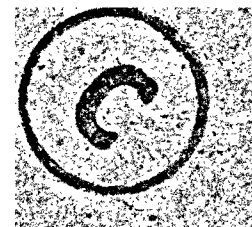


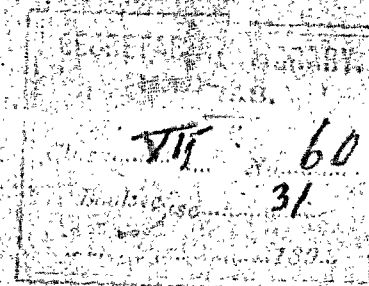
No. 16594

Report
on
The Indian Factory Commission
Appointed in Sep. 1890
under the orders of
His Excellency The Governor General
in Council



R.
X8.2 M90L
M90
16594

REPORT.



OF

THE INDIAN FACTORY COMMISSION,

APPOINTED IN SEPTEMBER 1890,

UNDER THE ORDERS OF

HIS EXCELLENCY THE GOVERNOR GENERAL IN COUNCIL,

WITH PROCEEDINGS AND APPENDICES.

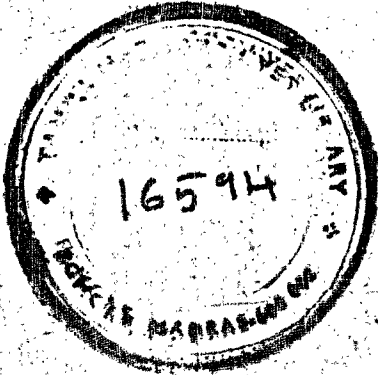
No. 16594



CALCUTTA:
OFFICE OF THE SUPERINTENDENT OF GOVERNMENT PRINTING, INDIA.
1890.

X 8 . 2 M 90 t
M 90

CALCUTTA:
GOVERNMENT OF INDIA CENTRAL PRINTING OFFICE,
6, HASTINGS STREET.



செப்பனியுபவர் பெயர்
செப்பனியுதற்காக எடுத்த
கொள்ளப்பட்ட நாள்
செப்பனியு முடித்த நாள்
சர்பார்க்கும்
மு.பர.எ.
கையாப்பம்.

1992
1992

சுராயுத்த
உதவியுடன்
கையாப்பம்.

2

CONTENTS.

	PAGES
Government Resolution appointing the Commission	i—iii
Report of the Commission	1—14
Separate Note by Mr. S. S. Bengallee	15
Proceedings in Bombay	17—58
Questions for Men, Women and Children	19—21
Witnesses produced by Mr. N. M. Lokhanday	21—31
Witnesses produced by Mr. S. P. Kelkar	32—36
Proceedings in Ahmedabad	58—67
Proceedings in Cawnpore	67—76
Witnesses produced by Framjee Manokjee	73—75
Proceedings in Calcutta	76—90
Witnesses produced by Babu Rosik Lal Ghose	76—80

APPENDIX.

Petition of the Bombay Mill-hands' Association	91 & 92
Mr. N. M. Lokhanday's Opinion on the Factory Commission Evidence	93—95
List of Factories visited by the Commission	96 & 97
List of the Number of Witnesses produced by Local Representatives	98

*Extract from the Proceedings of the Government of India in the Home Department (Judicial),
under date Simla, the 25th September 1890.*

READ—

The Bill to amend the Indian Factories Act, 1881.

RESOLUTION.

In the draft Bill to amend the Indian Factories Act of 1881, which was introduced into the Legislative Council of the Governor General on 31st January last, provision is made for limiting the hours of work for women to eleven in any one day, and for securing to women and children four holidays in the course of each month. The Bill as introduced into the Council contains no provision fixing the hours of labour or providing for holidays for adult males employed in factories, and leaves section 7 of the existing Act, which fixes the hours of employment for children at not more than nine in each day, as it stands.

2. The Governor General in Council proposes to proceed with the consideration of the Bill during the approaching session of the Legislative Council at Calcutta, but before doing so he is desirous, if possible, of ascertaining, by means of an inquiry conducted in the centres of factory labour, the views and requirements of the Indian operatives themselves as to the restrictions to be imposed upon their labour in factories.

