 shifts of 8 hours each, the nature of their work generally permits of ample time for taking their meals during the shift. One complete rest day is given after 7 days' work, and particulars of the shift duties and rest days are forwarded monthly on Form 'Q' in duplicate, to the Factory Inspector at Ranchi in accordance with the Rule 107, Factories Act, 1934.

(2) *Day Workers* for general mechanical and electrical maintenance and repairs, unloading of coal, etc. Hours of work Monday to Saturday, inclusive, are 6-30 A.M. to 11-30 A.M. and 2 P.M. to 5 P.M. A rest interval of $2\frac{1}{2}$ hours, between 11-30 A.M. and 2 P.M. is allowed. Hours of work on Saturday are the same as Monday to Friday.

(c) *Clerical Establishment* commence work at 7 A.M. to 5 P.M. each day, including Saturday, and with a rest interval each day of $2\frac{1}{2}$ hours between 11-30 A.M. and 2 P.M.

36. Rest days are given at interval approved by Factory Inspector.

37. No, in our case as shift work is satisfactory.

38. When over-time is necessary extra payment is calculated on the basis of weekly hours.

39. Maintenance workers on Power Plant and on Distribution System in case of emergency and overtime allowances are as in 1938.

40. No, providing maximum permissible working hours in accordance with Factory Act are not exceeded.

41. 365 days in each year.

CONDITIONS IN FACTORIES.

42. Yes.

43. Accidents are reported in accordance with Factory and Indian Mines Acts.

44—48. No comments.

WAGES.

49. Not available for 1929 and 1933. Other particulars are filled in on form supplied and attached hereto.

50. No change.

51. The rates ruling in the district. Example.—After 48 hours, paid at ordinary time rates for next 6 hours and at $1\frac{1}{4}$ times for next 6 hours and after 60 hours at $1\frac{1}{2}$ times ordinary rates.

52. Overtime allowances are paid for working holidays.

53.	Skilled.	Semi-skilled.
	Daily 9 per cent	70 per cent.
	Weekly 82 „	20 „
	Monthly 9 „	10 „

54. Monthly paid staff by the seventh of the next month. Weekly paid staff on Saturday for the week ended on previous Wednesday. Existing system of payment is satisfactory to employees and to ourselves.

55. Piece rates not in force here. Time rates paid at the rate customary to the district.

The proportion of wage cost to the total cost of production is 27 per cent approximately.

56. No deductions other than Provident Fund and Income-tax.

57. No. Last Bonus equivalent to $1\frac{1}{2}$ months' salary was paid in 1931 to about 20 members of the staff.

58. It is not considered that the automatic adjustment of the wages to the cost of living indices is either desirable or practicable. Even in the United Kingdom where this system is in force, its application is limited, and it is by no means certain that it is the best means of adjusting wages to changes in the cost of living. The position in India is, in our opinion, unsuited to the workers in the Engineering Industry.

There is no necessary relationship between the cost of living and the capacity of industry to pay wages. In fact, it may be that the cost of living is high at a time when industry is either suffering losses or is only barely able to make a profit. As already stated, the position in India is rendered doubly difficult due to the big fluctuations in raw material values upon which the cost of living indices would at least to some extent be based, e.g., the effect of the failure or partial failure of the monsoon which might have the effect of considerably altering the cost of living in some areas but not in others and which would almost certainly make the cost of living indices of little value in assessing wage rates.

In general, we are opposed to the so-called automatic adjustments.

59. The Company is not in favour of the establishment of a minimum wage in the engineering industry for the same reason that the Whitley Commission and the Government of India have been opposed to it.

On the other hand, it is recognized that some standardisation of wage rates is desirable in respect of similar grade of workers in the same industry where similar conditions prevailed.

Standardization on these lines is therefore to be encouraged and this can best be done by negotiation among the employers concerned.

60—63. Do not arise.

64. It is impossible on the statistical information available to estimate with reasonable accuracy the effect of fixing a minimum wage on—

(a) total employment;

(b) employment in particular occupations in the Industry. However, so far as we are able to assist the probable results are known to be as follows:—

Presumably, it would not be the intention to fix a minimum wage at a lower level than the customary wages now paid. If, however, having regard to the low wages paid to the agricultural labour, the minimum wage was so fixed at a lower level the effect on total employment in particular occupations in the industry would be nil since employers now paying more than the statutory minimum would not be able to reduce wages. On the other hand, if the fixation of a minimum wage had the effect—as it almost certainly would have of increasing wage rates in some districts it seems to us that the effect would almost certainly be either.

(a) re-distribution of industrial development (since industries now established in areas where wages are low but production costs high, would tend to leave these areas in favour of others where materials, stores, machinery, etc., would be less costly);

(b) a tendency adversely to effect industries now competing in the export markets.

It is emphasized that while the above would in this Company's view probably be the tendency caused by the fixation on minimum wage rates, these tendencies might be completely upset by developments elsewhere, e.g., rising cost of production in other countries would naturally tend to counteract the effect of rising production costs in India.

65. As suggested in answer to question 59, the Company is not in favour of the establishment of minimum wage rates. It is presumed that industries enjoying protection were given the benefit of protection for some specific purpose and therefore no exception should be made in their case. All industries should be treated alike.

RATIONALISATION.

66. No.

67—68. Do not arise.

69. Normally, a prosperous industry is efficiently run and therefore already rationalised and does not need to do more than a minimum of day to day rationalisation to maintain its efficiency, and it may therefore be accepted that where rationalisation on a large scale is undertaken it is to save the units of an industry from extinction. Usually, therefore, the alternatives are (a) rationalisation, or (b) extinction with its resulting loss of employment and of capital. Rationalisation usually involves sacrifices by the owners and frequently labour is not required to sacrifice anything. In certain cases, however, rationalisation may involve a reduction in the number of employees or a reduction in benefits to employees or both. Rationalisation does not always bring prosperity but if it keeps a unit of industry in being then it is of direct benefit to the labour which otherwise would be unemployed. It can, therefore, fairly be claimed that successful rationalisation some time results in benefits both to the owners and to the labour but generally results in benefits to the majority of the labour in that there is a greater security of employment and by retaining a healthy unit of industry the maximum amount of labour that can be efficiently used by the industry is in employment. We therefore claim that the benefits of rationalisation are automatically shared either directly or indirectly by all concerned including the Government in that it receives increased revenue from taxation, etc. It is impossible to generalise as to the proportionate benefit each should receive as each individual case has its own particular problems and few cases are alike. It must not be overlooked that rationalisation invariably requires higher efficiency both from the employer and the employee, and the most economical method of achieving an increase in wage levels is by labour acquiring increased efficiency. But this too must inevitably result in a reduction of the numbers employed. It may be taken for granted that no employer dismisses labour if it can be avoided but in these days of increased competition and high taxation it is not always possible to retain unnecessary employees.

Rationalisation is a vague word used in slightly different senses by different people but we have endeavoured to reply to this question taking the phrase in the general sense in which it is usually used.

WELFARE WORK.

70. (a) No children employed ;
 (b) Not at present, but under consideration ;
 (c) No.

71. No.

72. Company have provided a hospital and a dispensary under a Medical Officer and a Chief Medical Officer, which is quite adequate and satisfactory.

73. Free treatment.

74. No.

75. None in particular.

76—77. No.

78. Latrines are provided at the power station and at some of the better class workers' dwellings.

79. Topchanchi filtered water.

Yes.

80. Free medical attendance and full payment during sickness on production of Doctor's certificate.

No difficulties have been experienced in connection with provisions made for sickness relief.

81. The Company is not in favour of insurance against sickness on a contributory basis. In their opinion, the difficulties in the way of any form of State Insurance of this kind in India at the present time are very great and a scheme such as that which exists in the United Kingdom, for example, would not be practical. In any event, such a measure would require to be on all India basis if undue burdens are not to be placed on the industries in some provinces as against the industries in other provinces.

82. The Company would willingly consider legislation for compulsory maternity benefits on the lines of the Bombay and the C. P. Maternity Benefit Acts.

83. Free housing is provided for majority of workers in *Dhowrahs* to the design approved of by the Local Health Board.

84. Housing accommodation is being increased with a view to accommodating all permanent workers who desire to reside on our premises.

85. No rent charged.

86. None, but housing provided free for majority of our workers.

87. Not applicable here.

88. Ground available for outdoor games.

89. No separate shelters, but other shelter available.

90. No.

INDEBTEDNESS.

91. No reliable information.

92. The Company is not in favour of the establishment of Co-operative Stores by the employer or by Government. On occasions in the past, experiments have been made with the establishment of a Co-operative Stores run by the employer. The scheme proved a complete failure and had to be abandoned. Nevertheless, the Company is in sympathy with the idea of Co-operative Stores, provided these can be run by the workmen themselves or by Trade Unions.

93. The Company agrees with the Whitley Commission in thinking that unduly-long-wage-periods tend 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. No.

95. Recruiting advances not in force here.

96. No reliable information.

97. The Company agrees with the Whitley Commission in thinking that the best way in which to protect workers against money lenders is to make the worker less easy prey 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. See reply to question no. 92.

99. In the past three years there have been—
 one accident involving permanent partial disablement;
 nil serious accident; and
 $\frac{1}{5}$ minor accidents.

100. Compensation was awarded in nine cases and in no case was the matter referred to the Commissioner.

101. No difficulty experienced.

102. From our experience no reason to suggest amendment.

TRADE UNION.

103. Not yet, but have encouraged formation of same.

104—106. Do not arise.

107. No.

108-109. Do not arise.

110. Yes, in our opinion, it is desirable in the best interests of the workmen themselves that there should be a single Trade Union comprising our own workers. Such a union, if properly managed, is, in our opinion, most likely to devote itself to the best interests of our workpeople.

111. Not known.

112. As already stated, a Trade Union has not yet been formed.

113. The answer to the first part of this question does not arise. In regard to the welfare activities that a Trade Union might undertake we suggest *inter alia* the following:—

Any welfare work for the benefit of the workmen that is not already done by the State or the employer.

114. We have no Works Committee in this Company. The Managing Agents, however, are experimenting with committees of workmen in certain mills under their management in other province and when more information is available regarding the success of these experiments the establishment of similar committees will receive this Company's consideration.

115. Does not arise.

116. The Company recognise that, with the growth of modern industrialism and the increase in a "settled" Factory population, the most effective method by which the workers can bargain with the employers is through Trade Unions. At the

same time, it must be recognised that for a variety of reasons any rapid natural growth in the Trade Union Movement in India is not to be expected. The Management would welcome and encourage the efforts of any properly constituted Trade Union fully representative of the workers and their interest.

117. No.

INDUSTRIAL PEACE.

118. Nil.

119—124. Do not apply.

125. Workers are encouraged to present their grievances personally or by deputation as they desire to Management.

126. No Special Labour Officers are employed ; all Assistants employed in the Works in positions of responsibility are expected to keep close touch with the workers employed.

Jobbers are not used for this purpose.

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 the circumstances, we are not in favour of provision for compulsory arbitration.

129. Please see joint answer given below to questions 129 and 130.

130. In our opinion, the provisions of the Trade Disputes Act as recently amended are fully adequate to deal with industrial disputes provided they are properly applied. We think it probable, however, that the provision in the amended Act giving Government power to appoint Conciliation Officers is liable to be misunderstood. In our views 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 the whole-time Conciliation Officers is either necessary or desirable and we suggest that the recent appointment of Conciliation Officers on certain Railways is a false analogy. So far as we are aware, the recently appointed Conciliation Officers on these Railways might more accurately be described as Labour Officers—their main function being to keep the Management in touch with the Labour and to study the requirements and needs of Labour.

131. We do not quite understand the meaning of this question. Once the strike is broken out, the industry and the workers must suffer financial loss. In our view, safeguards, if any, for the industry and the workers must be brought into effect before and not after the outbreak of a strike. In this connection please see our answer to question no. 135.

132. Balance Sheets, Profit and Loss Accounts, 1928—37, are attached. The amounts set aside for depreciation and reserves as well as the rate and amount of dividend paid are shown in these accounts. (*Not printed—Vidyabhushan Shukla.*)

134. We do not consider that any measure, financial, technical or otherwise, for the reconstruction of industry is likely to help to raise the level of wages; as in all other countries, the tendency has been, and will continue to be, for wages in industry to rise as the industrial and agricultural wealth of the country increases.

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 nos. 129 and 130.

Sijua (Jhariah) Electric Supply Company, Limited, (Managing Agents : Messrs. Bird and Company.

SERVICE RULES.

Annual leave with pay.

For monthly-paid workers.—15 days' leave with full pay is granted

For weekly-paid workers.—10 days' leave with full pay is granted.

Sick leave.

Full pay during sickness is granted to all workers after production of a medical certificate.

WAGES FORM.

Sijua (Jhariah) Electric Supply Company, Limited.

Category of work.	January 1939. July 1939.					January 1933. July 1933.							
	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.			
	1	2	3	4	5	6	7	8	9	10	11		
	Men		Rs. a. p.	Rs. a. p.	Rs. a. p.	Men		Rs. a. p.	Rs. a. p.	Rs. a. p.			
Supervisors ...	...	...	}	}	}	...	}	}	}	}	
Clerks
Skilled and semi-skilled
Unskilled
	Women		Records not available.			Women		Records not available.					
Coolies		
	Men					Men					Men		
Suprvisors	
Clerks ...	...	...	...	...	...	...	
Skilled and semi-skilled ...	...	...	...	...	...	...	
Unskilled ...	...	...	...	...	...	...	
	Women		}			Women		}					
Coolies		

WAGES FORM—concl'd.

Sijua (Jhariah) Electric Supply Company, Limited—concl'd.

Category of work.	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.					
			Maximum.	Minimum.	Average.			
1	12	13	14	15	16	17	18	19
TOTALS, JULY 1937.								
	Men		Rs. a. p.	Rs. a. p.	Rs. a. p.			
Supervisors ...	8	...	1,145 0 0	...	145 0 0	...	...	} Large number of extra workers employed due to new construction work.
Clerks ...	6	...	435 0 0	...	72 8 0	...	...
Skilled and semi-skilled ...	100	...	3,122 0 0	...	81 4 0	...	...
Unskilled ...	276	...	5,528 0 0	...	20 0 0	...	...
Coolies ...	Women 35	...	333 0 0	...	9 8 0	...	...
TOTALS, JANUARY 1938.								
	Men		Rs. a. p.	Rs. a. p.	Rs. a. p.			
Supervisors ...	7	...	1,157 0 0	...	162 0 0	...	...	} Number of extra workers reduced due to part completion of new construction works.
Clerks ...	6	...	410 0 0	...	68 1 3	...	...
Skilled and semi-skilled ...	83	...	2,814 0 0	...	32 0 0	...	...
Unskilled ...	187	...	3,520 0 0	...	19 0 0	...	...
Coolies ...	Women 32	...	318 0 0	...	10 0 0	...	...

Arrah Electric Supply Company, Limited, Arrah.

Officers—2,

Clerks—6.

Work people—32 men.

2. Out of total number of 40 employees, 30 are permanently settled and 10 are migratory.

3. None.

4. Shahabad District.

6. Nil.

9. Yes.

16. We get apprentices directly sent by the Director of Industries, Bihar, for training.

19 & 20. We are giving one month's privilege leave and 15 days' sick leave to every employee.

23. All Public Holidays and Sundays are given.

31. His salary is deducted.

34. Eight hours.

35. Three shifts in the Power House.

36. We have a relieving shift to give rest and to relieve other employees during sickness, etc.

41. All the year round from November, 1934.

43. All precautions for the safety of the employees are taken according to the Factories Act.

54. Monthly.

56. Deductions are made for absence with leave.

78. All sanitary arrangements are provided.

79. We have fresh well water properly stored at convenient position and cold water is available in the hot season.

99. None.

103. No.

132. Balance sheets for the years 1934, 1935, 1936 and 1937 are being sent to you under separate cover.

(Not printed—Vidyabhushan Shukla.)

Reliance Firebrick and Pottery Company, Limited, Barakar, Manbhum.

1. Total number of workers employed:—

Officers	..	..	..	8	
Clerks and Outdoor Control staff	..	..	..	42	
Work People	{	Men	..	900	Approximately.
		Women	..	300	Do.
		Children	..	..	Do.

2. (a) Permanently settled—Officers, 50 per cent Clerks and 75 per cent Work People.

(b) Migratory—No record.

3. About 75 per cent of the work people live in their village houses and work in the Factory.

4. Workers are generally drawn from the neighbouring villages which are situated about 4 or 5 miles from the Factory—Banda, Kalmegha, Patlabari, Urma, etc., are the names of some of the villages. Some are also drawn, though their percentage is small in comparison to that of the former one, from Monghyr, Chapra, Gaya and Noakhali district.

5. About 15 per cent. We do not consider the turnover to be excessive.

6. We regret these figures are not available from our records.

7. Workers are recruited directly by the management.

8. Recruitment direct by the management.

9. We maintain a list for employment.

(1) Yes, (2) and (3) No.

10. Preference is given to those previously employed.

11. We have had occasion to dismiss lower grade supervisors for taking money against a promise of employment but our control is adequate to prevent this abuse assuming serious proportions.

12. No. Our district is not a congested industrial area and with so large a proportion of resident labour an exchange would have little value. We are not in favour of exchanges controlled by Trade Unions at their present stage of developments.

13. Casual labourers are generally employed for cooly work. Two or 3 per cent of the total employed. The proportion is decreasing.

14. Skilled labourers are sometimes employed as casual. Occasionally in the case of the carpenters sometimes 20 or 25 per cent are taken as casual.

15. Service rules are not in use but are under consideration.

16. We have no regular scheme for training apprentices.

17. This point is under investigation.

18. We are dividing our labour into two classes :—(1) Those necessary to maintain production at its minimum, and who should never have to be discharged on account of slackness of trade. (2) Those whose employment is dependent on the state of trade. Promotion from class 2 to class 1 depends primarily on length of service coupled with satisfactory ability.

19. Yes. 15 days' leave with pay and 15 days' leave without pay, is allowed to all workers on regular staff provided attendance has been satisfactory.

20. Each case is treated on its merits.

21. Yes. After one complete year's service. Twenty-eight days' leave on pay before and after confinement, at average wages for previous six months.

22. A scheme for a Provident Fund has been prepared and is receiving the consideration of our workers.

23. 69 days.

24. From time to time. Standing Orders regarding the conduct of the employees are issued.

25. These are put on the office notice board.

26. The matter, if serious, is reported to the Works Manager, who alone has authority to inflict punishment.

27. He is given 24 hours to give an explanation of the charges made against him.

28. The offender is either cautioned or in the case of a serious or repeated offence dismissed.

29. No.

30. No record.

31. As in 28.

32. There is no partial attendance. The worker is either paid full wages or not employed—as in 26.

33. There are no fines.

34. Five days at $8\frac{1}{2}$ hours. Saturdays $7\frac{1}{2}$ hours=50 hours per week. We do not consider these hours excessive.

35. General Shifts two :—

		Hours of work.	
Week days	{	1st shift	7 A.M. to 12 A.M.
			1-30 P.M. to 5 P.M.
	{	2nd shift	5-30 P.M. to 10 P.M.
			11-0 P.M. to 3-0 A.M.
Saturday	{	1st shift	6-30 A.M. to 12 noon
			1-00 P.M. to 3 P.M.
	{	2nd shift	3-30 P.M. to 9 30 P.M.
			10-30 P.M. to 12 mid-night.

Kinds of work.	Hours of work.	Rest.
Kiln and boiler firemen	8 hours.	Two hours (continuous production).
Brick machine	$8\frac{1}{2}$ hours.	$1\frac{1}{2}$ hours.
Moulders	$8\frac{1}{2}$..	$1\frac{1}{2}$..
Coolies work	$8\frac{1}{2}$..	$1\frac{1}{2}$..
Kamin-work	$8\frac{1}{2}$..	$1\frac{1}{2}$..
Rest All	$8\frac{1}{2}$..	$1\frac{1}{2}$..
Clerical Establishment	$8\frac{1}{2}$..	2 ..
Mechanic Fitters and Helpers	8 ..	$1\frac{1}{2}$..
Mechanic and Electric Fitters and Helpers.	$8\frac{1}{2}$..	$1\frac{1}{2}$..

36. The continuous sections of our works are :—

(1) Kilns and Kiln motors. (2) Boilers.

and rest days are arranged in accordance with the Factories Act. We have no overlapping or multiple system of shifts.

37. We have tried starting work earlier during summer but it was found to be difficult for workers coming to the factory from a distance.

38. Overtime is only occasionally necessary and is calculated on the basis of weekly hours, as provided in the Factories Act

39. Mechanical fitters and their helpers are occasionally called upon to work overtime. Overtime is calculated as follows :—

Up to 54 hours	.. .	..	Ordinary rate.
Over 54 to 60 hours	..	..	1½ of the ordinary rate.
Over 60 hours	..	..	1½ of the ordinary rate.

40. No.

41.

		Number of days worked	
1933	..	.. 282 days	We have no record of the works having been entirely stopped break-down. Alternative employment has been found in the case of sectional breakdown; over-hauls are arranged during holidays.
1934	..	.. 297 ..	
1935	..	.. 297 ..	
1936	..	.. 299 ..	
1937	..	.. 298 ..	

42. Special safety campaigns and periodical standing orders issued.

43. Measures are adopted for preventing, classifying and reporting accidents according to the Factory regulations. The nature of the process is such that the workers are not generally exposed to serious risks and the bulk of the accidents in the past few years have only resulted in very minor injuries.

44. We consider the Act as it applies to our works to be adequate and have no experience on which to base an opinion as to the desirability or otherwise of extending its scope.

45. See above.

46. No objection provided the exemptions are given simultaneously to all factories in the same industry and that Provincial Governments co-operate to secure uniformity in this respect.

47. We have no information.

48. As already stated, the Act appears to be adequate as far as our industry is concerned.

49. Form attached.

50. Change is progressively made in the light of current views on Scientific management and extra allowances made for specific fatigues which are calculated on modern lines.

51. This could be grouped with 50, but the management is hampered in the introduction of incentives due to the illiteracy of majority of labour. Piece rates are fixed so that all piece rate workers can earn 8 hours' pay in 4 hours' work, but in most cases the labourer refused to work more after having earned his minimum daily wages.

52. No different rate for night work. Employees working on Works holidays are paid $1\frac{1}{2}$ the ordinary rates.

53. Wages are calculated on daily basis for all work-people. Wages are calculated on monthly basis for office and supervising staff. In this industry, it is very difficult to standardize operation where there are so many variables to consider in the technology of the business. Attempts are being made to standardize rates of pay on scientific base-rate analysis.

54. Wages are given twice monthly to all work people at an interval of about 14 days. 3-4 days after wage period. Wages are given monthly to all office and supervising staff at an interval of a month.

Both day rates and piece rates are necessary in the Ceramic industry.

55. There has been a general 25 per cent increase during the last year.

56. There are no deductions.

57. No.

58. We do not consider the automatic adjustment of wages to the cost of living is either desirable or practicable.

59. We are opposed to the establishment of a minimum wage. It would be inequitable unless fixed on an all-India basis, and the difficulties in the way of this appear to us at present to be insuperable.

70. (a) Does not arise.

(b) Yes. One Lower Primary School, about 25 pupils.

(c) No.

71. No, under consideration.

72. (a) Nothing.

(b) Free services of a qualified doctor and free medicines to all the employees and their children.

(c) Nothing.

No special arrangements for treatment of women and maternity cases.