3. His Excellency in Council has therefore determined to appoint a Commission for the purpose of conducting an inquiry into the points specified in the succeeding paragraph among the operatives who are employed in the mills in the Bombay Presidency and the Provinces of Bengal and the North-Western Provinces and Oudh. The names of the gentlemen who have been selected as Commissioners by the Governor General in Council are—

Surgeon-Major A. S. Lethbridge, C.S.I., Inspector-General of Jails, Bengal,
President.

Raja Piyare Mohan Mukharji, C.S.I.,

Mr. Sorabjee S. Bengallee, C.I.E., and

Mir Muhammad Husain, Assistant Director of Land Records and Agriculture, North-Western Provinces and Oudh.

These Commissioners will be assisted in their inquiry in each Province by a selected representative of the mill-hands of that Province, and for this purpose the Governor General in Council has selected the following gentlemen:—

For the Bombay Presidency—Mr. Narayan Meghaji Lokhanday, President of the Bombay Mill-hands' Association.

For Bengal—Babu Rasik Lal Ghose.

For the North-Western Provinces and Oudh—Mr. Framji Manakji, Foreman of the Cawnpore Woollen Mills.

These three gentlemen will participate in the inquiry only so far as it relates to the particular Province with which they are identified, and they will not be expected to take part in the preparation of or to sign the general report.

4. The points upon which the Government of India desires the Commissioners to report are—

- (1) Is the limitation of the hours of work for women to eleven in any one day proper and sufficient in view of the conditions under which factory labour is performed in India, and do the female operatives desire that the day's work should be limited to this amount, and, if not, to what amount?
- (2) Should the law draw a distinction between young persons and adults, and, if so, the age of a child being fixed at from 9 to 12, what should be the definition of a young person, and what should be the hours of employment of this class?
- (3) Is the limitation of the hours of work for children to nine in any one day proper and sufficient in view of the nature of the work on which children are employed in Indian factories and the conditions under which they have to perform that work?
- (4) Does clause 5 of the Bill now before the Legislative Council sufficiently provide for holidays for women and children, and is any provision required prescribing an allowance of holidays for adult male operatives?
- (5) Do the male operatives desire that a general working day, and, if so, of what length, should be fixed by law except in cases in which men work in shifts or sets, and, if this change is not desired by the operatives themselves, do the conditions under which they work demand that it should be adopted?
- (6) Do the male operatives desire that there should be a compulsory stoppage of work at a fixed time of the day, and, if so, of what length, and should there be an exception in the case of men who work by shifts or sets? If the change is not desired by the operatives themselves, do the conditions under which they work demand that there should be a compulsory stoppage of labour, and, if so, in what manner should it be provided for?

5. It is important that the report of the Commissioners should be placed in the hands of the Government of India by the middle of November at the latest, and the Governor General in Council considers that the best way for the Commissioners to ensure the punctual submission of their report will be to begin their inquiry in the Bombay Presidency, to continue it in the North-Western Provinces and Oudh, and to conclude it at Calcutta, where the Commissioners can all meet for the preparation of the report, and the report can readily be printed at the Government Press. His Excellency in Council therefore trusts that the different members of the Commission will arrange to commence the inquiry at one of the mills in the Bombay Presidency by the beginning of October next.

6. Orders will subsequently issue as to the payment of the expenses of non-official members of the Commission.

ORDER.—Ordered, that a copy of this Resolution be forwarded to the Governments of Bombay, Bengal, and the North-Western Provinces and Oudh, to each member of the Commission, and to the Press.

[True Extract.]

C. J. LYALL,
Offg. Secretary to the Government of India.

To

C. J. LYALL, Esq., C.I.E.,

Secretary to the Government of India,

Home Department.

CALCUTTA,

The 12th November 1890.

SIR,

IN accordance with the instructions contained in Resolution No. ^{10 Jodl.}₁₃₈₄₋₁₃₉₁ dated Simla, 25th September 1890, a copy of which is given in the preceding pages, we, the undersigned Commissioners appointed by His Excellency the Governor General in Council, having completed our enquiry, beg to report as follows:

2. The Commission began its work in Bombay on the 4th October, and has since visited Ahmedabad, Cawnpore, and Calcutta. It has held 28 Meetings, visited 34 factories, and examined 96 operatives. In the following pages will be found the Proceedings of each Meeting and the evidence in detail of each witness examined at those Meetings. In the Appendix we give a list of the factories visited. From this list it will be seen that we have endeavoured to obtain our information from as many different kinds of factories as possible. We desire to offer our thanks to the owners and managers of the factories visited for the great and cordial assistance we have received from them in our enquiry.

3. The Proceedings show the system we have adopted in selecting and examining those operatives who have given evidence before us. The first 12 witnesses were produced by Mr. Narayen Meghaji Lokhanday, the Chairman of the Bombay Mill-hands' Association. The next 5 witnesses were brought before us by Mr. Sadasheo P. Kelkar, a missionary of the Prarthana Samaj, who takes an interest in the welfare of the Bombay operatives. The first 7 witnesses examined in Calcutta were selected by Baboo Russick Lal Ghose, the representative for Bengal. Mr. Framji Manokji, the representative for the North-West Provinces, selected the first 3 witnesses examined on the 24th October at Cawnpore. The remaining 69 witnesses were selected by ourselves on our visits to the different factories from among the workmen actually employed at the time of our visit. Each witness was examined on the spot in his own language, and the answers recorded in detail by the President himself. Referring to the Resolution at our first meeting regarding the amount of publicity which should be given to our Proceedings, we are glad that Government approved of our suggestion to exclude the public while the operatives were being examined. Our subsequent experience has proved that this was a necessary precaution. Operatives who had been answering our questions freely while alone, were in many instances reduced to silence or to evasive replies by the accidental presence of their employers. On the other hand, the public have had free access to the evidence recorded, and the newspapers have been able to publish in detail all the answers given by each operative. We are satisfied that, as

regards the large majority of the operatives examined, the evidence recorded is the *bona fide* opinion of the operatives themselves, and that, with the precautions taken, it was impossible that they could in any way have been influenced or tutored by others.

4. Sets of questions suitable for men, women, and children, were drawn up with the advice of the representatives specially appointed to assist us. Those of the public who are interested in factory legislation were also invited by notices in the newspapers to favour the Commission with any suggestions they may wish to make. As a result, the questions given at page 19 were adopted for our enquiry. It requires a special knowledge of this subject and its literature fully to appreciate the significance of some of the questions which at first sight do not appear relevant. There are other questions which have obviously no reference to the special points on which we have been called upon to report. But as the representatives of the mill-hands on our Commission urgently desired that these questions should be asked, we considered it advisable not to place any restrictions on their wishes in this respect, so long as such action did not interfere with the proper discharge of the duty which His Excellency in Council has imposed upon us.

5. Taking into consideration the class of the witnesses examined, their general ignorance, and, in many cases, unintentional want of accuracy, together with the fact that most of them were unaware of the questions that were to be asked and had not given them any previous thought, we are of opinion that it would serve no useful purpose to make an elaborate analysis of the evidence here recorded, or to refer to the statement of any one witness or set of witnesses to establish any particular point under consideration. We would rather in this report give the general conclusions at which we have arrived from the examination of the witnesses, from a study of the answers which have been recorded, and from what we have personally observed in our visits to the factories.

6. We hope to be as brief as possible in our consideration of the points which have been referred to us for inquiry. While our main object will be to furnish direct answers to the questions which have been asked in the Resolution, and to give briefly our reasons for those answers, we desire, with the permission of His Excellency in Council, to add at the end of our report a few suggestions which bear upon subjects so intimately connected with the well-being of Indian operatives, that it would, in our opinion, be a mistake not to take advantage of this opportunity to bring them prominently to the favourable notice of their employers.

7. **Limitation of hours of work for women.**—To the question—"Is the limitation of the hours of work for women to eleven in any one day proper and sufficient in view of the conditions under which factory labour is performed in India?"—we would answer that it is proper and sufficient. Our enquiry has shown that female labour is only utilised to any appreciable extent in factories working with jute, cotton, and wool. In regard to the jute industry we find that a larger proportion of women is employed with moving machinery than in either of the other two industries. We also find that they only work in shifts, and that the total number of hours of work in their case is usually 9 and never exceeds 10. In regard to the cotton industry we may say, roughly speaking, that about 80 per cent. of the female operatives are employed on hand-reeling, which is in no way connected with the machinery worked by motive power. In regard to these operatives, we give it as our opinion that they, as a rule, work less than 11 hours, and that they as piece-workers can and do take such intervals of rest during working hours as they like for necessary purposes. With regard to the remaining 20 per cent. of the female operatives who work with moving

machinery in the cotton industry, we find that with hardly any exception they are in Bombay employed as winders, while in Ahmedabad, Cawnpore, and Calcutta they are employed in all departments, except weaving. Leaving the Calcutta cotton operatives out of the question, because they work in shifts, and for only 9 or 10 hours, we pass on to consider this question in its relation to women who work in the other provinces.