Yes. Schemes are on hand for efficient medical treatment but more enquiry into dietetics and the prevailing customs is very necessary.

73. No charges.

74. No. Under consideration.

75. Malarial fever, Filarial fever, Pneumonia, Influenza, etc. No occupational disease.

76. Yes. General health and welfare propaganda might be undertaken with advantage.

77. No data.

78. Sanitary arrangements for :—

(a) Latrine Sufficient as provided in Factory Act.

(b) Urinal

(c) Washing and Bathing at work places and at home. Sufficient.

Yes, privacy is provided.

79. Sufficient quantity of drinking water is supplied free of cost to all the workers employed in the Factory. Cold iced water is supplied during the hot season.

80. Informal assistance is given.

81. Insurance against sickness might be practicable on a contributory basis if the State, the workers and the employers all contribute.

82. We understand that the Bombay Maternity Benefit Act is proving successful.

83. (a) Five bungalows—consists of 3 or 4 rooms measuring 15'×15' living alone or with family as the case may be.

Twelve Quarters—consists of 2 rooms—12'×12', one family in each quarter.

180 Dhowrahs—Rooms measuring about 10'×11' Arched, tile or straw roofs. About 4 persons live in a room. All these are provided by the employer.

(b) None, by public authority.

(c) None, by private landlords,

(d) Two, by the workers themselves on the land of the Company.

84. Yes, in the villages. About 25 per cent.

85. No rent free.

86. The Company occasionally supply free a portion of the material to enable worker to build.

87. No.

88. (a) Football ground for the employees. (b) and (c) None.

(d) None. Scheme under consideration.

89. No. Under consideration.

90. No. Children not allowed in Factory but mothers allowed to leave Factory to feed babies.

91. Workers do get credit from local shopkeepers but to what extent it is impossible to say. The difference between cash and credit prices as far as work people are concerned is about 2 annas in a rupee.

92. We have no experience but these are obvious difficulties. If introduced, we would prefer control by labour.

93. We have no information. At the request of labour, our periods have recently been increased from a week to a fortnight. We do not consider that any attempt should be made to reduce the wage period unless at the clearly expressed wish of the workers.

94. No.

95. No. We do not incur recruiting expenses.

96. Have no information.

97. No.

98. Yes. The increase in security of the work people and to assist members to escape from their financial entanglements.

99 & 100.

Years.				Number of accident.	Number of cases compensation awarded.
1935	..	..	..	5	1
1936	..	..	..	19	14
1937	..	..	..	18	12

All the cases of accidents were referred to the Factory Inspector, Ranchi, and to the District Magistrate, Purulia, Manbhum.

101 & 102. No.

103. Yes, 1938.

104. We are awaiting information on this and other points.

105. As far as we are concerned, the Union is a recent development, and we are awaiting fuller information before considering this point.

106. Only one, we believe.

107. No.

108. Yes.

109. Labour Federation of Jamshedpur.

110. Yes. The chances of friction are obviously less.

111. No figures available. Probably about 90 per cent of workers.

112. We believe that the organisation is not yet complete.

113. Trade Unions recently formed. Difficult to assess the possibilities.

114. No. Not yet formed. Under consideration.

115. Yes. Representation and discussion with Management. Also complaint and suggestions box for any communication, anonymous or otherwise from labour.

116. We are prepared to co-operate with a properly registered Trade Union if representative of our workers, and if its affairs are conducted on sound trade union lines.

117. No. Any worker is free to join a trade union. No restriction on office bearer or active member of the union as far as the Company is concerned.

118. One.

119. It lasted for complete 5 days and then a settlement was arrived at between Labour and Management.

120-122. The strike was settled by negotiation with Mr. Homi of the Jamshedpur Federation of Labour. The grievances put forwarded and the terms of settlement are attached herewith.

123. Funds were realised by subscription prior to strike.

124. Company Rs. 25,30,000—Workers Rs. 3,000—
Rs. 3,500.

125. Allowed discussion with Management at any reasonable time.

126. Management try to keep in touch with workers.

127. Grievances are submitted to Management in writing by representatives of the labour. Full investigation and discussion.

128. Arbitration can only be effective when both parties agree unreservedly to abide by the decision. It is difficult to get a satisfactory assurance on this point from labour. As we can conceive of no sanction which would compel compliance with an award, we are strongly opposed to compulsory arbitration.

129 & 130. We consider the Trade Disputes Act as recently amended to be satisfactory, provided the Conciliation Officers are only appointed, or authorised, to deal with each dispute as it arises and that the Officers appointed are such as to command the confidence of employers and labour.

132. Printed accounts herewith. (*Not printed—Vidyabhusan Shukla.*)

134. No.

135. The present Acts and their Administration appear to be working satisfactorily and we have no suggestions to make, but some of the legislation is so recent that we do not feel we have yet had sufficient experience to judge whether it is capable of improvement.

Question no. 49.

RELiance FIREBRICK AND POTTERY COMPANY, LIMITED.

WAGES FORM.

We regret that our records for the years 1929 and 1933 have been destroyed.

Category of workers.	Number of workers.		Wage rate P. or T.	July 1937.			January 1938.		
	July 1937.	January 1938.		Maximum.	Minimum.	Average.	Maximum.	Minimum.	Average.
1	2	3	4	5	6	7	8	9	10
Fitters	19	20	T	Rs. s. p. 50 0 0	Rs. s. p. 20 0 0	Rs. s. p. 40 0 0	Rs. s. p. 61 0 0	Rs. s. p. 25 0 0	Rs. s. p. 43 0 0
Carpenters	39	19	T	55 0 0	19 8 0	37 4 0	58 0 0	26 0 0	41 0 0
Boller Fireman	6	6	T	22 8 0	13 13 0	18 2 6	23 8 0	13 13 0	18 10 6
Kiln Burners	48	50	T	19 8 0	15 7 0	17 8 6	19 8 0	18 11 0	19 1 6
Engine Drivers	4	4	T	17 1 0	15 7 0	16 4 0	17 1 0	15 7 0	16 4 0
Br. M-C Pugmen	8	8	T	20 5 0	18 11 0	19 8 0	20 5 0	18 11 0	19 8 0
Mixer Pugmen	4	4	T	18 11 0	18 13 0	16 4 0	18 11 0	18 13 0	16 4 0
Cooly	600	620	T	15 7 0	12 3 0	13 18 0	15 7 0	12 3 0	13 13 0
Blacksmith	8	9	T	17 1 0	12 3 0	14 10 0	17 1 0	12 3 0	14 10 0
Overman	5	7	T	31 0 0	17 1 0	24 0 6	32 0 0	17 1 0	24 8 6
Moulders	149	66	P	19 8 0	15 7 0	17 9 6	19 8 0	15 7 0	17 9 6
Fitters, Helpers, etc.	37	57	T.	17 1 0	12 3 0	14 10 0	17 1 0	12 3 0	14 10 0
Ka min work } women	160	165	P	11 6 0	8 2 0	9 12 0	11 6 0	8 2 0	9 13 0
Ditto }	125	145	T	8 15 0	8 15 0	8 15 0	8 15 0	8 15 0	8 15 0
Boys	Nil	Nil	..	..	..	..	..	..	..
Girls ... ..	..	..	..	..	..	..	..	..	..

619

Grievances put forward by workers of the Reliance Firebrick and Pottery Company, Limited, in February 1938.

1. All the workers in the employ of the Company shall be taken back to their respective jobs and there shall be no victimization for the recent troubles.

2. In future no worker shall be dismissed without giving him or her ten days' notice of termination of service or ten days' pay in lieu of notice. The Company shall also be likewise entitled to receive from the workers, a similar period of notice of the workers' intention to leave the service of the Company.

3. No disciplinary action of any sort shall be taken against a worker without giving him or her an opportunity of knowing in writing what the charge against has been and of being heard in defence. The departmental Superintendent shall be responsible for the award of the punishment. No fine shall be imposed and no rate shall be reduced under any circumstances as a disciplinary measure.

4. Workmen with twelve months and over of service shall be entitled to receive from the Company 15 days' leave with pay and 15 days' leave without pay, making a total of 30 days' leave for every completed year of service. Leave may be permitted to be accumulated up to a period of two years' privilege.

5. Festival leave of four days with pay in a year shall be granted to the workmen on their denominational holidays.

6. Leave shall be granted within five days of an application made therefor.

7. The Company institute a system of Provident Fund on the following basis. The workers and the Company shall alike contribute $\frac{1}{12}$ th of the workers' wages every month and the amount shall be disposed of after accumulation under some agreed scheme.

8. The Company will institute a system of Old Age or Retiring Gratuity or Bonus for its employees on the following basis :—

To every employee of fifteen years and over of service, one month's wages for every completed year of service shall be paid to him on retirement, dismissal or death ; in the last event, to his accredited representatives or dependants.

9. The Company will institute a system of sickness benefit for its employees on the following basis :

Full wages for the first month of sickness and half wages for the second month of continued illness and thereafter in the discretion of the management.

10. Maternity benefit shall be granted to women employees in the service of the Company on their putting in one year and over of completed service. The benefit shall be in the form of four weeks' full wages before and four weeks' wages after confinement on a claim being made therefor by the woman employee. Any further leave that may be found necessary shall be granted at the discretion of the management.

11. Acting allowance shall be granted to a workman of lower rate of wages when he is made to work in a place getting a higher scale of wages.

12. All work shall be on the basis of 8 hours' duty and any extra time worked shall be paid for as overtime work. Provisions of the Factory Act shall be strictly adhered to. No man shall be compelled to work overtime should he express his inability to continue work beyond the 8 hours' duty.

13. No woman employee shall be permitted to work on the Company's premises after dusk. This applies to women employees on attendance or piece work basis and whether they are in the Company's service or are engaged by contractors.

13. No woman shall start work before 6 A.M. and none shall be permitted more than eight hours' work under any circumstances.

13. The Company shall abolish the contract system of work and do it directly itself ; in case this is not possible, the Company will see to it that the contractor does not pay less wages than does the Company nor that he works his staff longer hours than that the Company does.

14. All wages shall be paid fortnightly instead of weekly as at present.

15. The minimum wages for unskilled labour shall be as under : Male labour to be paid 9 annas, and female labour to be paid 7 annas per day. The rates of sweeper staff shall be similarly revised.

16. All wages that have been reduced shall be restored.

17. Accident compensation cases shall be disposed of quickly and in accordance with the Workmen's Compensation Act. While in hospital full wages shall be granted to an employee during the period of his detention.

18. The Company will institute a system of Profit-sharing Bonus, whereby its employees will be enabled to participate in the profits earned for it by the workmen and it shall be announced at the time of the yearly General Meeting of the Company.

* This shall not interfere with any bonus that may be paid at present on night duty. This bonus shall be extended to the helpers of the fitters who are at present being given same.

19. The Company will provide increased medical facilities for its workmen by the institution of a permanent medical establishment on the spot as also by the appointment of a medical officer for the spot.

20. A rest-house shall be constructed for the women employees and suitable creches provided.

21. There shall be uniformity of wages for uniformity of work done and there shall be a grade scale and standard rate of each type and class of work done.

22. The Company will build substantial and sanitary types of quarters for its employees and provide them with adequate facilities of water and latrines.

23. Shoes and gloves and goggles shall be supplied to workmen who have to work on hot jobs.

24. Women employees shall not be permitted to render personal service at the houses of establishment staff, either full time or after their duty hours.

25. Supervisory staff guilty of personal violence towards subordinates shall be severely dealt with.

26. Allowance of coal or other amenities shall be uniformly distributed and no one shall be returned home for the mere fact that he or she has been a few minutes late in coming to work. Attendance for an hour or two may be docked in such cases.

27. Full work should be found for the employees wherever possible. In case of reduction, suitable notices should be given the workmen likely to be affected and workmen of new or less service shall be first reduced.

28. The question of general increase shall be given adequate consideration on the first turn for the better of the trade.

29. The Company will recognize a duly constituted labour union of its workmen and admit the right of labour to individual and collective bargaining and representation on behalf of its workers.

The Company will grant a suitable quarter to the union for its office.

The Company will assist in the collection of subscriptions for the union from the wages of its employees on receiving a proper authority on that behalf from the employees and if permissible under the law.

The executive of the union shall not be put under any disability by reason of their connection with the union and the Company will not put any obstacle in the enrolment of members.

30. No privilege that is at present granted shall be withheld merely because it has not been mentioned here and the word "worker" or "employee" in this list shall be construed to include men and women employees.

31. The immediate cause of the strike—16 men being asked to work in place of 19 men—shall be removed.

Terms of settlement agreed with Mr. Homie on 15th February 1938.

1 and 31. All the workmen of the Company will be taken back to their respective jobs with the exception of 19 men (Checker Cutters) who first struck work. It is understood there will be no victimization of any worker. Disciplinary action will be taken against these 19 Checker Cutters who will, however be taken into the service of the Company.

2. Agreed a notice of termination of service of 7 days will be given to every worker or 7 days' pay in lieu of notice. This is not applicable to casual labour. A reciprocal notice from labour is also required. In case of labour dispute, the Company will give 14 days' notice before a lockout and the workmen agree to give 14 days' notice before strike.

3. Agreed every workmen against whom disciplinary action is taken will be enabled to know in writing what the charge against him is, and of being heard in defence.

Mr. Homie will supply a sample charge sheet for consideration of the Company.

No fines are imposed by the Company and it is not its intention to impose any, nor to reduce rates as a disciplinary measure.

4. It is the intention of the Company to introduce the system of 15 days' leave with pay and 15 days' leave without pay to the permanent employees on their putting in some specified attendance per year.

5. The Company finds this proposal impracticable but will continue its present custom of paying time and half to those workmen who are called upon to work on factory recognised holidays affecting their particular religion.

6. Applications for leave will be dealt with within 5 days of receipt.

7 and 8. The Company has in mind a system of Provident Fund Scheme for permanent workers incorporating gratuity for employees of long service. Details will be announced within next 3 months.

9. The Company will consider the question of relief in case of sickness of its workers. The Company's decision will be communicated to the workers in due course.

10. The Company will consider the practicability of granting leave on full pay for 4 weeks before and 4 weeks after confinement to women permanent workers of one year or older standing in the Company's service.

11. Acting allowance is already being granted as suggested. No changes are proposed.

12. The existing hours of work are considered to be satisfactory and no changes are contemplated at present.

No workmen will be compelled to work overtime should he be unwilling to do so.

The Company will take steps to ensure that no woman employee is employed between 6 P.M. and 6 A.M.

13. The Company appreciates the point raised in the suggestion and undertakes within a reasonable time to improve the condition of this labour.

14. Agreed. Wages will be arranged to be paid twice monthly.

15. The daily rated male labour will be paid annas 8 and female labour annas 6 per day from resumption of work. The sweeper staff are included in this.

16. The Company is not aware of any general or particular reduction of wages. Individual grievances in this respect will be sympathetically considered by the management.

17. The Company is not aware that there has been any unwarrantable delay in the payment of compensation under the Workmen's Compensation Act. For the period of the first seven days covered by the Act, the Company will pay half pay to an employee in hospital as a result of an accident incurred in course of his employment.

18. The financial circumstances of the Company do not justify any scheme of this sort at the present moment.

19. The Company undertakes to provide a suitable dispensary and qualified staff.

20. The Company will consider the provision of a rest house for women but is not prepared to undertake the provision of a suitable creche for children. Women are permitted to leave the works to feed their babies.

21. This practice is followed.

22. The Company has already under consideration a scheme for providing additional housing accommodation and of remodelling the present *Dhowrahs*. This includes suitable sanitary arrangements and supplies of water.

23. It is not considered this request is justified. With regard to goggles, a few have been issued to the men whose duty it is to observe the Kiln firing progress. It is found that these are not being used.

24. The Company agrees to this in full.

25. All cases of violence or threats brought to the notice of the management will be suitably dealt with.

26. The practice of supplying coal to employees living near the works was recently instituted in the hope of preventing further serious losses by theft. The Company is not prepared to extend this privilege. The official working hours of the Company will have to be strictly adhered to. But in the case of employees living at a distance, consideration will be given where they have been delayed by inclement weather or other circumstances beyond their control.

27. The Company will endeavour to notify as far as possible its requirements of labour in the evening of the previous day.

27. The Company is anxious to provide as much employment as possible. As agreed notice will be given of reductions. Subject to the maintenance of work efficiency preferences will be given to old and long service employees.

28. This point has been noted.

29. The Company is prepared to recognise a duly constituted labour union of its workmen and admits the right of labour to individual and collective bargaining and representation on behalf of its workers. With regard to provision for quarters for the union and other facilities these points are being referred to the Company's Board of Directors. The collection of subscriptions from the wages of employees is at present illegal.

30. This is understood.

31. This has been dealt with under (1).

**Messrs. Burn and Company, Limited, Managing Agents of
the Gulfarbari Firebrick Works, Mugma.**

1. { Officers—3.
Clerical staff—4.

Work People { Men—298.
Women—48.
Children— } Average of three years.

2. All settled labour in local villages and a few Company's quarters.

3. More than half.

4. Local.

5. Negligible.

6. None worth mentioning.

7. Recruiting unnecessary.

8. Refer to no. 7.

9. (a) Yes. (b) Not necessarily.

10. Refer to no. 9.

13. No casual labour, all weekly.

14. Refer to no. 13.

15. Yes, rules are stated on Card Index.

16. Sons of workers and of the staff are trained in the works.

17. No.

18. (a) Settled industrial conditions.

(b) Amicable relations between employer and employee, contributes towards security of service, do not consider absolute security of service practicable in industry.

19. Leave granted fourteen days with pay to workers who have put in one year statutory working days, and fifteen days without pay.

20. Yes, one month on full pay and one month on half pay.

21. Yes, one month before childbirth and one month after on full pay.

22. Old workers living on the Company's property are provided for.

23. Holidays include Sundays and local Poojahs, too numerous to mention.

24. No.

25. Copies of the Factory Acts and other Statutory Acts are published in prominent places.

26. Investigation by Welfare Officer. Consultation between Workers Committee, Staff and Manager.

27. Refer to no. 26.

28. Penalty is dismissal after repeated warnings and due notice.

29. Fines are not imposed.

30. Negligible.

31. Uncontrollable aboriginal labour only work when they will.

32. No partial attendance allowed or is possible in this Industry. Workers are granted fifteen minutes grace after blowing of the final whistle. Under special circumstances the Manager may allow full payment to be made.

33. No fines imposed.

34. Eight and a half hours per day from Monday to Friday, seven hours on Saturday. These hours are necessary.

35. The only men who work shifts are the Kiln Firemen and Boiler Attendants. They work in three shifts and are governed by the Factory Act Rules.

36. Not continuous.

37. Unnecessary.

38. According to Payment of Wages Act. No overtime is worked in this Factory.

39. Refer to no. 38.

40. No.

41. No periods of endorsed idleness affecting labour.

42. Does not arise out of this work.
43. Under Factory Act Rules these are quite satisfactory.
44. No.
45. Refer to no. 44.
46. No.
48. No.
49. Wages made according to time rate payable weekly.
50. Does not arise.
51. Overtime seldom worked. Rates fixed according to provisions of Payment of Wages Act.
52. No work on holidays.
53. All wages are weekly as required by the Government Payment of Wages Act and cannot be altered without legislation. Weekly wages are considered desirable in the interest of labour, it prevents a great deal of indebtedness, and the labour can buy provision at a cheaper rate.
54. Refer to no. 53.
55. Does not arise.
56. Refer to no. 55.
57. None.
66. Potteries are an established industry and any major improvements in machinery or process are seldom introduced. Minor improvements continue all the time.

In regard to "Intensification", our workmen work at a speed which keeps 75 per cent of their powers in reserve. Consequently there is hardly ever any strain physically on them.

67. The question does not concern our particular industry but generally a scheme of rationalisation would ultimately mean better industrial conditions with a long time effect on wages and earnings in the same measure as on profits. All recent improvements have tended to lessen strain and fatigue. There may be an immediate reduction in employment but as expansion of trade is more or less a *sine qua non* for introduction of rationalisation schemes, the ultimate result must be greater employment at higher wages.

68. Immediate unemployment must in all such cases be very gradual and no special measures are called for.

69. This question is answered by our remarks under question 67. We do not think it possible to proportion the grains in any rigid manner which would be practicable.

70. Children attend local schools.

71. Refer to no. 70.

72. Medical Officer and Dispensary is maintained in accordance with Factory Act Rules.

73. Free of charge.

74. Unnecessary.

75. Very healthy district—no occupational diseases.

76 and 77. No.

78. As prescribed by the Factory Act.

79. Refer to no. 78.

80. Refer to sick benefits and no. 72.

81 and 82. No.

83. Refer to no. 84.

84. Accommodation is adequate.

85. Rent is not charged at present.

86. Help has been given with the supply of certain free materials and land at very low rates.

87. No.

88. Unpopular with labour.

89. People are allowed to go to their houses during the rest period.

90. Unnecessary.

91 to 98. The best protection against indebtedness by the worker is the payment of weekly wages.

99. Three accidents.

100. No reference [to Commissioner is made for minor accidents—parties were paid during absence from work.

101 and 102. The Act seems sufficient.

103. Yes, established in 1938.

104. Yes, registered no. 212 Bengal, April 1938.

105. Yes, it is a joint union.

106. Question does not arise.

107. Refer to no. 106.

108. This union embraces several large works in Bengal under the same organisation.

109. Raniganj Pottery Workers welfare Union.

110. Yes.

111. Ninety-five per cent of the total workers are represented by the union.

112. The Executive Committee comprises a majority of representative workers. There are no outsiders.

113. The activities of the union are stated in the rules.

114. Works Committee is the Union Committee.

115. The union is formed for the amicable settlement of all grievances for both the employer and the employee.

116. This joint trade union, it is believed, would be of the greatest benefit to both the employees and the Company if permitted to function without the interference of interested outside parties.

117. Refer to above.

118. The workers of this Factory have never taken part in any strike since the building of the works about 1900.

119—124. Refer to no. 118.

125. Refer to no. 115.

126. A whole-time Welfare Officer is employed.

127. Yes, a joint union.

131. For the benefit of the workers and the Industry strikes should not be permissible, in particular, lightning strikes or strikes without proper notice should be prohibited by law.

Bihar Chinaclay and Mining Company, Patharghatta, Bhagalpur.

NATURE AND RECRUITMENT OF LABOUR.

There are two officers, five clerks and about 200 workmen of which 150 are men and 40 women and 10 children.

All workers live in their village homes in seven villages within three miles round the factory. None are permanently settled in the Mine Factory area. Workmen and women are all casual labour and none is on permanent basis. For they work in the Mine Factory in their leisure hours, i.e., when they can get any work in the villages or have any festival, etc., they will never join the factory work.

Labour is recruited directly by the management and there are no jobbers or contractors or intermediatory. No corrupt practices or abuses are found in recruitment. Average number of labourers are varying from 200 to 75 according to the season and ceremonies, etc., in the villages.

Skilled labourers are also casual and their attendance is never regular. Attendance of all the skilled and unskilled labourers are irregular. The management would be glad to have permanent workers and tried best to induce the worker to be so, offering higher wages but could not succeed.

CONDITIONS OF EMPLOYMENT.

There are no service rules. There are no apprentices as whoever come to work are employed on pay but they are given facilities to be trained in skilled work when they work on pay.

Question of promotion, leave, does not arise as none are regular in attendance. Those who are less irregular in attendance are employed in work drawing more and higher wages.

There are no schemes of gratuity or provident fund. In 1937 there were 73 holidays and in 1936 there were 83 holidays. The Mine Factory is worked for over two years from January 1936.

For serious indiscipline or other major offences labourers are suspended or dismissed temporarily and for minor offences they are generally warned and for repetition are fined. It is the custom that workers can explain their cases or put their grievances to the higher authorities if they like and sometime, when any punishment is brought to the notice of the Managers the worker is called and heard.

There is no system of fines or reduction of wages, etc.

The workers are employed on daily wages system and are paid weekly. About 80 per cent of the work is done on contract or piece rates. They are paid for the actual number of days worked and are not paid for the days they do not work.

Fines if realised are credited to the Company and in the year ending on 31st March 1927, only 11 persons were fined aggregating to Rs. 2-3-6.

HOURS OF WORK.

Working hours are 8 hours a day and there is only one shift in the day and no night shift. It is not a continuous process factory.

Very few work overtime. For overtime the workers are paid higher wages and it is not substituted by leave.

The Mine Factory worked for 292 days in 1937 and 282 days in 1936. The works have been started from January 1936.

CONDITIONS IN FACTORIES.

The nature of work is simple and everything is done by Head power. No special equipment is required.

Factory Acts should be amended and provisions be made for evasion or violation of Factory Acts. It is dealt later on.

WAGES.

The workers are employed on daily wage system but 80 per cent of work are done by piece system rate settled with workers.

There are certain categories of work for which there are fixed piece rate.

Males get higher rate and females lower rate than that for male and rate for children is still lower. If on working it is found that the rate is lower and is not adequate for the labour done, it is raised according to the nature of work. For mining rate is 8 annas per 49 cubic feet and for washing 7 cwt. raw clay in one washing rate is one anna three pies per washing. For male workers daily wage is 3 annas per day.

For overtime working, a day is counted by six hours.

No deductions whatsoever are made from wages and labourers are not to and do not contribute anything to any kinds of fund.

There is no scheme for payment of bonus or anything. If any worker does satisfactory work he is rewarded.

We are in favour of establishment of minimum wages.

Minimum wages should be based on (1) price of commodities, i.e., foods, (2) standard of living of the classes from which the workers come, (3) rates prevalent in the surrounding places, (4) profits in the industry and (5) nature of work.

Work Councils should determine the fixing and revising of minimum wages. It should be different from centre to centre as the above conditions are different from centre to centre.

For preventing the minimum wages from becoming maximum the Inspector of Factories or Officers of Labour and Industries Department of the Government should be empowered to examine them in the factory periodically. Or the management will have to submit reports of such changes or wage rates to the labour and Industry Department periodically by Acts.

EDUCATION.

No schools are provided here for workers and their children and there are no reading room or library.

Free schools should be provided for the children of the workers and workers themselves if they read in night time.

HEALTH.

The employer stocks certain medicines and appliances for preliminary treatment or treatment of minor diseases, and medicines and medical aid is rendered free.

Stock of medicines with a qualified physician should attend the factories and workers should get free medical aid.

There is no periodical medical examination of workers.

The chief diseases in the locality are fevers, bowel complaints, small-poxes and cholera. Cholera and small-poxes are sometimes occur in epidemic form. Mortality in the locality is very small. For epidemics, medical staff are called from the district board.

There are sanitary arrangements for latrine, and urinal. People are accustomed to use fields and jungles for latrines, etc. Water for washing, bathing and drinking. The water of the Ganges are used. We have arrangements for drinking water in the Mine and Factory.

There is no sickness relief. We are in favour of insurance or similar arrangements against sickness on a contributory basis. This will give great relief to the workers.

We recommend legislation compulsory maternity benefits. Women should get leave for six weeks before and six weeks after delivery on full pay and if need be, they may get medical aid and financial help for expenses of delivery period.

HOUSING.

The workers live in their village houses and not in the factory area. The management offered them facilities including rent-free lands and supply of house materials for constructing houses in factory area but they do not agree to live in factory area.

Quarters for workers should be provided free by the employer and for staff and workers drawing higher salaries should get quarters on hire-purchase system.

INDEBTEDNESS.

Workers obtain credit from local village shopkeepers and have to pay on weekly. The credit prices are 15 per cent higher than cash prices. Further for ceremonies or such other occasions the workers take loans on high rate of interest from villagers and village money lenders and have to repay the same by serving the creditors on a nominal salary which do not cover their living expenses.

Reduction in the period of wage payments and prompt payment will not help this state of affairs. Employer occasionally makes advances to the workers.

Recent amendment of law granting immunity of salary and wages from attachment have adversely affected the attitude of the money-lenders and credit position of workers as the money-lenders do not lend money and workers suffer.

Establishment of co-operative stores by the employer or the Government will help the workers in getting their stores cheap and in paying for it.

Credit societies if established for the benefit of the workers will help them much and save them from troubles and hardships the workers get in getting loans for ceremonies.

WORKMEN'S COMPENSATION.

There has been no accident in our mine factory during last two years and a half since the mine factory is being worked.

TRADE UNIONS.

There is no trade union among our workers.

We favour Trade Union among workers if it is conducted on sound basis. The attitude of trade union leaders should be compromising and consider interests of both the workers and employers properly. Generally they have little experience of the organisation and management of industrial concerns and thereby create troubles instead of avoiding it. They look to the supposed grievances of the workers from theoretical point of view and do not consider it from the practical side. Further if they represent and discuss them with the management with a view of getting full informations of the practical side as well of redressing the grievances of the workers, there may be no troubles and everything work smoothly.

Trade union should also see to the welfare of the workers such as co-operative stores, sickness, credit societies, health, education, accommodation for workers, etc.

INDUSTRIAL PEACE.

There has been no strike in the Mine Factory.

We are not in favour of Conciliatory Board of Arbitration. We are in favour of Work Councils for settlement of disputes and difference between employers and workers. These works Council should meet periodically and settle all affairs affecting the workers and the industry by discussions. These Works Council should consist only of representatives of workers with opportunities of ready access to the head of the management. Regular joint meetings should be held at which the outstanding questions affecting the interest of the workers and industry are discussed and the workers are thus associated with proper aspects of the actual conduct of the business and thereby will tend to develop a greater sense of responsibility among the workers. The management have full right to punish, dismiss anyone found guilty of indiscipline, and other offences.

SECURITY OF SERVICE.

The workers must have security of service and shall not be punished at the will or whims of the management. There should be a record of service where the offences committed from time to time by the workers should be recorded and if the management find that the continuation of the service of the worker is against the interest of the industry or peaceful working they should give the worker an opportunity to correct himself after explaining all the charges and he being given to explain himself. Then the management if not satisfied can punish or dismiss him. So in case of workers whose services are continuously unsatisfactory.

The Inspector of Factories or some Labour Officer should have power to examine such cases. Before dismissing the workers, Works Council should get opportunity to hear all charges against the workers and be given a chance to rectify the worker.

FACTORY ACTS.

The scope of the Factories Act should be extended so as to bring the works employing over 50 men and not using machineries under Factory Acts.

The Labour Officer and Inspector of Mines should be empowered to examine the workers about their grievances and punishments. There should be measures to prevent the harsh and rough dealings the workers get from the staff or supervising officer.

Exemption granted by the local Government to various factories are desirable and as the conditions vary from centre to centre and cannot be governed by same rules and regulations.

Associated Power Company, Limited.

1. Total number of workers employed :—

Officer	..	..	..	..	1
Clerks, Foreman and Chargemen	..	..	..	..	8
Work people—					
Men	..	..	..	..	55
Women	..	..	..	..	..
Children	..	..	..	..	..

2. (a) Officers, Clerks, Foreman, Chargemen and 62 per cent of the work people. (b) No record.

3. 38 per cent.

4. About 50 per cent of the workers are from the surrounding districts, such as Tugri, Mahada, Murulidih and Kuardibi. While the rest are from Burdwan, Beerbhum and Noakhali districts.

5. Those who are employed here are permanent.

6. (b) Nil. (c) 3.

7 and 8. Directly by the management.

9. (1), (b) and (3) No, it is not necessary with such a small labour force.

10. In cases of vacancy employment is given to the most suitable applicant.

11. None have come to our notice.

12. Not necessary in the case of a small isolated industrial unit such as ours.

13. Occasionally casual labour is employed for cooly work not exceeding 3 to 10 per cent of the total employed, depending on the magnitude of the work. The proportion is decreasing.

14. Up to date there has been no reason to employ skilled casual labour.

15. Not at present, but this matter is now under consideration.

16 and 17. No, because our labour force is too small to justify such measures.

18. Direct personal control by the management of all questions relating to employees.

19. The members of the staff are allowed fifteen days with pay and 15 days without pay provided their attendance for the preceding 12 months has been satisfactory.

20. Sick leave within reason is allowed on the production of a certificate from the Company's doctor.

21. No women employed.

22. A provident fund has been sanctioned and is to be brought into operation shortly.

23. 62 days.

24. No.

25. These are written in the vernacular and posted on the office notice board.

26. All cases are brought to the notice of the officer in charge to be dealt with.

27. A worker is always allowed the opportunity to give his explanation to the Managing Engineer personally of charges made against him.

28. After being cautioned repeatedly for the same offence, the offender is dismissed.

29. No.

30. Nil.

31. See no. 28.

32. Up to the present no partial attendance reported.

33. There have been no cases of labour being fined.

34. Power Station Shifts—

1st shift	..	..	6 A.M. to 2 P.M.
2nd "	..	..	2 P.M. to 10 P.M.
3rd "	..	..	10 P.M. to 6 A.M.
Workshop and non-shift workmen	..	..	7 A.M. to 12 noon. 2 P.M. to 5 P.M.

35. During the Power Station shifts, there is no break in the 8 hours shift, but time is given to workers for their meals. Clerks, skilled and non-shift labour work 8 hours with an interval of 2 hours.

36. Once a fortnight while workers are changing from the third shift to the second shift and the second to the first, one shift has a spell of 32 hours between shifts. We have no overlapping or multiple systems of shifts.

37. The times of the shifts have been arranged in accordance with what has been found most convenient at all seasons for those who live near and in the surrounding villages.

38. Overtime is rarely necessary, averaging only 4 hours in three months, and is paid for immediately after. It usually results from damage to transmission lines by storms, etc.

39. Linesmen and coolies. Overtime is calculated at ordinary rates.

40. No.

41. In the case of the Power Station and Workshop there has been no stoppage for either overhauling or breakdown.

42. No special equipment is necessary as the plant is fully protected to prevent bodily injury.

43. Regulations as required by the Factories Act.

44-45. As far as we are concerned the Factories Act is adequate.

46. No objection.

48. See 44.

50. There has been no such change. All our workers are and always have been, on time rates.

51. The degree of skill required, and the ability and experience of the workers.

52. No.

53. For the workmen, calculations are made on a daily basis, while clerks and supervisors are on a monthly basis.

54. All payments are made monthly. Previously most of the workers received their salary weekly but this was changed to a monthly payment system as the workmen made an application asking for the changes.

55. There has recently been an all round increase of 15 per cent.

56. There are no deductions.

57. No.

58. We do not consider the automatic adjustment of wages to the cost of living is either necessary or practicable.

59-65. We are not in favour of the establishment of a minimum wage. Unless it was fixed on All-India basis.

66-69. Not applicable in the case of a Power Station.

70. (a) No children employed. (b) No. But under consideration. (c) No.

71. No.

72. (a) Nothing. (b) Free attendance of qualified doctor with medicines for all workmen including their families. (c) Nothing.

There are no special arrangements for women and maternity cases as we do not employ any woman.

We consider these provisions adequate and satisfactory.

73. No charges are made.

74. No.

75. Bowel complaints, filarial fever. No occupational diseases.

76. Yes. General welfare propaganda by the State.

77. No data.

78. Latrines and washing places under consideration.

79. None at present, but under consideration.

80. Relief is given to workers when attended by the Company's Doctor.

81. Yes, insurance against sickness would be an advantage if on a contributory basis and assisted by the State.

83. (a) Two bungalows, one of which has four rooms of 18'×16' housing and the other two rooms also 18'×16' and are occupied by two persons with their families.

Four quarters of two rooms each, room measuring 12'×12' each being occupied by family men or two or three bachelor

Arrangements are being made for a further five of such quarters to be built.

Twenty *Dhowrahs* with rooms of 12'×10' and in some cases 10'×10'.

Ten *Dhowrahs* have tiled roofs and the other ten are arched. Each quarter is given to a family man or three bachelors.

(b) to (d). None.

84. For the labour desirous of living in the Company's quarters. Yes. The remainder live in their homes nearby.

85. All accommodation is free.

86. Up to the present no worker has brought this matter forward.

87. No.

88. (a) Football. (b) to (d) None.

89. No. Most of the labour live in the Company's quarters which is situated very near, the others are given one of the *Dhowrahs'* rooms to cook their food and rest.

90. No women workers, therefore does not arise.

91. Impossible to say to what extent workers get credit. The difference between cash and credit prices is about 1 anna in a rupee.

92. The establishment of a Co-operative Stores by the Company is under consideration.

93. Previously weekly payments were in force but the workers seem to prefer the monthly system.

94. No, but a scheme is under consideration.

95. Our workers are not recruited.

96. We have had no experience of this.

97. We have nothing to suggest.

98. We do not have a large permanently settled industrial population.

99—101. No accidents.

102. No suggestions.

103—117. No trade union. The total numbers of workers are small and are satisfied with the arrangements made by the Company. A Committee representing the various departments meet at regular intervals to bring forward suggestions made by the workers for the general welfare of all, and these are considered and discussed by the Managing Engineer personally with the Committee.

118—124. No strike.

125. See 103—117.

126—127. Officer in charge keeps in direct touch with the workers.

128—130. We are not in favour of compulsory arbitration and the need for a Conciliation Officer does not arise in the case of such a small number of employees, all of whom are in daily personal contact with the management.

131. In the case of a Power Station on which the lives of underground colliery workers depend any strike without ample warning must be declared illegal. In any event these circumstances demand that in the event of a strike occurring Government will co-operate in any manner necessary to maintain supplies of electrical energy to consumers.

132. This Power Station is auxiliary to a larger Power Station in Bengal and the accounts of the Company would be meaningless if applied only to this concern.

134-135. We have no suggestions to make.

Ajit Kumar Mullick, Bhonda White Clay Mines.

1. Officers	...	...	...	2
Clerk	...	...	...	1
	Mates	...	...	4
Work people	Men	...	...	88
	Women		...	64
	Children	...	...

2. Officers and clerk are settled at the mine and work people do not stay at the mines.

3. All the work people live at their own village homes.

4. Workers are drawn from the surrounding villages of the mine at a maximum distance of two miles and a half.

5. It is difficult to demarcate the turn over as the workers are joining the work at their option as they are usually working after managing their household affairs. Suggestion about the reduction of the number of workers can only be managed if the mine being equipped with costly machineries which require a good amount of money which cannot be afforded in our concern.

6. The workers manage our work by alternate duties, by substituting one for another, and so there may not arise the question of retirement, etc. We never dismiss any of our workers. There has been no accident in our mine and as for the sickness which is very seldom in our side and is treated by Homeopathic medicine. About the slackness or stoppage of operation it is caused for rainy season and that time we require a very few workers to manage our work and they are engaged in their cultivation work.

7. Workers are recruited directly by the management.

8. As in item no. 7 and there is no difficulty to recruit labour only to send news to them as they live in the neighbouring villages of the mine.

9. We do not keep the list for employment of those who have been discharged or for waiting for employment or new entrants except the attendance book.

10-11. Nil.

12. Not required, as there is nothing of the trouble of labour exchanges or Trade Union Control.

13. No casual labourers.

14. Skilled casual labourers are employed for only in masonry works when required and they are not for permanent mine work.

15. No service Rules.

16. No provision of apprenticeship.

17. No system of graded promotion.

18. No such service.

19. No such system of granting leave to workers, there is no binding on the labourers, it depends on their own option.

20. There is no rule for granting leave during sickness it depends on the labourer's will.

21. The question of maternity leave does not arise as when such condition faced by any one, she is stopping to work at her own accord by giving a substitute.

22. No such scheme of granting provident fund or pension and no such case has yet occurred as long as this business has started for 22 years and no employee is working over ten years.

23. One day in every week, labourers get no pay for no work and management staff get leave on application with full pay.

24. No rules regarding conduct.

25. No standing orders or rules have been framed except those that are provided in the Mines Act which has been hung at a prominent place at the mine which has been explained to the workers.

26. No such case as indiscipline and slackness of work has arisen.

27. No such thing has occurred.

28. No such case has happened.

29. There is no system of fine or deduction. No compulsory leave is allowed.

30. Nil.

31. Unauthorised absence is not taken into account.

32. Slight late attendance is not counted and when there is too much late the workers do not attend their work.

33. No fine fund as fine is not inflicted.

34. Hours of work in the open working and on the surface are 7 hours a day.

35. Only two shifts. Clerks and officer work for 8 hours. Mechanics are dealt as labourers. No Saturday is observed and instead of Sundays—Tuesdays are observed as days of rest.

36. Our mine work is not continuous process.

37. There is no seasonal change for work in my mine.

38. No system of working overtime.

39. Question of groups of workmen and overtime allowances do not arise.

40. No substituting overtime work system

41. Our mining work is not stopped on account of overhauling or breakdown but for absence of labourers in rainy season when they are engaged in cultivation harvest and their festivals. In such causes approximately 3 months in each year our work slackens ; also it is difficult to proceed with the works of our mine which is open working system in the rains.

42. We provide with *dhoties* only to those workers who mix clay with water in the vat and require no measure to diminish risks to health or bodily injuries as there are no such works.

43. Measures are adopted for slight injuries by first aiders of our mine and by the Grace of God there is no such severe injury in the mine. In such cases if occur there is a Government Dispensary near our mine from where a qualified doctor may be called in.

44. I think it not desirable to extend the Factories (Mines) Act as it has been produced by some mighty brains.

45. As the answer is in the negative so there is no suggestion.

46. As our mine is not a factory so we are not being oppressed with any provision of Factories Act.

47. No provision under the factories Act to be evaded or violated as it stands now to work out our mine which is a small one as we are not feeling any inconveniences so there is nothing to draw the attention of the Committee

48. I have nothing to suggest any amendment and I have no strenuous and hazardous jobs.

49. Enclosed form has been filled up as desired.

50. Nil.

51. As there is no system of overtime work so no consideration is taken into account in fixing the rate of wages of overtime work except that of ordinary fixed wages.

52. Different rate for night work ; only a very few persons are engaged in clay washing purposes. There is no work in holidays. As in the night working only four hours' work is counted as a day's work ; still one pice extra to each man is provided with.

53. The labourers are being paid their wages weekly calculating their daily wages ; clerical and official wages are paid monthly.

54. Payments are made as described in item no. 53, labourers are being paid their wages on every week-end and officer and clerks after the month is over at their demand and advance is also made on their necessities.

55. There have been no increases and decreases since 1932, previous to that they cannot be supplied as the records are not being found.

56. No deductions or fines.

57. Nil.

58. We do not consider to change our system of payment.

59. We are in favour of the establishment of the wages prevailing.

60. As prevailing at that quarter.

61. We are not in a position to suggest any machinery.

62. No difference in wages from centre to centre.

63. No question arises.

64. Such question is out of our concern.

65. There is no protection on our industry.

66. No.

67. We have no opinion.

68. There is no such question at our side.'

69. We have no opinion.

70. There are Government free primary schools in most of the villages near the labourers' residence, for education of their children; the adults do not care for their education.

71. A small library and reading room have been provided for the clerk and the officials attached to the mine.

72. First aid requisites provided at the mine. There is a charitable dispensary in the vicinity. Labourers are treated in Homeopathy at the mine.

73. No charges at the mine for first aid and Homeopathic treatment.

74. As the place is very salubrious so there is no arrangement for periodical medical examination.

75. Owing to the salubrity of the place mortality is very scarce amongst the workers and there are no occupational diseases.

76 and 77. Referring to the item no. 75.

78. There are sufficient sanitary arrangements for (a) latrine, (b) urinal, (c) washing and bathing at the work places. Privacy provided.

79. There are sufficient arrangements for the supply of drinking water in the work places. Cold water is plentifully available from the well attached to the mine.

80. There is provision for the relief of sickness to the workers by Homeopathic medicine. No practical difficulties are found to carry it out.

81. Not necessary.

82. We do not recommend any legislation for maternity benefits.

83. No houses are provided for the workers at the mine (a) by the employer, (b) by public authority, (c) by private landlord, (d) workers have got their own houses for sufficient accommodation in their villages surrounding the mine. The houses are thatched ones made by themselves.

84. Referring to the item no. 83.

85. No question arises, as referred to above.

86. The workers require no facilities to build their houses as they have got plenty of hay, straw and wood, etc., of their own.

87. There arises no such question.

88. There are facilities of (a) outdoor sports, such as football and other Indian outdoor games, (b) playing at cards, etc., (c) singing and dancing sufficiently, and (d) light refreshments.

89. Yes sufficient.

90. No female workers with their children are employed in the mine.

91. Credit system is not at all prevalent at that quarter.

92. No, as the workers are not feeling inconveniences.

93. The question does not arise.

94. Not demanded.

95. Not required.

96. Not interested.

97. The workers are not in the habit of borrowing.

98. At our side no co-operative society is required.

99. No accident took place during the past three years.

100. This question may not arise.

101. I have never experienced any difficulty in such Act as I never faced such case.

102. I have no suggestion.

103 to 117. As there is no trade union in any form in our side so these fifteen questions are not required to be answered.

118—134. As there was never strike of labourers faced by us and we do not think of any strike to occur in future in our side as our recruitment is quite amiable to the workers. So these seventeen questions are not required to be answered.

Addendum and Corrigendum to the Questionnaires.

(1) As our mine is of "pocket mine" nature so sometimes we have got no production at a greater costs and at times we get plenty at other place so it could not be ascertained the cost of production to the wage costs.

(2) to (5) Not interested.

WAGES FORM.

Category of work.	January 1929. July 1929.					January 1933. July 1933.				
	No. of workers.	Wage-rate P. or T.	Monthly earnings.			No. of workers.	Wage-rate P. or T.	Daily earnings.		
			Maximum.	Minimum.	Average.			Maximum.	Minimum.	Average.
1	2	3	4	5	6	7	8	9	10	11
Skilled labour ...	...	...	...	...	...	1933 January 4	...	Rs. a 1 12	Rs. a. 1 4	Rs. a. 1 8
Unskilled labour ...	...	...	...	...	...	140	...	26 4	17 8	21 14
Men ...	...	...	...	...	...	July 5	...	2 3	1 9	1 14
Unskilled labour ...	...	...	...	...	...	50	...	9 6	6 4	7 13
Women ...	...	...	...	..	...	January 430	...	53 12	53 12	53 12
Women ...	...	...	...	...	...	July 49	...	6 2	6 2	6 2
Boys ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil.
Girls ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil.

644

Daily earnings are shown.
There was no change in the nature of function or process.

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.
 (3) Please state if there has been any change in the nature of function or process.

WAGES FORM—concl'd.

Category of work.	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.	Daily earnings.					
			Maximum.	Minimum.	Average.			
1	12	13	14	15	16	17	18	19
	1938 January							
Skilled labour ...	4	...	Rs. a. 1 12	Rs. a. 1 4	Rs. a. 1 8			
Unskilled labour ...	186	...	34 14	23 4	29 1			
Men ...	...	...	...	...	...
	1937 July							
Skilled labour ...	5	...	2 3	1 9	1 14			
Unskilled labour ...	58	...	10 14	7 4	9 1			
	1938 January							
Women ...	380	...	23 12	23 12	23 12			
	1937 July							
Women ..	47	...	2 15	2 15	2 15			
Boys ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil.
Girls ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil ...	Nil.