8. **Result of the limitation of hours of work in the case of certain female operatives.**—If the hours of labour are limited to 11 for women working with moving machinery, we are convinced that, without any exception, these operatives will be replaced by male adult operatives or half-time children. The law, supposed to be passed for their benefit, will inflict serious permanent injury on these skilled mill-hands and deprive them of the chance of earning a living in these factories. Our reasons for arriving at this conclusion may be stated as follows:—

- (1) Since the mills work from daylight to dusk, it has in practice been found impossible, except where the shift system is adopted, to employ operatives who cannot work all the time the machinery is moving. As an example, we may draw attention to what has been the result of the provision of 9 hours' work for children in Act XV of 1881. All children under 12 have been dispensed with; or the law is evaded, and children under 12 are, to their great injury, employed as full-timers,—working 12 hours or more. In Ahmedabad it has been found possible to employ a few under-age children as half-timers, and so comply with the law. But there are no children working for 9 hours, except under the shift-system.
- (2) The difference in the wages between male and female operatives is, in most places, so small that the mill-owner will not hesitate to substitute male adult labour, on which no restrictions are laid, for female labour which could, under the proposed amendment of the law, be worked only for 11 hours. Our enquiry has further shown that there will be no difficulty whatever in getting as many men as may be required. We know that arrangements have already been made at Ahmedabad to take action in this direction as soon as the new law has been passed.

9. **Proposed exception to the limit of 11 hours' work for women.**—Knowing the serious effect the proposed legislation would have on these women, we took the trouble to examine carefully into the details of this question at Ahmedabad, where the largest proportion of these operatives is employed in the spinning department. We found, in the first place, that whereas in Bombay one male operative could attend a roving, intermediate, or slubbing machine, in Ahmedabad each machine had a woman and a boy or man to look after it. The work was not therefore so continuous as in Bombay, and certainly not as hard as it is for females in England. With two operatives working on one machine, it is nearly always possible for each of them to take frequent spells of rest. To tell a thousand poor women that they cannot be allowed to work in this manner for 12, 13, or even 14 hours, and that they must in consequence give up their work, will, we feel sure, not commend itself to the judgment of the public. Since, for other reasons, it is in our opinion absolutely necessary to legislate in this matter for the protection of women, we consider that women who are now working with moving machinery should, if they desire it, be individually exempted from the proposed restriction; or that the proposed Act should authorize Local Governments, after good and sufficient enquiry, to exempt certain female operatives from the provisions of the section requiring a limit of 11 hours of work. It might also be provided that the Local Government shall

have power to cancel such exemption at any time. We are supported in our recommendation that some exception should be made in regard to these cases, by the report of the discussion which took place at the Berlin International Conference on this subject, and which resulted in Rule 3 of the Regulations concerning female labour being adopted. The rule and the exception, as they were adopted, run as follows:—(2) "That their actual work should not exceed 11 hours a day, and that it should be broken by rests of a total duration of one and a half hours at least. (3) That exception be allowed for certain industries." In moving the adoption of this exception, the Italian Delegate at the Conference remarked: "Consequently, if the restrictions proposed for limiting the employment of women in different industries are too absolute, a result will be reached entirely opposed to that which is desired, and, instead of bettering the condition of numerous classes, a very serious sacrifice will be imposed on them." This exception was finally carried at the Berlin Conference by a majority of 13 votes against Switzerland, Portugal abstaining. With this practically unanimous opinion of Europe before it, the Government of India, in legislating for the first time for the protection of women, would in our opinion be justified in not making the proposed restriction too absolute. We regret that our Colleague, Mr. Bengallee, who was not present at the Ahmedabad Meetings when this subject was enquired into, does not agree with us in this conclusion. His views on the subject will be found in a separate Minute.

10. The opinions expressed by female operatives on the question.—To the question—"Do the female operatives desire that the day's work should be limited to this amount, and if not, to what amount?"—we would answer that we have not found any desire on the part of female operatives to have their present hours of work shortened. On the contrary, they have often expressed themselves strongly against any interference which will subject them to the risk of being turned out and deprived of the means of earning their livelihood. In Ahmedabad and Cawnpore, where the wages of all labourers as well as factory operatives are low, many of the very poorest classes of women will be in danger of starvation if measures are not taken to protect them from the operation of a law which limits their hours of work.