Daily earnings are shown.
There was no change in the nature of function or process.

NOTE.—(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 break-down, stoppage for overhauling, or strike, which will affect the comparability of monthly earnings, those and their duration should be explicitly stated in the column 19.

(3) Please state if there has been any change in the nature of function or process.

Tobacco Manufacturers (India), Limited, Monghyr.

- 1 and 2. Statistical statement attached.
3. All workers live in their village homes.
4. Villages adjacent to the factory.
- 5 and 6. Statistical statement attached.
7. Directly by the management.
8. We prefer the system of recruitment by the Management as it obviates the possibility of bribery and corruption in connection with the recruiting of workers.
9. Service Records are maintained for all workers and from these records details of workers who have been previously employed and discharged can be obtained.
10. Yes.
- 11 and 12. No.
- 13 and 14. Statistical statement attached.
19. The rules regarding Casual and Medical Leave in respect of monthly paid workers are incorporated in Standing Order no. 2 "Labour". With regard to daily paid workers, these are granted casual leave at the discretion of the management without pay, and medical leave without pay on the advice of our Medical Officer. Copy of above Standing Order attached.
20. See item no. 19.
22. A scheme is in force for the payment of leaving gratuities to all workers who have completed 15 years and over continuous service and are 50 years of age or over.
23. Statistical statement attached.
26. An investigation is made by the Departmental Foreman in conjunction with some of the senior workers of the department, and the findings are recorded and submitted to the Management for decision as to how the offender should be dealt with. Records of such investigations are maintained in a special book.
27. During the investigation referred to in 26, a worker is given every opportunity to plead his case, and if there are any extenuating circumstances, the worker is given the full benefit of such.

28. A list of Finable Offences is published for the information of all workers and the fines in respect of these offences are levied in accordance with the rulings of the Payment of Wages Act. For more serious offences, the punishments inflicted are:—

(a) compulsory leave, and (b) dismissal.

29. Fines are inflicted in accordance with the rulings of the Payment of Wages Act. Deduction in pay is not resorted to. Compulsory leave is occasionally given in respect of a worker guilty of a serious offence not sufficiently serious, however, to justify dismissal. Stoppage of promotion is only resorted to when the worker's character and ability does not warrant promotion. Dismissal is resorted to only in cases of serious offences.

30. Statistical statement attached.

31. Workers absent without leave do not get pay for such absence and if such absence is for an unduly long period or of a repeated nature, the offender is punished with dismissal.

32. Late attenders are allowed five minutes' grace after starting up time. If this period is exceeded, workers are not allowed to start work until a period of half an hour has elapsed and they lose half an hour's pay for that period; this ruling is in respect of daily paid workers. In the case of monthly paid workers, a record is maintained of bad time keepers, and at the end of each year an entry is made on their Service Records.

33. Fines, when realised, are credited to a fund called "The Employees' Emergency Fund", and grants from this fund are only made to workers in cases of illness.

34. A.—Winter hours:—

Monday to Friday... Working hours 7 A.M. to 12 noon.

Interval of rest 12 noon to 1 P.M.

Working hours 1 P.M. to 5 P.M.

Saturday ... Working hours 7 A.M. to 12 noon.

B.—Summer hours:—

Monday to Friday... Working hours 6-30 A.M. to 11-30 A.M.

Interval of rest 11-30 A.M. to 12-30 P.M.

Working hours 12-30 P.M. to 3-30 P.M.

Saturday ... Working hours 6-30 A.M. to 11-30 A.M.

We are not in favour of shorter hours of work generally.

35. Form "Q" which is submitted to the Inspector of Factories every month gives details of the shifts worked in our factory. A copy of the current forms is attached. (*Not printed.*)

37. No.

38. Overtime in our factory is time worked outside normal factory working hours as mentioned in item 34. The Factories Act states that overtime must be paid for time worked in excess of 54 hours so that our workers benefit considerably by our rules. Time so worked on ordinary working days (Monday to Saturday) is calculated at $1\frac{1}{2}$ ordinary time and for Sunday work at $1\frac{1}{2}$ ordinary time. Overtime is calculated on the basis of daily hours.

39. Our Engineering Department is the only one which is ordinarily regularly called upon to work overtime. The rates of overtime allowance are as in item 38.

40. No.

42. Special equipment is provided and special measures are taken to diminish risks to health or bodily injury, these being as laid down in the Factories Act.

43. The measures adopted are as required by the Factories Act and the Workmen's Compensation Act.

49. Statistical statement attached. (*Not printed.*)

52. Except for shift workers, night work and work on holidays is paid for at overtime rates (see item 38).

54. Wages are paid monthly and we are not in favour of altering our system.

56. Other than fines, the only deductions made are in respect of contributions to :—

(a) Co-operative Society.

(b) Employees' Thrift Society.

(c) Income-tax.

57. Yes. Monthly paid workers are eligible for participation in Annual Bonus and Benevolent Fund Schemes.

58. We consider that an automatic adjustment of wages to cost of living indices is desirable and practicable and should apply to all workers.

70. Consider this to be a Provincial Government subject.

72. We employ a full time -qualified Medical Officer and an adequately equipped dispensary is maintained for providing ordinary medical facilities for our workers.

73. Medical treatment and medicines are given to our workers free of charge.

74. No.

75. The main causes of mortality of workers in our locality are epidemic diseases (cholera, small-pox, etc.). There are no occupational diseases in our factory.

78. Adequate and up-to-date sanitary arrangements are provided for :—

(a) Latrine, (b) Urinal, (c) Washing and bathing in our factory, and privacy is provided.

79. Adequate arrangements are made for the supply of drinking water in our factory and cold water is available throughout the year.

80. No. This is a matter for Government.

81. Yes.

83. Houses are not provided for our workers nor are they necessary.

88. A football ground and a Sports Fund are maintained for our workers.

89 and 90. Yes.

93-95. No.

96. Unable to state.

99 and 100. Statistical statement attached.

101 and 102. No.

103. We understand a Trade Union has been formed but we are unable to give details of it.

104. We believe it is registered but are unable to state so definitely.

105. No.

118. There has been only one strike in which the workers of our factory were involved since 1918. This strike occurred in December 1921.

119. The strike referred to in item 118 lasted from 20th December 1921 to 5th January 1922. Workers got tired of strike and came back to work of their own accord.

120. Shortage of work.

121. See 119.

122. None.

125. Workers having grievances can represent them direct to the Factory Management.

126. All officers keep in touch with the workers and these officers are instructed to immediately report any worker's grievances to the Management. Jobbers are not in use.

130. No.

135. Yes.

Tobacco Manufacturers (India), Limited, Monghyr.

STANDING ORDER NO. 2.

Leave—Factory monthly paid labour.

Those who have been employed on a monthly salary other than as a probationary employee for an unbroken period of not less than 12 months, will be eligible to 15 consecutive days' leave with full pay during the year, or 12 working days if the holiday is taken piecemeal. Leave will not be allowed to accumulate from year to year.

Those who become sick and obtain a certificate from the Company's Doctor, or a certificate from a Doctor which has been countersigned by the Company's Doctor, may be allowed a further 18 working days per year as leave on half pay, provided that they do not exercise their option to have such sick leave treated as part of their annual leave on full pay.

Those who are absent from duty for any purpose with or without leave, or on sick leave without a certificate from, or countersigned by the Company's Doctor, will have such absence deducted from any annual leave for which they may be eligible.

The granting of all leave is in all instances at the discretion of the Factory Manager or the Branch Accountant, who will, in cases of sick leave, take into consideration individual's records and the nature and severity of illnesses.

Printers (India), Limited, Monghyr.

1 and 2. Statistical statement attached.

3. All workers live in their village homes.

4. Villages adjacent to the factory.

5 and 6. Statistical statement attached.

7. Directly by the Management.

8. We prefer the system of recruitment by the Management as it obviates the possibility of bribery and corruption in connection with the recruiting of workers.

9. Service Records are maintained for all workers and from these records details of workers who have been previously employed and discharged can be obtained.

10. Yes.

11 and 12. No.

13 and 14. Statistical statement attached.

19. The rules regarding Casual and Medical leave in respect of Monthly Paid workers are incorporated in standing order no. 2 "Labour". With regard to daily paid workers, these are granted casual leave at the discretion of the Management without pay, and Medical leave without pay on the advice of our Medical Officer. Copy of above standing order attached.

20. See item no. 19.

22. A scheme is in force for the payment of leaving Gratuities to all workers who have completed 15 years and over continuous service and are 50 years of age or over.

23. Statistical statement attached.

26. An investigation is made by the Departmental Foreman in conjunction with some of the senior workers of the department, and the findings are recorded and submitted to the Management for decision as to how the offender should be dealt with. Records of such investigations are maintained in a special book.

27. During the investigation referred to in 26, a worker is given every opportunity to plead his case, and if there are any extenuating circumstances, the worker is given the full benefit of such.

28. A list of finable offences is published for the information of all workers and the fines in respect of these offences are levied in accordance with the rulings of the Payment of Wages Act. For more serious offences, the punishments inflicted are :--

(a) compulsory leave, and (b) dismissal.

29. Fines are inflicted in accordance with the rulings of the Payment of Wages Act. Deduction in pay is not resorted to. Compulsory leave is occasionally given in respect of a worker guilty of a serious offence not sufficiently serious, however, to justify dismissal. Stoppage of promotion is only resorted to when the worker's character and ability does not warrant promotion. Dismissal is resorted to only in cases of serious offences.

30. Statistical statement attached.

31. Workers absent without leave do not get pay for such absence and if such absence is for an unduly long period or of a repeated nature, the offender is punished with dismissal.

32. Late attenders are allowed five minutes' grace after starting up time. If this period is exceeded, workers are not allowed to start work until a period of half an hour has elapsed and they lose $\frac{1}{2}$ hour's pay for that period; this ruling is in respect of daily paid workers. In the case of monthly paid workers, a record is maintained of bad time keepers, and at the end of each year an entry is made on their Service Records.

33. Fines, when realised, are credited to a fund called "The employees' Emergency Fund", and grants from this Fund are only made to workers in cases of illness.

34. A. Winter hours :—

Monday to Friday	Working hours	7 A.M. to 12 noon.
	Interval of rest	12 noon to 1 P.M.
Saturday ..	Working hours	1 P.M. to 5 p.m.
	Working hours	7 A.M. to 12 noon.

B. Summer hours :—

Monday to Friday	Working hours	6-30 A.M. to 11-30 A.M.
	Interval of rest	11-30 P.M. to 12-30 P.M.
Saturday ..	Working hours	12-30 P.M. to 3-30 P.M.
	Working hours	6-30 A.M. to 11-30 A.M.

We are not in favour of shorter hours of work generally.

35. None.

37. No.

38. Overtime in our factory is time worked outside normal factory working hours as mentioned in item 34. The Factories Act states that overtime must be paid for time worked in excess of 54 hours so that our workers benefit considerably by our rules. Time so worked on ordinary working days (Monday to Saturday) is calculated at $1\frac{1}{4}$ ordinary time and for Sunday work at $1\frac{1}{2}$ ordinary time. Overtime is calculated on the basis of daily hours.

39. None.

40. No.

42. Special equipment is provided and special measures are taken to diminish risks to health or bodily injury, these being as laid down in the Factories Act.

43. The measures adopted are as required by the Factories Act and the Workmen's Compensation Act.

49. Statistical statement attached.

52. Except for shift workers; night work and work on holidays are paid for at overtime rates (see item 38).

54. Wages are paid monthly and we are not in favour of altering our system.

56. Other than fines, the only deductions made are in respect of contributions to:—

(a) Co-operative Society.

(b) Employees' Thrift Society.

(c) Income-tax.

57. Yes. Monthly paid workers are eligible for participation in Annual Bonus and Benevolent Fund Schemes.

58. We consider that an automatic adjustment of wages to cost of living indices is desirable and practicable and should apply to all workers.

70. Consider this to be a Provincial Government subject.

72. We employ a full-time qualified Medical Officer and an adequately equipped dispensary is maintained for providing ordinary medical facilities for our workers.

73. Medical treatment and medicines are given to our workers free of charge.

74. No.

75. The main causes of mortality of workers in our locality are epidemic diseases (cholera, small-pox, etc.). There are no occupational diseases in our factory.

78. Adequate and upto-date sanitary arrangements are provided for :—

(a) Latrine, (b) Urinal, (c) Washing and bathing in our factory, and privacy is provided.

79. Adequate arrangements are made for the supply of drinking water in our factory and cold water is available throughout the year.

80. No. This is a matter for Government.

81. Yes.

83. Houses are not provided for our workers nor are they necessary.

88. A football ground and a Sports Fund are maintained for our workers.

89 and 90. Yes.

93 and 95. No.

96. Unable to state.

99 and 100. Statistical statement attached.

101 and 102. No.

103. We understand a Trade Union has been formed, but we are unable to give details of it.

104. We believe it is registered but are unable to state so definitely.

105. No.

118. None.

119 and 124. Do not apply.

125. Workers having grievances can represent them direct to the Factory Management.

126. All Officers keep in touch with the workers and these Officers are instructed to immediately report any worker's grievances to the Management. Jobbers are not in use.

130. No.

135. Yes.

Printers (India), Limited, Monghyr.**STANDING ORDER NO. 2.***Leave—Factory monthly paid labour.*

Those who have been employed on a monthly salary other than as a probationary employee for an unbroken period of not less than 12 months, will be eligible to 15 consecutive days' leave with full pay during the year, or 12 working days if the holiday is taken piecemeal. Leave will not be allowed to accumulate from year to year.

Those who become sick and obtain a certificate from the Company's Doctor, or a certificate from a Doctor which has been countersigned by the Company's Doctor, may be allowed a further 18 working days per year as leave on half pay, provided that they do not exercise their option to have such sick leave treated as part of their annual leave on full pay.

Those who are absent from duty for any purpose with or without leave, or on sick leave without a certificate from, or countersigned by the Company's Doctor, will have such absence deducted from any annual leave for which they may be eligible.

The granting of all leave is, in all instances, at the discretion of the Factory Manager or the Branch Accountant, who will, in cases of sick leave, take into consideration individual's records and the nature and severity of illnesses.

Printers (India), Limited, Monghyr.*Statistics required regarding questionnaire of Labour Enquiry Committee, Bihar.*

Q.—1 & 2. Total number of workers employed as at 1st January 1938:—

(a) Permanently settled in this industrial centre (Biharis).

(b) Migratory (non-Biharis).

		(a)	(b)
Officers	..	8	..
Clerks (and supervisors)	..	40	11
Work people, Men	...	270	..
.. .. Women	..	..	..

NOTE.—Although non-Biharis are shown as migratory, it is not possible to classify them definitely as such since many must now be domiciled in Bihar.

Q.—5.

Month.	(A) Total number employed.		(B) Total number who left our employ.		Percentage (B) of (A).		
	1936.	1937.	1936.	1937.	1936.	1937.	Average.
1	2	3	4	5	6	7	8
January ...	297	306	...	...	...	...	...
February ...	292	307	...	...	...	...	...
March ...	282	306	...	...	...	...	...
April ...	281	303	...	...	...	...	...
May ...	311	327	...	...	...	...	...
June ...	319	329	...	...	...	...	...
July ...	310	330	...	...	...	...	...
August ...	311	327	...	...	...	...	...
September ...	315	327	...	...	...	...	...
October ...	302	328	...	...	...	...	...
November ...	300	327	...	...	...	...	...
December ...	308	323	...	...	...	...	...
	3,628	3,840	36	20	10.9	6.2	9.0%
Monthly average...	302	320	...	...	(say) 11%	6%	9%

Q.—6.

Number of workers who left due to—	During—	
	1936	1937
(a) Retirement .. ..	..	..
(b) Dismissal	20	10
(c) Sickness or accident ..	2	..
(d) Slackness (shortage of work) ..	3	..
(e) Of their own account ..	11	10
	—	—
	36	20
	—	—

Q.—13. Total number employed—March 1938 :—

Sundry staff	..	..	..	4
Monthly Pay Roll	..	..	..	49
Labour Pay Roll	..	..	..	260
				<hr/>
		Total	..	313

Casual labour.	Number.	Percentage of total employed.
Men discharged from various departments on account of "Seasonal shortage of work" in April 1938 (3 skilled).	28	...
Others .. .. .	..	..
	<hr/>	<hr/>
	28	9 per cent.
	<hr/>	<hr/>

Q.—14.

(A) Total skilled workers employed—March 1938..	79
(B) " " " " included as casual above	3
Percentage—B of A..	4%

Q.—30. Number of workers fined during the year ended 31st March 1937. 170

Number of workers dismissed as punishment during the year ended 31st March 1937. 3

Number of workers warned for offences during the year ended 31st March 1937. Numerous.

Number of workers given compulsory leave as punishment during the year ended 31st March 1937. 4

Q. 49. Supplementary statement attached.

Q.—99. Number of accidents in the Factory during the year ending :—

	Serious.	Minor	Total.
1935	..	..	Nil
1936	..	..	Nil
1937	1	..	1
	<hr/>	<hr/>	<hr/>
	1	Nil	1
	<hr/>	<hr/>	<hr/>

Q.—100. Number of cases in which compensation was paid. One.

Number of cases referred to the Commissioner None.

PRINTERS (INDIA), LIMITED, MONGHYR.

WAGES FORM.

Category of work.	Sex.	July 1937.				January 1938.			
		Number of workers.	Monthly earnings.			Number of workers.	Monthly earnings.		
			Maximum.	Minimum.	Average.		Maximum.	Minimum.	Average.
1	2	3	4	5	6	7	8	9	10
			Rs. a. p.	Rs. p. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.
Class "A" Employees—Clerks, Supervisors, Highly Skilled workers and Apprentices.	Male	54	220 0 0	22 0 0	49 7 0	51	220 0 0	22 0 0	54 4 0
Skilled workers	Male	54	57 9 0	18 9 0	25 3 0	54	47 8 0	18 12 0	25 10 0
Unskilled workers	Male	222	28 12 0	10 15 0	15 0 0	216	28 0 0	11 15 0	14 4 0
Skilled workers	Female	...	...	...	...	...	...	...	...
Unskilled workers	Female	...	...	...	...	...	...	...	...
No children are employed.									

NOTE.—All records for 1929 and 1933 destroyed by earthquake and subsequent exposure to rain.

Dalmia Paper Factory, Dalmianagar.

Workmen—1,244, Clerks—12, Officers—27.

The paper factory is under construction and the labour is mostly temporary for erection purposes and it is not possible to supply any list of permanent staff which is to be decided afterwards when the factory starts operation. Very few skilled labour have been provided with quarters whereas others from outside have been given temporary huts.

Muzaffarpur Municipal Waterworks, Muzaffarpur.

NATURE AND RECRUITMENT OF LABOUR.

1. Officer—1, Superintendent, water works, clerk—1, Store-keeper and clerk, work people(men) 20.
2. (a) 5 numbers.
(b) 15 numbers are migratory.
3. 15 numbers live in their village homes.
4. Most of them are from the local town.
5. Nil.
6. None.

7 to 14. These apply to big Factories and not waterworks. There is no recruitment rule. Recruitment does not generally occur except after very long intervals.

CONDITION OF EMPLOYMENT.

15 to 17. Most of the posts are graded and every body has attained the maximum pay of the posts.

19 and 20. 15 days' casual leave and one month's privilege leave with full pay is allowed in a year to Superintendent and store-keeper and only 15 days' casual leave with full pay is allowed to the menial workers.

22. Provident fund is given.

23. Workshop and pipe-line workers avail Sundays, while fortnightly holidays are allowed to drivers and chargemen of pumping stations.

24 to 30. These do not apply here as there is no strenuous and hazardous job.

31. Such instances are very rare.

32. One day's pay is deducted for 3 days' late attendance in a month.

33. Such instances are very rare.

HOURS OF WORK.

34. There duty is only eight hours and as there is no strenuous and hard job, there seems no necessity for any proposal of reducing the working hours.

35. There is only one shift in workshop and pipe-line while in the pumping stations, three shifts work.

Workshop—7 A.M. to 11 A.M. and 1 P.M. to 5 P.M.

Pipe-line—7 A.M. to 11 A.M. and 3 P.M. to 7 P.M.

Pumping stations 1st shift—5 A.M. to 1 P.M.

2nd shift—1 P.M. to 9 P.M.

3rd shift—9 P.M. to 5 A.M.

Clerical Establishment—There is only one Store keeper and clerk who works during day 7 A.M. to 11 A.M. and 2 P.M. to 5 P.M.

36. The factory is a continuous process. In the pumping stations, the workers are relieved by the relieving drivers on their fortnightly holidays.

37. No.

38. Yes. Overtime allowance is paid monthly for periods in excess of eight hours' daily duty.

39. Pipe line workers work overtime in the pipe line while the workshop workers work overtime in the workshop and in the pumping stations, the drivers work overtime, when needed.

40 & 41. Not applicable as this is a small Waterworks.

CONDITIONS IN FACTORIES.

42 to 48. Apply to big factories.

WAGES.

49 to 65. Do. All the workers get monthly fixed pay.

RATIONALISATION.

WELFARE WORK.

70. There are no children workers in this Waterworks. All the workers are adults. There is no fixed school for the children of the waterworks employees. The Municipality provides general school for education in the town. Primary education has been made free and there are night schools for labourers.

72 to 82. There are Municipal Ayurvedic and Tibbi Dispensaries and specially a big District Allopathic Hospital. Sufficient precautions are taken to prevent the spread of epidemics under the guidance of the Health Officers of the Municipality, Sanitary Inspectors keep attention on the latrines and urinals.

83 to 87. There are altogether ten houses for the workers' use. No rent is charged for that.

88 to 90. These apply to big factories.

INDEBTEDNESS.

91 to 98. These also apply to big factories.

WORKMEN'S COMPENSATION.

99 to 102. None.

TRADE UNION.

103 to 117. None.

INDUSTRIAL PEACE.

118 to 134. None.

The Patna Timber Merchants' Association, Begumpore, P. O. Patna.

NATURE AND RECRUITMENT OF LABOUR.

1. There is no factory in any Timber establishments. They are only Timber shops. No permanent coolies are engaged on pay. Coolies are only engaged for loading and unloading timbers from the railway wagons and boats carrying timbers from 'outside. There are about 80 coolies engaged for this purpose, who are local peoples and work on contract basis.

3. Nearly all coolies live in their village homes.

4. They are drawn from the local villages.

6. Only one retired due to old age, three dismissed and one dead.

7. Workers are recruited by jobbers. They are called *Sirdars*. They have practically no control on the coolies and they do not take any advance money from the *Sirdars*. The *Sirdars* also work with the coolies but this is optional. If they work they receive one share of earning of the day and for *sirdari* they receive one share extra.

8. We prefer Jobber system of recruitment, for all works are done on contract basis. When there is work then only coolies are required.

9. We have no service rule as we have no departmental monthly paid coolies engaged for works.

HOURS OF WORK.

34. There is no fixed hours for work. It depends entirely on the quantity of work they can get.

CONDITIONS IN FACTORIES.

42. Only first aid equipments are kept, such as Tinc. Iodin, Tinc. Benzoin, Cotton, Bandage cloth, etc.

43. For preventing accidents *Sirdars* always supervise works. If there is any accident he is immediately removed to the local doctors or to the nearest hospital. For improvement we suggest that at least a Government dispensary be opened in this area. This is a commercial area and a good number of day labourers work here. The local hospital is nearly a mile off this place.

WAGES.

50. All works of the Timber establishments are done on contract system for which a fixed rate is given.

54. We pay off daily for the works done by the coolies.

56. None.

WELFARE WORK.

70. No arrangement for education is kept by us.

71. No:

72. No medical facility is provided here by us or by any other agency.

73. Sanitation of the place is most unhealthy. Roads and lanes are kept in most filthy condition. Municipal arrangements in this connection are quite inadequate and most neglected.

TRADE UNION.

103. There is no trade union amongst our coolies or any other agency.

INDUSTRIAL PEACE.

118. There is no strike amongst our coolies since 1918.

Patna Motor Bus Association, Patna City.

Nature and recruitment of labour.

1. Officers 7, clerks 2, men 125.
2. (a) 100, (b) 25.
3. About 5 per cent.
5. Does not arise.
7. Workers are recruited directly by the owners.
8. They should be appointed through the association.
9. No.
10. No.
11. There is no security of the job in the existing circumstances.
12. As suggested under question no. 8.

CONDITIONS OF EMPLOYMENT.

15. No, but it is badly needed.
16. Yes, he is placed under some senior person.
18. A service code should be recommended and recognised by the owners.
19. No.
20. Yes, provided some substitute is available. Leave without pay ; no security of service by the Bus Owners
22. No.
23. There is no holiday
24. Yes, copy to be attached Motor Vehicles Act, Section 117.
26. The Secretacy takes necessary steps.
27. He is first informed of his guilt and faults.
28. Fine and suspension.
29. Yes.
31. He is not paid his wages for the day.
32. He is paid in proportion to the working hours.
33. They are utilised by the Head Number-takers for the up-keep of the association.

HOURS OF WORK.

34. About 11 hours a day. Yes for 8 hours.
 35. Working in two shifts which should be changed into three.
 36. Workers do get the overtime allowance at ordinary rate.
 37. No.
 38. Yes, daily hours.
 39. Drivers and Conductors.
 40. No.

CONDITIONS IN FACTORIES.

43. The Association at once takes necessary steps in connection with the accidents.
 44. Yes.
 45. There is no fixed duty hours and security of service.

WAGES.

52. No.
 54. Daily.
 55. Time-scale.
 59. Yes, so that the workers may know their actual least worth.
 61. The Association should be authorised to do so.

RATIONALISATION.

68. Trained and licensed educated persons should be appointed as drivers and conductors.

WELFARE WORK.

- 70 to 74. No.
 80. It is not as yet in force though the scheme is very necessary.
 87. Yes.
 88. No.

INDEBTEDNESS.

91. About 10 per cent on credit and great loss.
 92-93. Yes.
 94. Yes, only one month advance.
 95. Yes.
 96. It has considerably affected the old practice.
 97. No.

TRADE UNION.

103. Yes, in 1936.

104. The application for registration is before the Government.

105. Yes, from 1936.

106. The Trade Union representing the highest number of worker should be preferred.

110. Yes, in that case there will be no unhealthy competition among the owners.

112. Save the President and the Secretary all the members of the Executive Committee are Bus Owners.

113. It looks after the convenience of the public and safety of the workers.

115. Yes.

116. The recognised Union is generally of great help to the labour.

117. No.

INDUSTRIAL PEACE.

118. Only one in 1938 for the increase of their wages.

119. It lasted only for one day.

120. As mentioned in 118.

121. The Association do settle it.

122. Since increment.

124. One day's income to the workers.

125. They put up their grievances to the Secretary.

126. Yes, the Supervisor is always in touch with the workers.

127. Yes, the Association as machinery for settlement.

129. Yes, as newly amended.

130. Yes.

A Memorandum on Labour-Employer Relations.

SUBMITTED BY MR. C. V. H. RAO, THE EDITOR, "INDIAN NATION", PATNA.

1. Let me state at the very outset that I welcome the appointment of the Labour Enquiry Committee by the Government of Bihar and I look upon that step as evidence of a keen desire on their part to improve the conditions of industrial labour and to place the employer-employee relations in the industrial concerns of Bihar on a sound and satisfactory footing. The questionnaire issued by the Committee is, in my opinion, a comprehensive one and covers every aspect of the problem of industrial labour. On many of the points covered by the questionnaire information will be difficult to obtain, specially information from the Labour standpoint, because, so far as my knowledge goes, there are few organised and recognised associations and organisations of labour which can present an accurate and authoritative picture of those conditions. At the same time Bihar is at present only in the threshold of industrialisation; and while a few industries like the steel and iron industry of Jamshedpur and the coal industry of Jharia have attained a high degree of efficiency, there are other industries that have been established here which have yet to stabilise themselves. From this standpoint, therefore, the enquiry is very opportune, since a satisfactory labour policy, if formulated by the Government in the beginning of the industrial era of the province, will be an important factor in facilitating the progress of that industrialisation along proper and sound lines. It will also be possible by that process to avoid some of those more undesirable manifestations that industrialisation has brought in its wake in other countries and even in other province in India like Bombay and to a certain extent in the United Provinces and Madras.

2. I shall endeavour at the outset to indicate to the committee some general and generic considerations about the labour problem which should be borne in mind in the evolution of a policy in that regard by the Government. The first thing that I desire to stress in this connection is that for smooth industrial development, there should be cordial, harmonious and satisfactory relations between the workers in an industry and its management. Every Indian is anxious for the rapid and satisfactory development of industries in this country since industrialisation offers the only escape out of the conditions of under-employment, poverty, and economic disequilibrium to which our country and countrymen are at present the victims.

For industrialisation the first essential is the investment of capital; but that is only the first essential. Every considerable industry before it can stabilise itself in India has inevitably to confront competition from similar industries operating in foreign countries, and in some respects even from industries operating within India herself, if they are operating within the borders of the Indian States, the products of which have already captured a market in India. For this purpose, there is every necessity for the State to come forward with measures of assistance to the industry by affording it protection by means of tariffs and imposition of import duties. Having obtained that protection, it will be the duty of the industry in its own interests to do everything not only to improve the efficiency of its methods of production and eliminate wastage by introducing what are known as processes of rationalisation but also improve, standardise and put on an efficient basis the conditions of the workers in the industry. The pursuit of such a policy should not ordinarily be an obligation imposed upon the industries from above by the Government but should be a duty which they should impose upon themselves for their own benefit and advantage. The provision of facilities for the working population to live healthy lives both by the payment of adequate wages and by providing healthy housing conditions and to enable them to perform their operations under satisfactory conditions is an important contributory factor to the improvement of the efficiency of the workers and to facilitate a community of workers to develop who will regard industrial occupation as a fixed and permanent one. The industrial commission which reported in 1918 put the position in this regard in the most appropriate and illuminating manner and in words which are applicable as much to conditions today as they did to conditions twenty years ago. Wrote the Commission :—

“ The problem (of improving labour conditions) not only on moral grounds but also for economic reasons must be solved with the least avoidable delay, if the existing and future industries in India are to hold their own against the ever-growing competition, which will be still serious after the war. No industrial edifice can be permanent which is built on such unsound foundations as those afforded by Indian labour under its present conditions.”

3. After having briefly stated the general principles which, in my opinion, should be given the fullest consideration, in the discussion of the problem of labour-employer relations, I will endeavour to deal in some detail with one important

aspect of those relations, namely, the problem of industrial peace. The preservation of peaceful conditions in industries is an important factor in the progress of industries as well as in promoting the welfare of labour. Industrial conflict on the other hand retards that progress besides proving in the long run highly detrimental to the interest of labour as a whole. Conflict arises either from unsatisfactory conditions under which labour has to work, inadequate wages and long hours of work, lack of sympathy on the part of employers towards employees, unsatisfactory labour leadership and absence of trade unions and consequently lack of opportunities for corporate action and collective bargaining on the part of the workers. At the same time, it should also be remembered that there is a danger of Indian labour being too much actuated by western ideals and demanding concessions which may not be practicable in the conditions under which industries have to work in the country. To quote an example, a working day of eight hours, which some of the more advanced industrial countries have introduced, is an impracticable proposition in India in the near future. Especially is this so in a province like Bihar where industrial labour is in an essentially unsettled and fluctuating state, where there are few registered and recognised trade unions worth the name and where labour leadership is mostly in the hands of persons who are not directly connected with the industry or drawn from among the ranks of labour itself. Labour is thus susceptible to be swayed by the interested agitation of outsiders and to forget what constitutes its own welfare by resorting to lightning strike.

4. When, therefore, legislation about hours of work and minimum wages and other measures has to be undertaken the above significant factors about labour have to be borne in mind. That variations in the rate of industrial progress, in the efficiency of labour, in the standards of life to which workers are accustomed should be taken into account in legislating about hours of work and so on is a view which has found expression in the constitution of the International Labour Organisation in an unmistakable manner. Organised labour is not yet a factor which can be counted upon in India and the principal characteristic of the workers' life is still its migratoriness from agriculture to industry and back again from industry to agriculture. There is, even in the year of grace 1938, a considerable element of truth on the observation of the Royal Commission on Labour that "in India organised indus-

try cannot be regarded as lowering the standard of living of those it absorbs, the majority of whom have left the field for the factory to secure an alleviation of their hardships." Article 41 of the constitution of the International Labour Organisation recognises that differences of climate, habits, and customs, of economic opportunity and industrial tradition make strict uniformity in the conditions of labour difficult of attainment. Similarly Article 19 of the constitution states that "in framing any recommendations or draft conventions of general application, the conference shall have due regard to those countries in which climatic conditions, the imperfect development of industrial organisation or other special circumstances make the industrial conditions substantially different."

5. There should be the fixation of a minimum wage for each grade of workers in a particular industry but there should be no attempt at fixing a uniform rate of wages. Each industry should be judged by itself and the nature of work, the financial conditions of the industry, the quality of labour available and other relevant factors should be taken into consideration in fixing the minimum wage. For example, in sugar industry in Bihar, there is need for security of tenure; in the coal industry there is need for the exclusion of women from underground work. In the case of an industry like the textile industry, for instance, the position is complicated by the fact that textile mills are situated in different provinces and a minimum wage fixed for workers in that industry in Bombay may not be possible for those employed in the same industry, say, in the United Provinces or Madras. I may refer in this connection to the fact that the Cawnpore Labour Enquiry Committee recommended a minimum wage for Cawnpore textile workers but that the amount of rise recommended was disputed by the millowners on the ground that such fixation of minimum wage without reference to the wages in other industrial centres would unduly handicap the Cawnpore industry.

6. The process of fixing a minimum wage for workers in industries is a difficult one. All industries are not equally developed; and even in the same industry the variations from place to place are, as I said, striking and unignorable. They are not also equally well established and equally successful. The quality of work turned out by the workers employed in similar processes of activity in the different centres differs from centre to centre, industry to industry, and even within the same industry. The report of the committee which recently

conducted an enquiry into the affairs of the Cawnpore textile industry reveals the impediments already referred to in the way of the determination of such a wage with any degree of accuracy. "In fixing a minimum" wage, the committee says, "we have necessarily to take the cost of living into account. We have to determine the standard. That is not an easy matter. Physiological, social and environmental elements of the problem have all to be carefully examined". "But notwithstanding all those and other factors which may appear insurmountable at first, Government should take a hand in inducing the various industries to fix a minimum wage for the workers in the various grades and standardise the wages of workers in the same process in an industry. A minimum wage is labour's irresistible demand as well as its imperative need. But preliminary to fixing that wage investigations will have to be carried out to find out the standard of living of the workers in a particular locality, the average profits that the industry has been making over a series of years, the depreciation charges that must have been incurred by the industry and the extent and the nature of the provision of other amenities for the workers which operate as real wages. Having fixed a minimum wage on the basis of information on these matters, Government, if necessary, by legislation should also set up a suitable machinery for the determination of what constitute a minimum wage from time to time and to suggest suitable alterations in the minimum wage fixed initially. No labour policy can claim to be a complete or satisfactory policy which does not guarantee this inalienable right of a minimum wage to labour; it is the only method of ensuring peace in industry and promoting social security."

7. When the necessity for fixing a minimum wage has been recognised the corresponding necessity for standardising the rates of wages in the various processes of the industry should also be recognised. In such a case it will become essential to establish a suitable machinery which will collect materials and statistics which will be helpful in formulating a cost of living index and in fixing a suitable wage on the basis of such indices. Bombay, which is a more advanced province than many other provinces in India industrially, has a well equipped and satisfactorily working labour office which performs this work. A similar office, under the supervision and control of the Director of Industries or a Labour Commissioner will have to be established in Bihar; and if it is done, it will be a great advantage to both industry and labour. It will be an important factor in the promotion of industrial peace by providing materials on the foundation of

which a satisfactory edifice of wages can be constructed. In some provinces, as for example, Bombay and Madras, there is an officer with the designation of Labour Commissioner who is in charge of activities which promote the welfare of labour. It may be necessary to appoint an officer with similar duties in Bihar also, though with the importance which labour problems have been assuming recently, it may not be possible even for an officer like that to cope with the problems that arise from time to time without the assistances of an adequate staff of assistants. At the same time for the actual fixing up of a wage rate itself, a Wages Board consisting of two representatives of industry and two representatives of labour with the Labour Commissioner as President should be constituted. It would be desirable that every important industry should have separate board like this, while for fixing and determining the minimum wage in the matter of industries, which do not come within the operation of the Factories Act, the Labour Commissioner himself should be entrusted with the duty of fixing and modifying the wages rates.

8. Before I pass on to other aspects of the problem we are concerned with, I may point out a few outstanding considerations which have to be borne in mind in the determination of the question of a minimum wage. The first is that any minimum wage fixed should be applicable to all the factories and mills engaged in manufacturing a particular article situated within the province *vis-a-vis* the same industry established in other parts of the country. The second is that in view of the fact that the fixation of a minimum wage in an industry in one specific province will produce inter-provincial repercussions for which there should be inter-provincial consultation for the purpose of legislation on the matter, either through the medium of the Central Government or through the medium of some other suitable agency established for the purpose.

9. One of the principal methods by which the maintenance of industrial peace can be guaranteed is by stabilizing the relations between the employers and the employed and strengthening the machinery by which trade disputes can be avoided. As the Court of Enquiry into the conditions of mill labour in Coimbatore in Madras pointed out, "a strike is a symptom of grave disease in the labour organism, brought about by some cause, internal or external. In a healthy and well-conducted concern, there should be no occasion for the labourers resorting to a strike or the employers resorting to a lock-out". Generally speaking, strikes arise on account of (1) unsatisfactory or low

wages ; (2) sweated conditions of work and lack of provision for some of the imperative amenities of life and work ; (3) unsympathetic treatment of employees by the employers and (4) last but not least, the workers in their ignorance yielding to the propaganda of unscrupulous agitators, who generally do not belong to the ranks of the workers themselves but who are outsiders masquerading in the guise of labour leaders with a penchant for creating dissensions between labour and capital. While these constitute the principal causes for industrial distemper, the process by which it generally manifests itself is by the resort by labour to strikes and in a few instances by the resort by employers to lock-outs. The strike weapon which is so constantly resorted to by Indian labour in these days is recognised by law ; but nevertheless it inheres serious disadvantages from the point of view of both labour and capital, whose interests are mutually inter-dependent. The results of lightning strikes without proper or adequate notice to the employers and without affording the latter an opportunity of understanding and, if possible, of redressing the grievances of labour and before exhausting all the methods of consultation, conciliation and arbitration are oftentimes too deplorable to be contemplated with equanimity. Sometimes it is also possible that the demands put forward by workers are so unconscionable that it may not be possible for the employers to accept them without adversely affecting the interests of the industry itself. To force upon industry the necessity for undertaking ameliorative measures which its financial position does not justify is as prejudicial to the interests of the workers themselves as of the employers, though it cannot be disguised that the latter in many cases do endeavour by devious methods to avoid their responsibility for labour welfare. In every case, however, an attempt should be made to assess the financial position of the industry before it being asked to provide all the amenities for the workers. But minimum standards of housing, of sanitation, of facilities for the education of workers' children, medical relief, facilities for rest during leisure, cannot at the same time be shirked by any industry.

That strikes are in many cases the consequence of the activities of extremist leaders is clear from the history of industrial disputes since the Trade Disputes Act was placed in the Statute Book in 1929. The general textile strike in 1929 in Bombay was admittedly the work of communists, though it arose out of the alleged acts of victimisation on the part of the employers against men who had been concerned in the industrial disputes of the previous year. The investigations of the Court

of Enquiry set up under the Trade Disputes Act however revealed that the strike was grievously prolonged by the intransigent attitude of the leaders of the Girni Kamgar Union of Bombay. The result of the strike was that over 6,700,000 working days were lost and about 109,000 workers were involved and in the end the latter were not benefited by it to any considerable extent. The history of other strikes that took place between 1929-1936 for which statistics are available indicate that, in many cases, the workers were the unsuspecting victims of the extremist labour leaders and that every strike meant a loss of large sums as wages for the workers and the loss of a large number of working days which had an adverse effect upon the productive capacity of the industry. The strike that has been going on for some days now of the workers in the Cawnpore textile industry is also stated, with what truth it is difficult to say, to have been inspired and encouraged by communist and extremist elements.

At the same time the history of the various strikes also indicates that in cases in which there had been an attempt at settlement of labour-employer differences by mutual adjustment, by conciliation and arbitration, both the employers and the labourers were the gainers thereby. As an example of this may be cited the settlement of the dispute between the Ahmedabad mill-owners and the workers in the textile mills in that city by both the Mill-Owners' Association and the Labour Union agreeing to submit their disputes to the decision of an umpire. Lastly the occurrence of frequent strikes indicates the imperative need for suitable organizations of workers which can discuss and decide points of difference with the employers without necessitating resort to a strike. I am also definitely of opinion that the institution of a permanent machinery such as the Board of Arbitration which exists in Ahmedabad will be an important contributory factor in the promotion of harmonious labour-employer relations and the prevention of strikes and lock-outs and the settlement of strikes and lock-outs when they do occur.

This leads me to an examination of the usefulness of and the necessity for the establishment of trade unions of workers in every industry. Unorganised labour can neither insure against its own victimisation nor can bargain with effectiveness with employers for better conditions of work and wages. On the other hand, organised labour is less susceptible to extraneous and undesirable influence while it can constrain the employers by reason of its inherent strength to treat labour demands with greater promptness than will otherwise be the case. The Trade

Unions Act of 1926 is intended to encourage the organisation of trade unions and makes provision for their registration. Provided a union is registered, provided its office bearers are elected in a proper way by the members by means of secret ballot and without being influenced by outsiders, and provided it is fairly representative of all ranks and grades of workers in the industry, there should be no objection to its recognition by the employers. At any rate the onus of responsibility for not recognising such unions and for not consulting with them in times of industrial stress and for not treating with it when they have dealt with matters pertaining to labour interests will rest upon the employers. It is gratifying to note the Cawnpore Labour Enquiry Committee writing that "practically every employer who appeared before the committee stated that he would welcome a sound labour organisation run on sound trade union lines." "A strong union is an invaluable asset in several ways", the same committee declared, "and is an insurance against unauthorised, irregular and lightning strikes." I have every hope that most employers in Bihar would, and every employer should, welcome the growth of sound trade unionism and the establishment of trade unions of the workers employed under them.

There is no particular need at this stage to emphasise the value of trade union organisation. Every effort must be made by the workers to organise themselves into trade unions and every encouragement to that process should be provided by the managements. At the same time every effort must be made by the leaders of labour to induce workers to join such unions and learn the lessons of discipline, obedience to instructions, co-operative activity and other virtues. "It is for the employers no less than for the responsible leaders of the workers to strive for the building up of mutual regard and thus create confidence in each other."

For the purpose of ensuring industrial peace on a permanent footing, and for the purpose of bringing together the employers and the workers and the Government to work on a common platform for acting as a liaison between the Government and industries and simultaneously for promoting industrialisation along proper lines, there should be set up some suitable machinery. Such a machinery is to be found in what may be called an industrial council. The main functions of such a council, I envisage, to be : (1) The determination of employer-employee relations. (2) The tendering of advice to the Government as to the need for and the lines of legislation on labour

matters from time to time. (3) The maintenance of proper and adequate standards for workers in the industries. (4) To advise Government about the starting of new industries and on the methods of assisting the existing ones. A permanent body of this character has many advantages both for industry and for the workers as well as for the Government. The Government left to themselves will inevitably and naturally be prone to procrastination in dealing with industrial matters and in introducing labour legislation which changing circumstances render it necessary from time to time. Now-a-days the industrial kaleidoscope is changing rather too rapidly and it is necessary for legislation in regard to and improvement in industrial standards to keep pace with the changes. These are days when the principle of "laissez faire" in industrial matters is more or less a principle of the past : and the State has to intervene not only for the purpose of promoting industrialisation but to see that industries are managed along proper lines within certain well-defined limits. An industrial council will be a useful agency in several respects and the fact that some Provincial Governments have already established such bodies should be a factor in making the Bihar Government also consider the advisability of doing so. I may state in conclusion that the establishment of industrial councils was recommended by the Royal Commission on Labour.

Labour discontent in recent months has been on the increase in India and the large number of strikes that have been occurring in the various parts of the country and even in the province of Bihar are an index of that phenomenon. They bear testimony to the canker that has been slowly but steadily eating into the body economic of India and no effort should be spared to remove it. Thus and thus alone is it possible for a healthy industrial organism to develop in this country. For this purpose both labour and employers have to realise the tremendous responsibilities that devolve upon them and both should strive to discharge those responsibilities with éclat and enthusiasm. Further industrial peace should not be regarded as an isolated and independent phenomenon but should be regarded as the direct fruit or corollary of the realisation of their respective responsibilities by the two parties concerned. At the same time, in this age it is not possible or profitable to regard the maintenance of proper conditions of work in industries as being only a matter of adjustment between labour and capital to be accomplished by them as best they could or to fight it out if such adjustment is not possible. In this age, which has been rightly characterized as the machine age, to see the proper

functioning of the apparatus of industrial peace is as much a function and responsibility of the State as of the employers. The efficiency of industry, the preservation of peaceful conditions in industry, the maintenance of the productive capacity of the industry, all these are factors which have so intimate a bearing upon other aspects of national economy and so act and react upon one another that the State cannot leave them to the free play of natural forces and to the uncontrolled and unregulated whims and fancies of the industrialists. The State has to intervene to set right inequities, to compose differences, to prevent disputes and to see that neither the employer is coerced nor the employed exploited. Thus it follows that the State should by legislation, by advice, and by persuasion do everything to preserve the existence of peaceful industrial conditions. This ideal should be the foundation and the basis for the Provincial Government's labour policy and everything that Government do should be inflamed by a desire to establish such conditions and to hold the scales even between labour and employer.

While seeking to prevent industrial disputes and strikes, in which the disputes end in most cases, which should constitute the negative aspect of Government's labour policy, the positive aspect of that policy should concern itself with the establishment of conditions under which labour, which is an important, if not the most important, agent of production, can thrive and flourish, remain contented and improve its efficiency.