11. Distinction between young persons and adults.—To the question—"Should the law draw a distinction between young persons and adults, and, if so, the age of a young child being fixed at from 9 to 12, what should be the definition of a young person, and what should be the hours of employment of this class?" we would reply that if the maximum age of a child is fixed at 12 years, some protection should be extended to young persons between the ages of 12 and 14. If, however, young persons are recognized as a separate class of protected persons, and their hours limited to, say, ten, this class will, as far as the factories which do not work on the shift-system are concerned, cease to exist, just as children under 12 disappeared on the passing of the Factory Act of 1881 from some of these factories, and 9-hour workers have ceased to exist in others. What will happen will be that children and young persons of 11, 12, and 13 years of age will either be passed as over 14 and worked as adults, or the 10 hours of work for young persons will, on some pretext or another, be extended to the full time for which the machine is running. It has, we think, been proved to demonstration that no person will be entertained in the Bombay, Ahmedabad, or Cawnpore factories in which motive power is used, whose hours of labour are restricted by law to any period between full-time and half-time work. With this undoubted fact before us, we have to consider whether it would not be safer to class the young person as a child, and let him work the hours we propose, in answer to the next question, than to let him run the

risk of being worked full time with the adult male operatives. Having given the subject our anxious consideration, we prefer to recommend that there should in this country be no separate class recognized by law as young persons, and that this difficulty should be met by raising the maximum age of children to 14. Our reasons for arriving at this conclusion may be stated as follows:—

- (1) We have satisfied ourselves that 12, the present maximum limit of age for children, is too low, it being impossible to guess with accuracy the age of any child who may be over 10 and under 13. The result of the present law has been that hundreds of children between the ages of 9 and 12 are now daily employed in India as full-timers, doing 12, 13, and 14 hours' work, to the great detriment of their health. We may add that the only test now applied to ascertain a child's age is the counting of his teeth. From what we have seen of the application of this test and the results that have followed it, we unhesitatingly say that, as a practical test, it has been proved to be a failure.
- (2) If the limit of age is fixed at 14 for boys and girls, the extreme danger of having very young children doing full-time work will be avoided, and a medical officer will be able with very fair accuracy to decide whether a boy or a girl is 14 or not. The signs of approaching adolescence and puberty in boys and girls of this country at and after the age of 14 are too obvious to be overlooked by any professional adviser.
- (3) The Bombay Factory Commission of 1884, in which the mill-owning interests were fully represented, recommended that the age should be raised to 14.
- (4) The medical committee of five experienced medical officers of Bombay, especially appointed in connection with Factory Commission of 1884, also recommended that the age should be raised to 14.
- (5) The Bombay Government, in reviewing the report of the Commission of 1884, approved of these recommendations.
- (6) We have said that in our opinion it is not necessary to place any person over 14 under restrictions as to the hours of labour. Our reasons for this opinion are derived from our intimate knowledge of the Indian operatives, their social customs, and their pecuniary requirements. Unlike young persons in Europe, Indian boys and girls of 14 are, in the majority of instances, either married or about to be married, and begin to assume the responsibilities of family-life. Then again, a tropical climate and the diseases common to it often age the parents so rapidly, and throw them out of work, that a son or daughter, aged 15 or 16, is frequently found to be the mainstay of the family; and lastly, the influences, customs, and requirements of what is known as the joint-family system often oblige young persons to become bread-winners at an early age. If the hours of work for young persons are restricted, we have shown that they will be either deprived altogether of their means of livelihood, or compelled to work as half-timers earning half-pay. We cannot imagine that either of these results can be desired by any one who has the welfare of the Indian operative at heart. In our opinion boys and girls of 14 are physically well able to do full-time work of the kind required of them in factories. No comparison of any value can be made between young

persons of similar ages in England and in India, nor can the work done by them in the two countries be compared, because it is allowed by experts, and has been proved conclusively in the evidence taken by the Commission of 1884, that the work done by the mill-hands in England is more severe than that done in India.