The principal measures essential in this regard have been touched upon in the foregoing paragraphs. Briefly they are the fixation of satisfactory minimum wage, the appointment of a suitable machinery to fix that wage and to suggest modifications and alterations in it from time to time, the establishment and promotion of sound trade unions, the enforcement of conciliation and arbitration processes, the provision of various amenities of life for the workers and other measures calculated to improve labour's productivity and make it contented. On the other hand, the Government have also the duty to see that having got the employers to accomplish all these, they should ensure to the latter safeguards against sudden strike, against illegal and excessive demands for further concessions and other things. The employer should be ensured freedom for the exercise of some of his legitimate rights like the recruitment and dismissal of workers, for making the workers observe discipline and order and to preserve peaceful conditions in factories.

In fine, it means that the employer should provide amenities for the workers and the workers should exhibit loyalty towards

the employer and concern for the industry's welfare with which is inextricably bound up his own welfare and prosperity. Government's policy should be directed towards ensuring that conditions in industries are such that these mutual obligations are adequately and properly discharged and to step in whenever necessary to see that such conditions supervene wherever they are non-existent either through the cussedness of employers or the extremism of labourers.

It should be recognised more and more that strikes, whatever may be their necessity or rationale, can only be regarded as the last step in the process of settling an industrial dispute, and that before they are resorted to every other avenue of achieving that objective should be tried. Negotiation, conciliation, arbitration—these form the various links in the chain of cementing differences of opinion between labour and capital; and if all these fail to produce any desirable effect and a strike has to be resorted to, then at least twenty-four hours' clear notice of the same should be given. In ordinary circumstances, it should be practicable to decide a dispute through negotiation and conciliation; if that is done it will mean so much benefit to both industry and labour. The manner in which a threatened strike in the Tata Iron and Steel Works at Jamshedpur was averted by an amicable settlement of the points of dispute between labour leaders and representatives of the Tatas' management a few days ago is a shining example both of the efficacy and the utility of negotiation. Other examples can be quoted to corroborate this view but it is superfluous. But where negotiations between the employers and labour do not terminate in an understanding, it is Government's clear duty to step in and suggest conciliation and, if necessary and as last resort, even compulsory arbitration has to be resorted to. For this purpose, Government, as we said, should take powers which will enable them to undertake these processes. A policy of drift on the part of Government, on the other hand, when an important industrial dispute is proceeding is a most dangerous policy and will lead to most deleterious consequences as in Cawnpore recently. It is indeed true that even if Government intervene and appoint conciliation machinery, the findings of the latter cannot be enforced upon the parties, if one of them chooses to be obstinate and not to accept them. In such a case, there should be provision for mediation by an arbitrator or arbitrators in which both parties have confidence and by whose decisions they agree to abide. If after all these processes have been tried a dispute is still allowed to be prolonged through the recalcitrance of one or other of the

parties concerned, the only alternative is to leave the matter to public opinion, which invariably is capable of exercising a salutary check upon that party who, by his recalcitrance, will naturally lose public sympathy for his cause. The only other remedy, the most extreme one, is of course the nationalisation of the particular industry.

Labour legislation in India has made phenomenal strides undoubtedly since the Royal Commission on Labour submitted its report; and India's contact with the international labour organisation in Geneva has contributed not a little towards progress in labour standards in the country. But even so, there is still a great leeway to make up before we can come up to the standards in some of the advanced industrial countries, before our employers are in a position to provide for amenities to labour on the same scale as a Ford or a Nafield had done; and before our labour can become as efficient as the labour in the west. There can be no tree which is not the result of the sowing of a seed: there can be no perceptible advance in the efficiency of Indian workers unless there is a definite and wholehearted endeavour on the part of the employers and the Government to introduce conditions favourable to the development of efficiency. Granted that the amenities for workers for improving themselves and for educating their children are adequate and satisfactory, the result will be reflected in increased efficiency; and increased efficiency will be reflected in the accession of strength to the industry.

There is a good deal that an enlightened employer can do to introduce these factors in the industry that he controls, consistently with the extent of his resources and the demand for the commodities manufactured by his industry on the part of the public. In Bihar, in particular, the sugar industry, for an example, is an important and rapidly growing industry. Notwithstanding this, insecurity of the tenure of workers and part-time employment of labour are the principal characteristics of the industry. So long as the industry is unprepared to accept responsibility for ensuring permanency of employment to the workers, it is impossible for labour in that industry to improve itself or to become skilled labour or to develop a trade union organisation. The fact that the industry is a protected industry renders this discouraging state of affairs all the more glaring by contrast. It is the duty of the Government and the sugar factory owners to remedy this state of affairs as early as possible. On the other hand, in an industry like that of the Tatas at Jamshedpur schemes of

labour welfare have already attained a comparatively high level of excellence and a profit sharing scheme which is a unique feature of that industry is in operation. The conditions of labour at Jamshedpur have secured golden opinions from labour leaders like Mr. B. Shivarao, who in the course of a broadcast talk in December 1936, said that "there is no more than the truth to say that there is discernible in the attitude of those incharge of the industry at Jamshedpur, an appreciation of human values not to be found in many other industries." Even so that there are other directions in which the Tatas can promote the contentment of their workers is evident from the trouble that only a week ago threatened to overwhelm the industry but which was satisfactorily settled in time.

Nevertheless and in spite of all these ameliorative measures being undertaken by the industries in this country, we will still be falling below the western standards in some other respects. A full and complete labour welfare scheme includes measures for providing unemployment relief, old age pensions; health and sickness insurance and so on. In regard to these matters there is no legislation in force in India and our country is behind of many other European countries inspite of her being reckoned among the first eight industrial countries of the world. All these items, however, find a place in the concurrent legislative list attached to the Government of India Act, 1935, and both the Central Government and the Provincial Governments can undertake legislation in respect of these. All the same, provincial Governments will have to think twice before they venture out on the unchartered sea of legislation in respect of unemployment relief and so on in view of the financial implications of such measures. The Bihar Government, in particular, with their well-known financial embarrassments will perhaps have to wait for a long time before they can come forward with measures for their enforcement, though they are unquestionably essential from the point of view of labour. There is, however, every need for them to keep the ideal embodied by them in view and to strive to attain to that ideal as soon as possible.

In conclusion, let me reiterate my hope that the Bihar Labour Enquiry Committee will justify the expectations that have been raised by its appointment. I hope too that its recommendations will be such as will enable the Bihar Government to formulate a labour policy which will be in strict conformity with Congress standards and ideals. By that I mean that it should firstly be directed towards bringing about a happy

blend of the apparently conflicting but really inter-dependent interests of labour and capital and secondly that it should be a blend of the two principles of Laissez Faire and State intervention. The logic of sociological developments in the 20th century necessitates that labour which is an important agent of production gets a fair deal in the economic re-ordering of our country. But the peculiar traditions of and circumstances in our country, wherein capital, which was very shy for a long time, is slowly but steadily finding its way into the industries, necessitate at the same time that capitalists should not be scared away by anything that the Government might do from investing their savings in the industrial development of the province with expectations of a fair return for it. Government interference should, therefore, go up to a particular limit and not beyond that when it might be regarded as encroachment into and infringement of the rights of capital. The fact should constantly be borne in mind that industrial development in Bihar is still, in a real sense, in the incipient stages and that labour welfare measures, which are indispensable, should bear relation to the capacity of the industries to undertake them. I am also of opinion that simultaneously with formulating a sound labour policy which will be applicable to the larger industries, the Government should evolve a policy with regard to smaller industries, the scope for which in Bihar is immense. They should carry out a survey of such industries which answer this description and should not only take a hand in the establishment of other such industries but also undertake the responsibility of fixing the wages of workers, the hours of work and so on and of seeing to it that regulations in this regard are properly observed. The electrification scheme that the Bihar Government are very eager to make a success of can be a great factor in promoting industries on a Cottage Industry basis and the Government should endeavour to create conditions which will enable the maximum possible advantage to be derived from the scheme by the people. Advantage can be taken of it to start and work small industries and especially the unemployed section of concealed men can be encouraged to do so.

It need not be mentioned in particular that some of the suggestions made by me, and perhaps they will be made by others too, involve expenditure of money for which the Provincial Government should be prepared in the interests of the establishment and promotion of sound labour—employer relations and of peaceful industrial development of the province. When the Government appointed a committee like the Labour Enquiry Committee, it is presumed, of course, that they are willing to pu,

the recommendations of that body into practice unless they are either beyond their scope or beyond their means. I hope that the Labour Enquiry Committee will consider the advisability of accepting the suggestions made in the foregoing paragraphs and that they will recommend to the Government the acceptance of not only the suggestions made about the general lines on which Government's labour policy should be framed but also the implementation of some of the specific measures mentioned in the foregoing paragraphs. I hope also that labour and employers will both approach the very important problems which are the subject matter of the committee's enquiry with understanding and in a spirit of co-operation. Collaboration rather than conflict should be the new note in industrial relations for the future; and labour as well as employers should strive to look at the problem in such a way that collaboration will become the rule and conflict the exception.

Lakshmi Narain Ram Narain, Proprietors, Ranchi and Mankatha Distilleries.

1. Officer	...	...	...	...	1
Clerks	...	...	...	...	5
Work People	{	Men	...	...	27
		Women	...	...	26

2. The workers are all local people.

4. The labourers are mainly drawn from the suburbs of the town of Ranchi and from the town itself.

7. The workers are appointed directly by the management.

16. There is no provision for training of apprentices.

19. Workers are granted fortnightly holidays with full pay during the time of distillation.

20. There is no rule for granting leave during sickness.

21. Women are employed, but they do not get any maternity leave.

22. There is no Provident Fund Scheme, only gratuity is paid in case there is profit in the business.

23. Sundays are treated as working days; only three days viz., *Dasahara*, *Fagua* and *Rathjatra* are allowed as festival holidays in the whole year.

26. At first warnings are given and if they prove ineffective, light fines are imposed.

34. From 8 A.M. to 12 A.M. in the morning and again from 2 P.M. to 6 P.M. in the evening under normal condition, but when the distillery begins to operate, the work continues 24 hours.

There are six shifts. The nature of work is as follows:— firemen, pumpmen, maceration coolies, *mahua* coolies, Khalash coolies, stillmen (operator), *mahua* loading female coolies, refused *mahua* throwing female coolies, river pumpmen, 'Rakori coolies.

No group works more than four hours at a time.

36. It is not a continuous process factory. It works only three or four times in a year. Each time the work continues for a month or so.

38. Yes, there is. The overtime is calculated on the basis of daily hour.

39. Generally firemen, pumpmen and coolies are sometimes called upon to work overtime.

41. The factory worked as follows during the last five years :—

1934	...	...	... 105 days.
1935	...	...	... 108 „
1936	...	...	... 110 „
1937	...	...	... 96 „
1938	...	...	... 45 „
Total			... 464 days.

42. No special equipment is provided to the workmen while at work as the work is of such nature that there is very little chance of any accident in the factory.

43. We adopt the weekly system of wage payment and this system appears to be better than other ones, as it does not give the work people the advantage of daily drinks to which they are so very addicted, while being generally poor, the fortnightly and monthly system of payments puts them to pecuniary troubles.

70. No school is provided for the children of the employee as the factory is situated in a town area where there are facilities for education.

71. There is no provision for reading room and library.

78. There are deep-seated wells. Cold water is sufficiently available during the hot season.

83. No houses are provided for workmen, All of them being local people do not require any house accommodation.

99. No accident took place in the factory during the last three years.

Messrs. C. and E. Morton (India), Limited, Marhowrah.

2. With the exception of officers all persons are permanently settled here.

3. At least 95 per cent of our workers live in their village homes.

4. All labour is recruited from local persons.

5. Most of our labourers return to work at the beginning of each manufacturing season, but it depends on business conditions how many we are able to re-employ.

7. All workers are recruited directly by the management.

13. Casual labourers are employed for loading work and the number is not more than 10 per cent of the total staff.

23. Holidays are given according to the Factory Act; also in special cases for local festivals.

27. If any worker is dismissed a report is first made to the Manager to whom the worker concerned can state his case.

31. Any person who absents himself from work loses the wages that he would have been paid for the day or days concerned.

34. Fifty-seven hours per week. All our work is light and done by girls in England.

35. All members of the staff either clerical or labourers work for 9½ hours per day and an hour's break is given to all at midday.

42. We supply special leather gloves to persons who work with hot sugar.

43. Accidents in this factory are negligible and those which take place are of a very minor nature.

54. All workers and staff are paid once per month.

56. No reductions in pay are made other than for absence.

59—65. The minimum wages that are payable should naturally differ according to the place of employment and should be fixed according to the cost of living in the particular place. Whether the minimum fixed would become the maximum would depend entirely on the labourer concerned. Some labourers can never improve and they could never therefore

hope to earn more than the minimum whereas more efficient men who learn soon are quickly able to earn more than the minimum fixed. This whole question rather depends on the amount that is fixed for the minimum as if this is likely to be very high it is almost certain to become a maximum. A further point is that a high minimum wage will force employers to instal labour-saving devices which would definitely defeat the object of helping the labourers as it would cause unemployment.

83. As practically all our labourers are living in their own houses, it is not possible to give details.

88. There is a football field provided by the Company for the use of employees and practically no interest has so far been shown.

89. Quarters are provided for the labourers during the rest intervals.

94. Advances are occasionally made to employees who are in need and the amount is deducted in small instalments from the monthly earnings.

99. Six.

100. Two.

Matrumal Dhannalal, Oil Mills.**Sahibganj (Santal Parganas).**

Officers.—Nil. (The proprietors supervise the work.)

Clerks	5	} (Clerks and other servants are not included as workers of the factory.)
Other servants	1	

Work people	{	Men	...	158	in 1937.
		Women	...	12	
		Children	...	...

2. (a) Almost all the workers are permanently settled at this place.

3. Almost all the workers are the residents of the locality.

4. The workers are not drawn from the outside areas. They are generally the residents of the locality.

5. Left.

Employed.

Workers are increased and decreased according to the demands of work.

7. (b) Directly by the management.

8. Workers being available in the locality permits us to recruit the workers directly by the management.

9 and 10. No.

15 to 17. No.

19 to 22. No.

23. Ninety-five days approximately including Sundays in 1937.

24. Yes.

25. The rules have been exhibited on the Notice Board, hung on the fore-front of the main entrance gate.

26. The worker is merely reprimanded and warning is given to him for his dismissal from service.

27. Nothing save the item 26 as mentioned.

28. Same as item 27.

29. No.

31. The system of "no work no pay" is adopted.

32. The work is carried on in three shifts each of which works for 8 hours to observe the continuous process. The co-worker mutually settle up the late attendance.

33. No question of fines arises.

34. From 7 A. M. to 1 A. M.
and

„ 1 P. M. to 5-30 P. M.
„ 8 A. M. to 4 P. M.
„ 4 P. M. to 12 P. M.
„ 12 P. M. to 8 A. M.

35. There are five shifts out of which three shifts (B, C and D) are for the workers of continuous process, A and F shifts are for day workers and women workers.

Mistries, Fitters, Foundry workers, coolies and other day workers	Shift A from 7 A. M. to 11 A. M. and from 1 P. M. to 5-30 P. M.	{ Rest interval 2 hours. Rest 13½ hours.
Drivers, Firemen, Ganimen, Dhamawalas, Expellersmen, coolies, Khalasis and gate men.	Shift B from 8 A. M. to 4 P. M. Shift C „ 4 P. M. to 12 P. M. Shift D from 12 P. M. to 8 A. M.	{ Rest 16 hours. Rest 16 hours. Rest 16 hours.
Chalna women	.. Shift F from 7 A. M. to 11 A. M. From 1 P. M. to 5-30 P. M.	Rest interval 2 hours. Rest 13½ hours.

36. The work of the factory is carried on in a continuous process. The factory remains closed on Sunday, i.e., from 6 o'clock in the morning of Sunday till 6 o'clock in the morning of Monday and on the occasion of other important festivals. The workers get their wages for all these holidays.

37. The factory works 24 hours continuously in three shifts. Hence it is useless to change the shifts.

38. The workers do not work more than his legitimate duty hours, i. e., more than 8 hours, in one day, i.e., in 24 hours. If a worker does not turn up to his work the work is managed by his co-workers and the daily wages of the absentee is distributed among the co-workers.

39. There is no regular system of working overtime in our factory. As regards paying rates of allowances to the workers the system is as in item 38.

40. No.

41. In 1937	...	...	270 days.
Stoppage for Sundays	...	...	52 days.
Stoppage for other holidays	...	...	3 days in 1937.
Stoppage for overhauling and for other causes.			40 days.

42. We do not supply uniforms to the workers but they have been instructed strictly to wear tight dresses during their duty hours.

43. Every possible endeavour is made to avoid accidents but in the event of infringement of the instructions they are to suffer the consequence.

44. No.

49. Form attached duly filled in. (*Not printed.*)

50. No.

53. (a) Coolies work the factory work but they work outside the Factory, (b) a few workers of the factory, viz., coolies, carpenters, etc., (c) Nil, and (d) the important workers including clerks, etc.

54. Weekly and monthly.

56. *Gowsala.*

57. No.

64. Of course, it will facilitate the work.

65. We are in favour of fixing some minimum wage.

70. There are free schools where proper education is given to the children.

72. The workers get all the medical facilities in the local Charitable Dispensary. All the merchants and mill-owners contribute monthly subscription to it.

73. Nothing.

74. No.

75. Periodical out-break of Cholera and Pox.

76. Yes.

78. Yes.

79. Proper arrangements are made for the supply of drinking water to the workers in the factory.

80. No.

81. Yes, provided the workers agree to it.

83. Most of the workers are the residents of the the locality. They have their own dwelling houses.

84. Yes.

94. Yes. Adjusted by monthly instalments.

99. In 1935—Nil.

1936.—One fatal and one minor accidents.

1937.—Nil.

100. One fatal and one minor accident took place in 1936. The wife of the deceased got compensation for the death of her husband and the matter was referred to the Commissioner.

The injured person (who received minor accident) got half pay so long as he was in the sick list.

101. It would facilitate the work if an alternate clause be arranged to annex in the Compensation Act in case of permanent disablement of an adult that he may be provided with services on light duty in the same factory instead of paying compensation.

103. There is no trade union among the workers of this place. Hence the question from 104 to 117 cannot arise.

118. We had never been annoyed with strikes at this place. Hence the question from 119 to 130 cannot be answered.

132. We have got Head Office at Hathras (U. P.) and the old account books are there, so we are unable to submit profit and loss accounts at present.

134. Yes.

**Messrs. Moinuddin Ahmed, Proprietor, Rice and Oil Mills,
P. O. Tehta, Gaya.**

1. Officer—1.
- Clerks—3.
- Workpeople 29
 (average).
2. All of them are migratory.
3. All of them save and except clerks and officers.
4. Near about Tehta village.
5. About 5 per cent of the total employed leave our factory during their cultivation and harvesting season.
6. Directly by the Management.
7. Directly by the Management.
8. Direct recruitment is much better because there are many corruptions in other system.
9. We keep register according to the Factory Act.
10. All are casual labour, so we do not keep any list.
11. These questions do not arise, as we make direct recruitment.
12. In our mill all are casual labourers, save and except skilled hands.
13. In our mill all are casual labourers, save and except skilled hands.
- 14 and 15. No.
16. Yes ; we have got provision for training apprentice. We are prepared to train apprentices provided they are self-supporting and come up to our standard of test.
17. There is no fixed rule, but we generally give promotion according to their merit.
18. We cannot suggest.
19. No hard and fast rule, but we do allow leave to our labourers, provided they fall ill during their active service, and also if they are regular.
20. No females are employed.
21. 60 days including Sundays, save and except occasional holidays for petty repairs and boiler inspection, etc.
22. We warn first, then fine and afterwards discharge.

27. They are given full opportunity to explain their conduct.

31. Marked absent and wages for that day is not paid.

32. They are marked late, and they are paid only for that period for which they have worked.

34. Eight hours.

35. Three shifts occasionally.

36. Our factory is not continuous process factory.

38. We do not allow our workers to work overtime.

39 and 40. These questions do not arise.

41. Our factory only started working from 1937.

42. We have taken all special measures to diminish risks.

43. We follow Factory Act.

51. Wages are fixed according to the merit of the workers.

54. Weekly to casual and monthly to permanent. We prefer daily.

59. No, we are not in favour of minimum wages.

60—65. Do not arise.

72. District board dispensary at Mukhdumpore; besides we keep first-aid-box.

73. No charges.

79. We have got wells, tube well and pump. Cold water is supplied to our labourers in summer in earthen pots.

83. All of our labourers live in their own houses; besides we have got room and we do not charge any rents.

91. Almost all labourers obtain credit from local shopkeepers. The difference between cash and credit is about 12 per cent.

92. By the Trade Union, we doubt whether any store conducted by the Co-operative or Government would be successful.

93. No.

94. Advances are made.

Shree Bihariji Mills, Patna City.

1. Officer—1.

Clerks—40.

Workpeople—

Men	..	..	..	198
Women,	..	..	..	45
Children	..	..	..	6

2. (a) About 72 City and 20 villages of Patna.

(b) The rest are migratory ;

about 29 from Bengal.

10 „ Crissa.

12 „ Allahabad.

15 „ Arrah.

and others from Gaya, Chapra, Darbhanga and Monghyr.

3. About 15 workers of our mills live in their village homes while they work.

7. Workers are engaged direct by the management.

9. No record or list for employment is maintained by us.

10. No.

13. Casual workers are kept by the contractors for :—

(i) Loading and unloading goods.

(ii) Weighing goods.

(iii) Sewing bags.

(iv) Stocking bags in a godown.

14. Skilled labourers are not engaged by us as casual. All skilled labourers of our mills are permanently engaged.

15. We have got no service rules.

16. Apprentices are kept in our mills. After three or four months when they come to know a little work they are paid as paid apprentices.

17. There is no system of graded promotion in our factory, but the wages of the workers are subject to increment according to the proficiency of the workers.

21. There are no female workers on monthly wages. The female coolies are taken as casual workers.

22. There is no scheme for paying gratuity, provident fund and old age pension but sometimes the workers are given the expenses of funeral pyres if they require it, some help is given in the marriage ceremonies in their families and some help is also given for the purchase of books or examination fees, etc., for the education of their children. There is no rule for it.

23. *Sixty-five* holidays are given including Sundays and festival holidays as under :—

			Days.
Sundays	..	..	52
Dasehra	..	..	3
Dewali	..	..	3
Holi	..	..	2
Sonepore Fairs	..	..	3
Moharram	..	..	1
Vishwakarma Puja	..	..	1

24. We have laid down no rule regarding conduct.

25. We have framed no such standing rules but the standing rules and orders framed by the Government in connection with factories are displayed at the main entrance of the mill gate as required by the Law.

26. The workers are generally warned and reprimanded in case of indiscipline and slackness of work as a father does to his children.

27. No such occasion has arrived to punish the workers of our mills as yet. In case any such occasion arises the rules framed by the Government under the Payment of Wages Act shall be strictly adhered to.

29. The workers of our mills may be fined for their following offences after giving them opportunities to explain the cause for committing such offences.

- (i) For negligence of duty.
- (ii) For sleeping during his duty.
- (iii) For late arrival to duty.
- (iv) For violation of Factory Rules.
- (v) For the stealing of property of the factory.
- (vi) For disobedience of their immediate superiors.
- (vii) For knowingly causing any damage to the machinery.

30. Fortunately no occasion has arrived as yet to punish any worker of our factory in any of the above ways.

31. His wages of the day he is absent are deducted in case of any worker's unauthorised absence.

32. The workers are generally allowed to join their duties by giving them warning for their late attendance.

When the workers remain present in the work ½th of the working time they are paid in full.

When the workers remain present for half of the working time their half salary is paid.

33. The Mills have not had the occasion to fine any worker as yet, but in case any fine is realised it will be spent for the following purposes—

(i) For the treatment of poor workers in their sick bed.

(ii) For nourishment and other help to the poor workers' family members, viz., delivery and other ailments.

34. Oil Mills ... 24 hours.

Flour Mills ... 18 „

Dal Mills generally 18 „

(It sometimes runs for 24 hours during season and sometimes only 16 hours according to the consumption).

35. Oil Mill, Dal Mill and Chanti Mills are worked in 3 shifts and Flour Mill in two shifts.

There are 3 hours' interval in each shift in Flour and Dal Mills.

One hour interval for rest is given in summer season and half an hour interval is given in winter season for the Workshop and Foundry workers.

The clerks of our mills are given 1 and 2 hours interval for rest. They have also the privilege of going out as the necessity arises for their own work.

36. Only Oil Mill workers work continually for 8 hours under section 112(3) (i) of the Factory Rules, 1936 but they are given about half an hour time for taking their meals. They also get rest during working hours as they are not required to attend the presses continually.

38. There is no system of overtime. In case of absence of any worker his work is done by the other worker on duty at the time and the absentee's pay is given to him.

39. None.

40. There is no system of substituting overtime work by grant of leave instead of paying higher wages in our factory.

42. All the workers are asked to come in the factory in tight clothes. Pure boring well water is supplied for drinking water to the workers. Measures have been taken to prevent dust, etc., which are injurious to health. All parts of the factory machineries which are dangerous and risky have been adequately fenced.

43. We give report to the Chief Inspector of Factories about the nature of accident.

50. No change has been made in calculation of rates of wages.

52. No different rates are paid for night workers.

53. The wages of the carpenters and women coolies are paid on daily wages system. The workers of other departments are paid on monthly system.

54. The wages of the daily wage workers are paid weekly. The wages of the monthly paid workers are paid twice—once on the 20th of the current month and the balance within 5th to 7th of the following month. About 50 per cent of their wages is paid on the 20th of the current month.

56. The wages of the workers of our mills are subject to no other deductions except fines. But no occasion for fines has arrived as yet.

57. There is no operation in our factory of any scheme for payment of bonus, etc.

66. There are no schemes of rationalisation or intensification in force or in contemplation in our factory.

70. (a) There is no school provided for the children employed,

(b) There is no school provided for the children of the employees, or

(c) There is no school provided for the adults employed.

71. There is no provision for reading rooms or libraries in our factory.

72. There are three hospitals near our factory, viz. :—

(i) Patna City Hospital about $1\frac{1}{2}$ miles off from our factory.

(ii) Tripoly Christian Mission Hospital about 2 miles off from our factory.

(iii) Patna General Hospital.

In the Tripoly Christian Mission Hospital and Patna General Hospital all facilities for the treatment of women and maternity cases are provided. The arrangement for maternity cases in the above two hospitals are, in our opinion, satisfactory.

73. No charges are made for the treatment and medicine in the hospitals.

74. There is no system of periodical medical examination of the workers but the Lady Inspector of the factories occasionally comes and examines the female workers.

78. Latrines, urinals and washing places are cleaned and flushed up daily with disinfecting fluid. The latrines and urinals are white-washed twice a year.

79. There is a boring well in our factory for supply drinking water to the labourers. The water is pumped out by motor and supplied through pipes every places of the Factory. Cold water is available in the summer season also.

83. There are about 55 quarters for the workers provided by the employer. About 60 workers are accommodated there.

84. The workers who have no permanent houses here are provided with quarters. Those who live in the rented quarters their rents are paid by the Company.

85. No rent is charged from the workers who live in the Company's quarters, moreover those who live in the rented house their rent is paid by the Company.

86. No financial help is given by the employer or the public authority to a worker to build a house.

88. There are no facilities available for (a) outdoor sports ; (b) indoor games ; (c) other amusements ; and (d) refreshments.

89. No separate shelters are provided for the use of workers—men and women during rest intervals. All workers both male and female go to their quarters and houses which are near the factory during rest interval.

91. We have no information about the credit system of the workers they obtain from local shopkeepers and their conditions but we have a retail shop just outside our mill premises from which we supply food stuff to the workers of our mills at a cheaper rate than the market.

99. Eight accidents took place in our factory from the year 1936 up to 31st December 1938.

100. Out of the 8 accidents, 7 were minors and 1 fatal causing death. All the persons who received minor injuries were paid their wages during the period of their absence from duties and all expenses incurred for their treatment.

The sum of Rs. 550 (Rupees five hundred and fifty) was deposited in the Collectorate by the order of the Commissioner according to the Workmen's Compensation Act to be paid to the legal heir of the deceased who succumbed to the injury. The pay of the deceased was Rs. 15 per month.

103. So far our information goes there is no Trade Union among our workers. Under the circumstances no reply to other questionnaire on this head is required.

118. There has been no strike in our factory as yet.

132. We beg to point out that this is a private Company and hence no balance sheet is regularly and systematically prepared by us. We are, however, submitting below two years' profits which we produced before the Income-Tax Officer for assessment :—

Year.	Profit.		Depreciation allowed.		Balance of profit.	
	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.
1937-38 ..	62,798	1 0	26,991		35,807	1 0
1938-39 ..	66,648	8 3	31,649		34,999	8 3

We further beg to state in this connection that the fixed capital of this mill is six lakhs and the working (running) capital is fifteen lacs.

Thakur Ram Ganga Prasad Oil and Rice Mill, Darbhanga.

A. NATURE AND REQUIRMENT OF LABOUR.

1. Officers 2.

Clerks 16.

Workpeople—Men 160.

Women 31.

Children ...

2. (a) 50.

(b) 141.

3. $\frac{3}{4}$.

4. Within 3 miles from the factory.

B. CONDITION OF EMPLOYMENT.

15. No.

16. No.

17. No.

19. Sick leave and accidental leaves are granted with pay.

22. No.

23. 63 days.

C. HOURS OF WORK.

34. 8 or 9 hours.

35. Oil mill workers and clerks work for 8 hours, paddy workers and mistries work for 9 hours; females work for 9 hours.

38. No.

41. Our factory worked 230 days during last year (1344 F. S.)

D. CONDITION OF FACTORIES.

42. Yes, as suggested by the Inspector.

43. We adopt measures for preventing and reporting accidents provided by the factory law.

E. WAGES.

49. (See on the form). (*Not printed.*)
51. According to the ability.
52. No.
54. The system of wages payment are weekly and mouthly.
57. All the workers are proportionately benefited some by bonus, some by comission, some by clothing and some by matrimonial help.
59. No.

F. RATIONALISATION.

G. WELFARE WORK.

70. No.
71. Yes.
72. The medical facilities are provided for workers through *voids* and doctors as the case may be and expenses are borne by the employer.
83. 25 houses are provided for workers by the employer.
85. No rent is charged.
88. Amusement facilities are available

H. INDEBTEDNESS.

94. Yes.
95. Yes.
98. Yes, we would suggest establishment of co-operative societies.

WORKMEN'S COMPENSATION.

99. 4 accidents.
100. In no case compensation was awarded.

TRADE UNION.

103. There is no trade union.

INDUSTRIAL PEACE.

118. There is no strike in our mills.

Sree Mohan Panna Lall, Rice, Dal, Oil, Ice Mills and Iron Foundry, P. O. Bhagalpur, Bihar.

NATURE AND RECRUITMENT OF LABOUR

1. Total number of workers :—

Officer 1.

Clerks 5.

Men 119.

Women 2.

2. (a) Permanently settled :—

Men 108.

Women 2.

(b) Migratory :—

Men 11.

Women nil.

3. One in town and about nine in village homes.

4. From the town and its neighbouring villages.

5. About 37 per cent. The remedy for reducing may lie only in the employment of really industrial workers and excluding agricultural and other workers who want temporary jobs on high wages.

6. Employees left during :—

	1936.		1937.	
	Men.	Women.	Men.	Women.
(a) retirement ...	5	1	2	Nil.
(b) dismissal ...	4	Nil	3	Nil.
(c) sickness ...	2	Nil	1	Nil.
(d) stoppage, etc.	Nil	Nil	Nil	Nil.
(e) own account ...	4	1	3	1

7. Recruitment of workers :—

(a) 52 workers.

(b) 75 workers.

(c) Nil.

Contractors—

(a) Raw materials for milling supplied, dried, weighed, carried to the mill, finished product weighed and bagged and foundry work done and canisters soldered.

(b) The contractor is more or less the head of the workers who also works as a worker at certain contract rates.

(c) The foundry contractors employ their workers on daily wages but the other contractors divide the earning equally amongst themselves.

8. The system adopted by us. Because, there is practically no chance of corruption.

9. (1) Yes.

(2) No.

(3) No.

10. Does not arise.

11. No.

12. No.

13. During pressure of work. About 4 to 5 per cent. Decreasing.

14. Skilled labourers such as turner, fitters, blacksmiths, masons, are employed during pressure of work. About one per cent.

CONDITIONS OF EMPLOYMENT.

15. Nil.

16. No.

17. No. But in cases of workers who are found competent are given increased wages. About 10 persons employed as turner, fitter, firemen and tandel, etc.

18. Security of service depends upon honest and hard work and regular attendance.

19. Leave on principal holidays with full pay is granted to the workers. In deserving cases special leave on full pay is also granted for 15 days or so. There are no rules.

20. In deserving cases leave during sickness is granted up to one week with full pay to permanent establishment.

21. As women are employed on daily wages, they do not get maternity leave.

22. No.

23. 72 to 75 days annually.

24 to 25. No.

26. By giving warning.

27. Do not arise.

28. Warning only.

29 to 30. Do not arise.

31. By giving warning and in extreme cases by dismissal.

32. Warning and when the late attendance is more than two hours the worker is not employed in that period.

33. Does not arise.

(HOURS OF WORK.

34. Contractors—daily eight hours. Engine and Boiler attendants and general shift workers—eight hours daily. Rice, Dal and Oil mill workers—nine hours daily on shift system.

No.

35. Please refer to answer under 34. All the workers are given rest interval according to Factories Act. Clerical establishment is also granted sufficient rest interval during the period of their employment.

36. According to Factories Act.

37. The changes are made according to necessity.

38. Yes.

39. Engine and Boiler attendants, turners, fitters and blacksmiths are called upon to work over-time when it is found necessary.

40. No.

41. During 1933. Not available in A. R.

1934—Not available in A. R.

1935—278.

1936—254.

1937—286.

During 1935, 1936 and 1937 the mill remained closed for 87, 111, 79 days respectively on account of weekly holidays, festivals and stoppage of work. Workers employed on daily wages were not paid but [the permanent incumbents got their full pay during the above days.

CONDITIONS IN FACTORIES.

42. Provisions have not been made in the factory, but the workers are enforced to use tight dress according to factory rules.

43. According to Factories Act and Rules.

Yes.

44. No.

45. Does not arise.

46 to 48. No.

WAGES.

49. Figures in the form supplied herewith attached. (*Not printed.*)

50. Please refer to the form stated above.

51. According to nature and time of work.

52. Yes.

54. Both daily and monthly.

55. Please refer to the form stated under 49. As the factory produces different kinds of finished product by the same power plant the proportion of wage cost to the total cost of production for different kinds of finished products cannot be made separately.

56 to 57. Nil.

58 to 59. No.

60 to 65. Do not arise.

RATIONALISATION.

66. No.

67 to 69. Do not arise.

WELFARE WORK.

70. As the mill is within the district town there are various primary and secondary schools and first grade college.

71. As the factory is within the district town there are libraries and reading rooms.

72. The mill owner has established an Ayurvedic Dispensary named ANAND CHIKITSALAYA in the town where free treatment and free supply of medicines are made for the factory employees and the public. Over and above that there are Sadar and Aided Municipal Hospitals. Provision for giving first aid has been made in the factory. Special arrangement for treatment of women and maternity cases have been made in the Sadar Zenana Hospital. The provisions in the above hospitals are satisfactory.

73. No charge.

74. No.

75. Ordinary diseases prevalent in the locality, during normal times. There are no occupational diseases amongst my workers.

76 to 77. The matter may be referred to the Public Health Department.

78. (a) }
 (b) } Yes. Yes.
 (c) }

79. Arrangement made according to factory rules. Yes.

80. Yes.

81. Yes, but the insurance premium must be paid by the workers themselves direct to insurance companies.

82. No.

83.(a) By the employer accommodation for 15 employees with family.

(b) Nil.

(c) Nil.

(d) Nil.

84. Please refer to answers under 83.

85. No rents are charged from the factory workers by the employer.

86. In deserving cases this is done.

87. No, as the number of workers is very small in our factory.

88. a to d. No.

89. There being sufficient number of sheds and *varandas* the workers both males and females are allowed to take rest during rest intervals in separate shed.

90. No.

INDEBTEDNESS.

91. Not known.
 92. This may be done by the Govern.....
 93. This cannot be done in case of our factory.
 94. In case of necessity advances are made to the factory employees without any interest but the principle is recovered from his wages by deduction.
 95. No.
 96 to 97. Nil.
 98. No suggestion.

WORKMEN'S COMPENSATION.

99. Nil.
 100 to 101. Do not arise.
 102. No suggestion.

TRADE UNION.

103. No.
 104 to 113. Do not arise.
 114. There is a safety committee in the factory. One President, one Chairman, one Secretary, and two members of class "A". The function of the Committee is to stop or reduce the number of accidents by adopting suitable methods.
 115 to 117. Do not arise.

INDUSTRIAL PEACE.

118. Nil.
 119 to 124. Do not arise.
 125. The workers personally represent their grievances to the management whenever they like.
 126. The Managing Proprietor and the manager directly keep in touch with the workers.
 127 to 128. No.
 129 to 131. Do not arise.
 132. As this is a private concern the balance sheets are not prepared but books are submitted to the income-tax department who prepare the profit and loss accounts for assessment. The income-tax department allows $7\frac{1}{2}$ per cent depreciation.
 133. Do not arise.
 134. No suggestion.
 135. No suggestion.

Sanker Kali Mills, Katihar (Purnea).**NATURE AND RECRUITMENT OF LABOUR.**

1. Officer—Nil. (The proprietors supervise the work.)

Clerks—12.

Other servants—18. (Clerks and other servants are not included as workers of the Factory.)

Workpeople—

Men—105.

Women—10.

Children—Nil.

2. (a) Almost all the workers are permanently settled at this place.

3. Almost all the workers are the residents of this locality.

4. The workers are not drawn from the outside area. They are generally the residents of the locality.

5. Workers are increased and decreased according to the demands of work.

6. (c) Accident—One.

7. (b) Directly by the management.

8. Workers being available in the locality permits us to recruit the workers directly by the management.

9. No.

10. No.

CONDITION OF EMPLOYMENT.

15. No.

16. No.

17. No.

18. No.

19. No.

20. No.

21. No.

22. No.

23. Seventy-six days approximately including Sundays, local festivals and the days on which the manufacturing process of the mill had not been carried on in 1937.

24. Yes. (A copy of the same is attached herewith.) (*Not printed.*)

25. The rules have been exhibited on the Notice Board hung on the forefront of the main entrance gate.

26. The worker is merely reprimanded and warning is given to him for his dismissal from service.

27. Nothing save the item 26 as mentioned.

28. Same as item 27.

29. No.

30. Nil.

31. The system of "No work no pay" is adopted.

32. The work is carried on in three shifts each of which work for 8 hours to observe the continuous process. The co-workers mutually settle up the late attendance.

33. No question of fines arises.

HOURS OF WORK.

34. From 6 A.M. to 11 A.M. and 2 P.M. to 6 P.M.

„ 12 P.M. to 8 A.M.

„ 8 A.M. to 4 P.M.

„ 4 P.M. to 12 P.M.

„ 7 A.M. to 12 A.M. and 2 P.M. to 6 P.M.

35. In three shifts:

Shift A from 6 A.M. to 11 A.M. and 2 P.M. to 6 P.M., rest 15 hours.

Shift B from 12 P.M. to 12 P.M., rest 16 hours.

Shift C from 12 P.M. to 12 P.M., rest 16 hours.

Shift D from 12 P.M. to 12 P.M., rest 16 hours.

Shift E from 12 P.M. to 12 P.M., rest 16 hours.

Shift F from 7 A.M. to 12 A.M. and from 2 P.M. to 6 P.M., rest 15 hours.

Shift G from 7 A.M. to 12 A.M. and from 2 P.M. to 6 P.M., rest 15 hours.

Shift H from 7 A.M. to 12 A.M. and from 2 P.M. to 6 P.M., rest 15 hours.

36. The work of the factory is carried on in a continuous process. The factory remains closed on Sunday and on the occasion of other important festivals.

37. The factory works twenty-four hours continuously in three shifts. Hence it is useless to change the shifts.

38. The workers do not work more than their legitimate duty hours, i.e., more than 8 hours in one day, i.e., in 24 hours, if a worker does not turn up to his work the work is managed by his co-workers and the daily wages of the absentee is distributed among the co-workers.

39. There is no regular system of working overtime in our factory. As regards paying rates of allowance to the workers the system is as in item 38.

40. No.

41. In 1937—289 days.

Stoppage for Sundays—52 days.

Stoppage for other holidays—5 days.

Stoppage for overhauling and for other causes—19 days.

CONDITION IN FACTORIES.

42. We do not supply uniforms to the workers but they have been instructed strictly to wear tight dresses during their duty hours.

43. Every possible endeavour is made to avoid accidents, but in the event of infringement of the instructions they are to suffer the consequence.

44. No.

WAGES.

53. (a) Coolies work the factory work but they work outside the factory.

(b) Almost all the workers of the factory.

(d) A few workers including clerks, etc.

54. Weekly and monthly.

57. No.

64. It will facilitate the work.

65. We are in favour of fixing some minimum wage.

Welfare Work.

70. There are free schools where proper education is given to all.

72. The workers get all the medical facilities in the local charitable dispensary. We have to contribute for the same.

73. Nothing.
74. No.
75. Periodical outbreak of cholera, pox, etc.
76. Yes.
78. Yes, at work place only.
79. Proper arrangements are made for the supply of drinking water to the workers in the factory.
80. No.
81. Yes, provided the workers agree to it.
83. Ten houses have been provided for the outside workers. The majority of the workers are the residents of the locality. They have their own dwelling houses.
84. Yes.

INDEBTEDNESS.

94. Yes. Adjusted by monthly instalments.

WORKMEN'S COMPENSATION

99. In 1936—Nil.

In 1937—One fatal and one serious.

100. Compensation has been awarded to the widow of the deceased person for the fatal accident.

Regarding the serious one :—Although the injured person is not entitled to get any compensation yet we agreed to provide the man with services on light duty in the same factory.

The matter has been referred to the Deputy Magistrate, Purnea.

101. It would facilitate the work if an alternate clause be arranged to annex in the Compensation Act in case of permanent disablement of an adult that he may be provided with services on light duty in the same factory instead of paying compensation.

TRADE UNION.

103. There is no trade union among the workers of this place. Hence the question from 104 to 117 cannot arise.

118. We had never been annoyed with strikes at this place. Hence the question from 119 to 130 cannot be answered.

132. The mill has been started from.....1933. The balance sheets and profit and loss accounts for the year 1937 have not been out yet.

134. Yes.

29. There is no system of punishment in our factory. But in case they disobey the order of the Manager they are verbally warned not to do such a work in future. If they will do, will be dismissed and expelled by the mills authority.

Hours of Works.

34. Male :—

(a) A class from 6 A.M. to 12 A.M. and 2 P.M. to 6 P.M.

(b) B class 7 A.M. to 2 P.M.

(c) C class 2 P.M. to 10 P.M.

(d) D class 10 P.M. to 6 A.M.

Female.—

7 A.M. to 12 A.M.

2 P.M. to 6 P.M.

35. There are three shifts or groups in our factory ; the employees are given eight hours' interval within 24 hours every day.

36. Our factory is a continuous process of factory.

37. If they are being overworked they are paid extra wages as much as they get wages fixed for them.

Condition in factories.

42. Every machine is fenced with railings for the safety of the employees.

43. We are supplied with prescribed accident form by the Government of Bihar to report the accident according to the nature of the injuries. Accidents are reported to the District Magistrate and the Chief Inspector of the Factories by telegram or by special messenger in accordance with Factory Act.

Wages.

Rationalisation.

Welfare work.

70. There is no school for learning education of the employees.

(a) Nil.

(b) Nil.

(c) Nil.

71. There is no arrangement for reading rooms and library for the reading of the employees.

Health.

72. Doctor has been engaged for the welfare of the workers both male and female.

73. Charges of the doctor are paid by the mills authority in case of sickness of the workers.

74. The employees are not periodically examined by the doctor but they are given well medicine in case of sickness.

75. Malarial fever, Kala-azar, etc.

76. Very rare epidemics break out in this locality. If such may be the case then for its such due possible efforts are made for its prevention.

78. Sanitary arrangement has been made for latrine. Urinal, washing and bathing for the workers both at work place and at the quarters.

79. For drinking water, well and tube-well have been dug up both at work places and at homes.

80. For the relief of the sickness of the workers advanced money and charity are given till recovery.

Housing.

83. So many quarters are provided for workers by the mills authority. But they are thatched built. For which the workers have to pay nothing as rent.

84. Yes, there is an adequate housing accommodation for the total numbers of workers in our mills area.

Rest and Recreation.

88. They have got of their own games and sports for their amusements and recreations.

*Indebtedness.**Workmen's Compensation.*

99. Only one accident took place in our factory during last three years.

100. This above accident had been referred to the District Magistrate of Purnea and the Chief Inspector of Factories, Bihar, Ranchi.

*Trade Union.**Industrial Peace.*

Copy of the balance sheet of Choudhry Mills is attached herewith for the year 1937-38. Before it, this mill was closed so we are not in a position to send the copy of the previous year's balance sheet. (Not printed—Vidyabhushan Shukla.)

Matrumal Dhannalal, Proprietor, Oil Mills, Dumka (Santal Parganas).

1. Officers—Nil. (The proprietors supervise the work.)

Clerks—10

Other servants—10

} (Clerks and other servants are not included as workers of the factory).

• Work people { Men ... 98 } Monthly average
 { Women ... 6 } in 1937.
 { Children }

2. (a) Almost all the workers are permanently settled at this place.

3. Almost all the workers are the residents of the locality.

4. The workers are not drawn from the outside areas. They are generally the residents of the locality.

5. Left 32

Employed 30

Workers are increased and decreased according to the demands of work.

6. (b) 1, (d) 29, (e) 2 in 1937.

7. (b) Directly by the management.

8. Workers being available in the locality permits us to recruit the workers directly by the management.

9-10. No.

15—17. No.

19—22. No.

23. Seventy-one days approximately including Sundays in 1937.

24. Yes. (A copy of the same is attached herewith.) (Not printed.)

25. The rules have been exhibited on the Notice Board hung on the fore-front of the main entrance gate.

26. The worker is merely reprimanded and warning is given to him for his dismissal from service.

27. Nothing save the item 26 as mentioned.

28. Same as item 27.

29. No.

31. The system of "No work no pay" is adopted.

32. The work is carried on in three shifts each of which works for 8 hours to observe the continuous process. The co-worker mutually settle up the late attendance.

33. No question of fines arises.

34. From 7 A.M. to 11 A.M.

and

„ 1-30 P.M. to 6 P.M.

„ 8 A.M. to 4 P.M.

„ 4 P.M. to 12 P.M.

„ 12 P.M. to 8 A.M.

35. There are five shifts, out of which three shifts (B, C and D) are for the workers of continuous process, A and F shifts are for day workers and women workers.

• Mistries, Fitters, Found-dry workers, coolies and other day workers.	} Shift A from 7 A.M. to 11 A.M. and from 1 P.M. to 5-30 P.M.	Rest intervals 2
		hours.
		Rest 13½ hours.

Drivers, Firemen, Ganimen, Dhamawals, Explellersmen, coolies, Khalasis and gate men.	} Shift B from 8 A.M. to 4 P.M.	Rest 16 hours.
		} Shift C from 4 P.M. to 12 P.M.	„ 16 „
	} Shift D from 12 P.M. to 8 A.M.	„ 16 „

Ohalna Women	.. Shift F from 7 A.M. to 11 A.M. and from 1 P.M. to 5-30 P.M.	Rest intervals 2 hours and 13½ hours.
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36. The work of the factory is carried on in a continuous process. The factory remains closed on Sunday, i.e., from 6 o'clock in the morning of Sunday till 6 o'clock in the morning of Monday and on the occasion of other important festivals. The workers get their wages for all these holidays.

37. The factory works 24 hours continuously in three shifts. Hence it is useless to change the shifts.

38. The workers do not work more than his legitimate duty hours, i.e., more than 8 hours. In one day, i.e., in 24 hours. If a worker does not turn up to his work the work is managed by his co-workers and the daily wages of the absentee is distributed among the co-workers.

39. There is no regular system of working overtime in our factory. As regards paying rates of allowances to the worker the system is as in item 38.

40. No.

41. In 1937—294 days.

Stoppage for Sundays—52 days.

Stoppage for other holidays—3 days.

Stoppage for overhauling and for other causes—16 days.

42. We do not supply uniforms to the workers but they have been instructed strictly to wear tight dresses during their duty hours.

43. Every possible endeavour is made to avoid accidents but in the event of infringement of the instructions they are to suffer the consequence.

44. No.

49. Form attached duly filled in. (*Not printed.*)

50. No.

53. (a) Coolies work the factory work but they work outside the factory, (b) a few workers of the factory, viz., coolies, carpenters, etc., (c) women workers, (d) the majority of the workers including clerks, etc.

54. Daily, weekly, fortnightly and monthly.

56. *Gowsala.*

57. No.

64. Of course, it will facilitate the work.

65. We are in favour of fixing some minimum wage.

70. There are free schools where proper education is given to the children.

72. The workers get all the medical facilities in the local charitable dispensary. All the merchants and mill owners contribute monthly subscription to it.

73. Nothing.

74. No.

75. Periodical outbreak of cholera and pox.

76. Yes.

78. Yes.

79. Proper arrangements are made for the supply of drinking water to the workers in the factory.

80. No.

81. Yes, provided the workers agree to it.

83. The workers are the residents of the locality. They have their own dwelling houses.

84. Yes.

94. Yes. Adjusted by monthly instalments.

99. In 1936—1.

In 1937—One fatal and one minor accidents.

In 1938—Nil.

100. Each accident was a minor one. The injured persons got half pay so long they were in the sick list.

101. It would facilitate the work if an alternate clause be arranged to annex in the Compensation Act in case of permanent disablement of an adult that he may be provided with services on light duty in the same factory instead of paying compensation.

103. There is no trade union among the workers of this place. Hence the question from 104 to 117 cannot arise.

118. We had never been annoyed with strikes at this place. Hence the question from 119 to 130 cannot be answered.

132. Attached from 1933-34 to 1935-36.

135. Yes. (*Not printed—Vidyabhushan Shukla.*)

Durga Rice and Oil Mills, P. O. Chakulia, Singhbhum.

1. Officers	...	15		
Clerks	...	20		
			Men	... 45
			Women	... 60.

2. Fifteen from migratory. The rest are permanently settled in industrial centre.

3. Almost all workers.

4. Nearly two or three miles distance from the mill.

6. In the year 1937-38 there is none.

16. There is no provision for the training of apprentices.

17. There is system of graded promotion in my factory.

20. No rule for granting leave during sickness, etc.

21. Women are employed but they enjoy no maternity leave.

22. There are no schemes for paying gratuity. Provident Fund and old age pension.

23. In *Pous Sankranti (Makar)* two days and in *Kali Puja* 2 days and 52 Saturdays instead of Sundays.

24. The standing orders or rules have been framed in the Black-board in front of mill office.

29. I have no system of fine, reduction in pay.

34. The working hours are from 8 A.M. to 12 noon and 2 P.M. to 6 P.M., two hours rest.

35. There are two shifts one from 8 A.M. to 12 noon and 2 P.M. to 6 P.M. and night shifts from 8 P.M. to 12 midnight and 1 A.M. to 6 A.M.

36. My factory is a continuous process and I have made arrangement for granting rest days instead of Sunday and Saturday.

37. I am changing the present hours of shift according to seasons—summer, rains and winter.

38. There is no system of working overtime.

41. The number of days worked during each of the last 5 years 55 days in each year were closed.

42. I am giving special equipment to my workers while at work.

44. I think it necessary to extend the scope of the Factory Act.

46. I have no objection to exemptions granted by the local Government.

50. There is no change in the system of wage calculation from time rate to piece rate.

52. No different rates paid for night work.

53. Country oil *ghannies*, coolies, Rice Machine man, Engine oiling, paddy drying yard and paddy boiling, Raw rice machine, etc. weekly.

54. Payment weekly and monthly.

72. There are no medical facilities provided for workers. No special arrangement for treatment of women.

74. No system of periodical medical examination.

78. There are sanitary arrangements for (a) latrine, (b) urinal, (c) washing and bathing at work places and at home sufficient.

79. I have made a well for drinking water and also cold water available during the hot season.

83. There are ten houses provided for workers.

89. No separate shelters provided for the use of workers.

99. No accident took place in my factory and we paid no compensation.

Shivagauri Flour Mills, Bhagalpur.

NATURE OF RECRUITMENT AND LABOUR.

1. 23 workmen.

2. With exception of 4 workers who have migrated from the districts of Cuttack, Puri and Cawnpur all the workers have permanently settled in our centre.

3. 4/23.

4. Bhagalpur district.

7. We personally recruit workers.

8. Recruiting personally is preferred.

9. No.

CONDITIONS OF EMPLOYMENT.

14 to 17. No.

19. We allow leave to the workers in great festivals on full pay. Besides this workers are allowed leave on full pay when they require.

22. No.

29. No.

31. No.

32. Warnings are only given.

HOURS OF WORK.

34. From 6 A.M. to 9 A.M. and from 12 noon to 6 P.M. 1st shift.

From 6 A.M. to 12 noon and from 3 P.M. to 6 P.M. 2nd shift.

From 7. A.M. to 12 noon and 2 P.M. to 6 P.M. 3rd shift.

37. No.

38. It is calculated on the basis of daily work done.

CONDITIONS IN FACTORIES.

42. Yes.

43. All possible steps are taken to avoid accident.

WAGES.

49. On the enclosed sheet. (*Not printed.*)
54. Fortnightly.
57. No.

WELFARE WORK.

- 70 and 71. No.
78. Yes.
79. Boring Pipe Water.
83. We have supplied one rented house to the foreign workers and the rent is paid by us.
89. No.

INDUSTRIAL PEACE.

118. No.
126. Yes.

The Sri Krishna Rice and Oil Mill, Chukulia, District Singhbhum.

1. 106 workers work in our Factory.

Officer ... 1.

Clerks ... 3.

Work people	{ Men	... 46.
	{ Women	... 56.
	{ Children	... Nil.

2. Permanently settled in the Industrial centre.

Officer ... 1.

Clerks ... 3.

Work People	{ Men	... 46.
	{ Women	... 56 not permanently.
	{ Children	... Nil.

Migratory.

Work People ... Men—2.

3. 98.1 per cent of the workers live in their village houses.

4. The workers are mainly drawn from the Chukulia village where the mill is situated.

7. The workers are recruited by the management.

8. We prefer the system of direct recruitment by the management. The industry being a small one this is more convenient.

9. We do not maintain any list for employment.

14. Skilled labourers are sometimes employed as casual. The number of casual skilled labourers employed is about 50 per cent to those employed on permanent basis.

15. We do not maintain any service rules.

16. There is no provision for training apprentices.

17. There is no system of graded promotion.

19. Workers are granted 1 day's leave without pay every week.

21. Women do not enjoy maternity leave.

31. Unauthorized absence is condoned.

34. The labourers works in two shifts—one shift from 5 A.M. to 9½ A.M. 2 P.M. to 6 P.M. and the other shift from 9½ A.M. to 2 P.M. 6 P.M. to 10 A.M. again from 7 A.M. to 12 A.M. 3 P.M. to 6 P.M. and 7 A.M. to 11 A.M. 1 P.M. to 6 P.M. and 7 A.M. to 1 P.M. 3 P.M. to 6 P.M.

35. All workers get one hour's leave for meals about midday.
43. Accidents are forthwith reported to the Deputy Commissioner, Local Inspector and Chief Inspector of Factories and in cases of deaths besides the above to the police.
53. Officer, 3 clerks and on average 12 workmen are paid monthly wages. This makes out 100 per cent in the case of officer and clerks and 9.2 per cent in the case of workmen.
54. The monthly paid men are paid on the 1st of the next month and weekly paid men and women are paid on the next day week ending.
55. Rate has been decreased than former.
70. No school is provided.
71. There is no provision for reading rooms and libraries.
72. There is a district board dispensary which gives medical help. Our mill helps by paying for any special medicine prescribed and also making allowance for special diet.
75. Chief causes of mortality of works are cholera, small-pox and malaria.
78. There are latrines and urinals. Privacy is provided for women labourers.
79. There is a well for drinking water where cold water is available in hot season also.
83. Two houses are provided for migratory workmen. The other employees live in their own houses in the villages.
84. There is adequate housing accommodation for the total number of workers in the area. The mill provides for 1.9 per cent of the workers.
85. No rent is charged from the employees who are provided with house accommodation.
94. Advances are sometimes made to the workers for which no interest is charged and which is recovered from their wages by easy instalments.
99. Two accidents took place in our factory during the last 3 years.
100. Both compensation was awarded by me.
103. There is no trade union among our workers.
118. There has been no strike in which our workers have been involved.

Bujung Rice Mill, Chukulia, district Singhbhum.

1. 70 workers work in our Factory:

Officer ... 1.

Clerks ... 2.

Work People	{	Men	...	14.
		Women	...	54.
		Children	...	Nil.

2. Permanently settled in the Industrial centre :-

Officer ... 1.

Clerks ... 2.

Work People	{	Men	...	14.
		Women	...	54 not permanently.
		Children	...	Nil.

Migratory.

Work People ... Men—2.

3. 98 per cent of the workers live in their village houses.

4. The workers are mainly drawn from the Chukulia village where the mill is situated.

7. The workers are recruited by the management.

8. We prefer the system of direct recruitment by the management. The industry being a small one this is more convenient.

9. We do not maintain any list for employment.

14. Skilled labourers are sometimes employed as casual. The number of casual skilled labourers employed is about 40 per cent to those employed on permanent basis.

15. We do not maintain any service rules.

16. There is no provision for training apprentices.

17. There is no system of graded promotion.

19. Workers are granted 1 day's leave without pay every week.

21. Women do not enjoy maternity leave.

31. Unauthorized absence is condoned.

34. The labourers work in two shifts—one shift from 7 A.M. to 12 A.M. and the other shift from 2-30 P.M. to 6 P.M. again from 6 A.M. to 12 A.M. 2-30 P.M. to 6 P.M.

35. All workers get one hour's leave for meals about midday.

43. Accidents are forthwith reported to the Deputy Commissioner, Local Inspector and Chief Inspector of Factories and in cases of deaths besides the above to the police.

53. Officer, 2 clerks and on average 8 workmen are paid monthly wages. This makes out per cent in the case of officer and clerks and 98 per cent in the case of workmen.

54. The monthly paid men are paid on the 1st of the next month and weekly paid men and women are paid on the next day week ending.

55. Time rate has been decreased than former.

70. No school is provided.

71. There is no provision for reading rooms and libraries.

72. There is a district board dispensary which gives medical help. Our mill helps by paying for any special medicine prescribed and also making allowances for special diet.

75. Chief causes of mortality of works are cholera, small-pox and malaria.

78. There are latrines and urinals. Privacy is provided for women labourers.

79. There is a well for drinking water where cold water is available in hot season also.

83. Houses are provided for migratory workmen. The other employees live in their own houses in the villages.

84. There is adequate housing accommodation for the total number of workers in the area. The mill provides for 1.9 per cent of the workers.

85. No rent is charged from the employees who are provided with house accommodation.

94. Advances are sometimes made to the workers for which no interest is charged and which is recovered from their wages by easy instalments.

99. No accident took place in this factory since last 3 years.

100. Nil.

103. There is no trade union among our workers.

118. There has been no strike in which our workers have been involved.

Ganesh Rice Mills, Chukulia, district Singhbhum.**1. 97 workers work in our Factory.**

Officer	...	...	...	1
Clerks	...	...	...	2
Work people	{	Men	...	40
		Women	...	54
		Children	...	Nil.

2. Permanently settled in the Industrial centre.

Officer	...	...	...	1
Clerks	2
Work people	{	Men	...	40
		Women	...	54
		Children	...	Nil.

Migratory.

Work people Men	2
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3. 98.1 per cent of the workers live in their village houses.

4. The workers are mainly drawn from the Chukulia village where the mill is situated.

5. 4.

6. Temporary.

7. The workers are recruited by the management.

8. We prefer the system of direct recruitment by the management. The industry being a small one this is more convenient.

9. We do not maintain any list for employment.

14. Skilled labourers are sometimes employed as casual. The number of casual skilled labourers employed is about per cent to those employed on permanent basis.

15. We do not maintain any service rules.

16. There is no provision for training apprentices.

17. There is no system of graded promotion.

19. Workers are granted 1 day's leave without pay every week.

21. Women do not enjoy maternity leave.

31. Unauthorized absence is condoned.

34. The labourers work in two shifts—one shift from 8 A.M. to 12 A.M. ; 1 P.M. to 6 P.M. and the other shift from 8 A.M. to 1 P.M. again from 2 P.M. to 6 P.M.

35. All workers get one hour's leave for meals about mid-day.

43. Accidents are forthwith reported to the Deputy Commissioner, Local Inspector and Chief Inspector of Factories and in cases of deaths besides the above to the police.

53. Officer, 1 clerk and on average 4 workmen are paid monthly wages. This makes out 100 per cent in the case of officer and clerks and 92 per cent in the case of workmen.

54. The monthly paid-men are paid on the 1st of the next month and weekly paid-men and women are paid on the next day week ending.

55. Fine (1929—6-5-3 and other 0-4-3) now 0-3-9 and 0-2-9.

70. No school is provided.

71. There is no provision for reading rooms and libraries.

72. There is a district board dispensary which gives medical help. Our mill helps by paying for any special medicine prescribed and also making allowance for special diet.

75. Chief causes of mortality of works are cholera, small-pox and malaria.

78. There are latrines and urinals. Privacy is provided for women labourers.

79. There is a well for drinking water where cold water is available in hot season also.

83. Houses are provided for migratory workmen. The other employees live in their own houses in the villages.

84. There is adequate housing accommodation for the total number of workers in the area. The mill provides for 2 per cent of the workers.

85. No rent is charged from the employees who are provided with house accommodation.

94. Advances are sometimes made to the workers for which no interest is charged and which is recovered from their wages by easy instalments.

99. No accidents took place in this Factory during the last 3 years.

100. Nil.

103. There is no trade union among our workers.

118. There has been no strike in which our workers have been involved.

**Messrs. Jhabarmall Mahabir Prasad Dal Mill, Sahibgunj,
(S. P.)**

1. Officers ... Nil. (The proprietors supervise the work.)

Clerks ... 5 } Clerks and other servants are
Other servants 6 } not included as workers of the
Factory.

Work people { Men ... 15 } An average number
{ Women ... 3 } per month.
{ Children ... Nil }

2. (a) Almost all the workers are permanently settled at this place.

3. Almost all the workers are the residents of the locality.

4. The workers are not drawn from the outside areas. They are generally the residents of the locality.

5. The mill has been started from the month of December 1937.

6. 20 heads were appointed in the month of December last. None of them left the establishment in 1937.

7. (a) Directly by the management.

8. Workers being available in the locality permit us to recruit the workers directly by the management.

9. No.

15—17. No.

19—22. No.

23. 25 days upto the date including Sundays.

24. Yes (a copy attached herewith). (*Not printed.*)

25. The rules have been exhibited on the notice board hung in front of the main entrance gate.

26. The worker is merely reprimanded and warning is given to him for his dismissal from service.

27. Nothing save the item 26 as mentioned.

28. Same as item 27.

29. No.

31. The system of "No work no pay" is adopted.
32. The co-worker manages the work. We do not deduct any amount for the late attendance.
33. No question of fines arises.
34. From 7 A.M. to 11 A.M. and from 1 P.M. to 6 P.M.
35. Only one shift works in the factory. From 7 A.M. to 11 A.M. and from 1 P.M. to 6 P.M. and there is an interval of rest for 2 hours viz., from 11 A.M. to 1 P.M. Besides the Sundays the workers enjoy holidays on the occasion of important festivals. The workers are given their wages for these holidays.
36. No, the factory is not a continuous process factory.
37. The factory works in one shift only during the day time.
38. The workers work only for the legitimate period of hours. There is no system of working overtime.
40. No.
41. The mill remained closed on Sundays only in December 1937 in which month the establishment was given a start.
42. We do not supply uniforms to the workers but they have been instructed strictly to wear tight dresses during their duty hours.
43. All possible measures are adopted to avoid accidents.
44. No.
49. Form attached herewith duly filled in. (*Not printed.*)
50. No.
52. The mill does not work at night.
53. (b) Coolies are paid weekly. (d) Other workers and clerks are paid monthly.
54. Weekly and monthly.
56. Wages are given in full. No deduction is made.
57. No.
64. It will facilitate the work.
65. We are also in favour of fixing some minimum wage.
66. No.

70. There are free schools where proper education is given to the children.

72. There is a charitable dispensary in the locality where the workers get all the medical facilities. The factory contributes monthly subscriptions to it.

74. No.

75. Cholera, pox.

76. Yes.

78. Yes.

79. Proper arrangements are made for the supply of drinking water to the workers in the factory.

80. No.

81. Yes.

83. The workers are the residents of the locality. They have their own dwelling houses.

84. Yes.

94. Yes. Adjusted by monthly instalments.

101. It would facilitate the work if an alternate clause be arranged to annex in the Compensation Act in case of permanent disablement of an adult that he may be provided with services on light duty in the same factory instead of paying compensation.

103. There is no trade union among the workers of this place.

118. We had never been annoyed with strikes at this place.

132. The mill has been started from December, 1937.

134. Yes.

Chirkunda Rice Mill, P. O. Chirkunda, Manbhum.

1. The total number of workers employed in our factory is about 75.

Officers	...	...	...	Nil.
Work people	{	Men	...	35
		Women	...	30
Clerks	...	...	...	10

2. All are permanently settled in this centre.

3. All live in their village homes.

4. All come from neighbouring villages.

7. Workers are recruited by my jobbers.

11. No abuses or corrupt practices come to my notice in connection with recruitment.

17. There is not any graded system. When I think it is necessary I increase the pay according to market.

19. There is no system of granting leave.

20. At the time of sickness leave is granted.

21. Maternity leave is granted but without pay, until she is able to work.

22. There is no scheme for gratuity provident fund or old pension.

23. 53 days are the total holidays including Sundays and other holidays in a year.

26. We find no offence and no punishment.

34. Hours of work are from 6 to 11 A.M. and from 3 to 7 P.M. in the summer season and from 7 to 12 A.M. and from 2 to 6 P.M. in the winter season and the same hours for the night shifts.

35. There are two shifts that we work in our factory but the night shift is very rare.

52. There is no different rates for night work and on holidays.

54. The system of wage payment is weekly for the workers only.

56. The deductions from wages other than fines are one pice per rupee for social service.

57. There is no system for payment of bonus or any other allowance.

70. There is an Upper Primary Hindi School for children of the workers.

71. There is no reading room or libraries.

72. For medical facilities there is a charitable dispensary here at Chirkunda.

74. There is no system of periodical medical examination of workers.

75. There we find no occupational diseases.

78. There is a good sanitary arrangements for latrine, urinal, washing, etc., at work places.

79. We have placed a boiler and one pump on the Barakar river west bank for supplying of drinking water in our workshop.

99. No accidents have taken place in our factory during the last three years.

103. There is no trade union system in our factory.

118. There is no strike in this factory yet from the beginning.

Shree Mahabirjee Rice, Oil and Ice Mills, Darbhanga.

NATURE OF RECRUITMENT OF LABOUR.

1. (a) Officers 3, (b) Clerks 6, and (c) Work people (men) 110 and (women) 17.
2. (a) 115 and (b) 12.
3. Almost all except 12 who are outside men provided with house accommodation.
4. From within four miles round the town.
7. Direct by the management.
8. Direct appointment as it is cheaper for us and the coolie also as they have not to pay to any mediator out of their wages.
- 9—12. No.
13. Mainly for paddy drying and rice mills and other miscellaneous jobs.
14. No.

CONDITIONS OF EMPLOYMENT.

- 15—17. No.
- 19-20. Leave on every Sunday or substitute day for the same. 15 days in a year for sick leave. No printed rules.
- 21-22. No.

HOURS OF WORK.

34. Eight hours a day for the works, working in shifts and nine hours for the men working in the daytime only.
35. In rice mill, paddy drying and workshop and Foundry the labourers work nine hours a day and get one and a half hours in the noon for rest and for oil mills there are three shifts of workers each working eight hours continuously with the privilege of taking their food at the place of working.

CONDITION IN FACTORIES.

Wages.

54. Monthly and weekly.

Welfare work.

77. No.
- 78-79. Yes.
81. Yes.

INDEBTEDNESS.

94. Advance given to monthly paid servant on the 15th of every month.

Shree Ramjanki Rice Mill, Sursund (Muzaffarpur).

NATURE AND RECRUITMENT OF LABOUR.

1. Officer	...	...	...	...	1
Clerk	...	...	...	...	1
Work people	{	Men	...	...	50
		Women	...	...	20
		Children...	...	...	Nil.

2. All the employed persons are permanently settled in the vicinity of the mill and (b) nil.

3. All live in their home after working.

4. About one or one and a half mile from the mill.

5. About all the workers leave the factory for about six months in a year.

6. In the year 1937 Head *Mistri* left the factory on his own choice.

7. (b) By the management.

8. We prepared as this is a simple one.

9-10. No.

14. Yes, skilled labourers are also employed as Consul only two in number.

CONDITION OF EMPLOYMENT.

The workers are employed on daily wages. They are paid only for the day on which they work.

HOURS OF WORK.

34. Only nine hours in a day.

35. Two shifts only. The work of the mill is rice hulling and two hours interval at the time of work for all the workers. We have no mechanical department.

CONDITION OF FACTORY.

42. Yes.

43. Our factory being a small one so no accident has yet been occurred. If there be in future, we shall do according to the rule and regulation of 1936.

WAGES.

Monthly wages are paid to the clerks, mistry and daily wages are paid to the coolies who work in rice hulling and paddy drying. We beg to say regarding the rest of the question that our factory is a small one hence no further answers are necessary for us to reply as they do not keep touch with this factory.