12. Limitation of the hours of work for children.—In reply to the question—"Is the limitation of the hours of work for children to nine in any one day proper and sufficient in view of the nature of the work on which children are employed in Indian factories, and the conditions under which they have to perform that work?"—we would answer that, in the first place, nine hours' work, except under the shift-system, is too long for Indian children, and in the next place that, except where the shift-system prevails, it has never been given a trial since the law was passed. Nor is it a suitable limit to fix, except when the children work in shifts. In support of our first contention, we would quote the conclusion arrived at by the representatives of the Powers of Europe at Berlin, where it was decided that the actual work of children below 14 should not exceed six hours a day. In case, however, it might be said that the conditions in Europe and India are so different that the Berlin Conference conclusion cannot be accepted as final for Indian factories, we give the opinions of a few Indian experts on this subject:

- (1) Mr. J. Jones, speaking as an Inspector of Factories for 13½ years in England and one year in the same position in India, says:—"There is, in my opinion, only one way out of the difficulty, and that is by employing two sets of children," i.e., for six hours each (*vide* page 37 of the Commission Report, 1884).
- (2) Mr. K. N. Seervai, Acting Inspector of Factories for the City of Bombay, says:—"I should propose to employ two sets of children, one from morning to noon, and the second from noon till evening" (*vide* page 44 of the same Report).
- (3) Mr. S. Parkington, Weaving Master, approves of working children as half-timers (see page 91 of the same Report).
- (4) Mr. Bechardas Ambaidas, C.S.I., Mill Proprietor, says:—"I think nine hours too long. In my own mill I have two separate batches."
- (5) Mr. Runchorelal Chotalal, C.I.E., the founder of the Cotton Industry in Ahmedabad, and a large mill proprietor, informed our President that half-time work was the only solution of this question.
- (6) Mr. Whittaker, Manager of Jeoraj Baloo Mill of Bombay, volunteered to the Commission the information that he was of opinion children should only be worked six hours.

Our second contention is that, except where the shift-system is in force, that is to say, in Bengal, the limit of time fixed—nine hours—has been found unsuitable and impracticable by mill-owners, and they have simply been unable to adopt this limit under any circumstances. In proof of this statement we can refer to all the answers on this subject before the Factory Commission of 1884, and to the fact that there is not now a single factory that we are aware of in Bombay, Ahmedabad, and Cawnpore, which has made any serious attempt to employ children for nine hours.

13. Outside the shift-system, half-time work the only solution.—In the Calcutta jute mills, where the children, as a rule, work nine hours in shifts

and for only four days in the week, we cannot say that they are in any way overworked by doing only 36 hours' work in the week. We would go further than this, and say that the nine-hour shift system, even if it entailed 14 hours' work a week, would not be too severe for children. Any change of this system in Calcutta will undoubtedly lead to a reduction of the wages earned by children; and these wages, it should be remembered, are already very seriously affected by the Jute Mill Association rules under which mills work only four days in the week. It is a fact, however, that one of the experts of Bombay, Ahmedabad, and Cawnpore have ever proposed to adopt this system in the mills working in those cities. At Ahmedabad we found that an attempt had been made to work children as half-timers. This attempt would have been more successful if it had not been for the regulations drawn up by the Bombay Government under section 7 of the Act, which required that children should not be worked more than 4½ hours without an interval of rest. To comply with this regulation, the mill-owners devised the present system of working the children eight hours on one day and four hours on the next, thus giving them an average of six hours a day. We give it as our deliberate opinion that in those mills which do not work on the Bengal shift-system, the half-time system will be found to be the only solution of all the difficulties which surround this question. The authorities above quoted are of this opinion. In fixing the hours of work for children, the greatest care must be taken to see that nothing is done which will make it impossible for the factory-owners in this country to make full use of the labour of children. Having this point prominently in view, we suggest that since it is the rule for nearly all Indian factories to work from daylight to dusk, that is, taking the extreme limits in summer of 5 A.M. to 7 P.M., or 14 hours with half an hour's interval, the extreme half-time work of a child must be fixed at 6½ hours. As a rule, however, it will not on the average exceed six hours. We shall avoid all chance of causing inconvenience if we recommend seven hours as the extreme limit within which children should be employed. If the proviso that no child shall be allowed to work by artificial light is adopted, and the rule requiring a compulsory stoppage of work at midday is added, it will make it impossible for factories to employ a child in any one day for more than 6½ hours, or all the year round for an average of about six hours.

14. Interval of rest for children.—The present law, which places the limit of nine hours' work for children, requires an hour's interval for rest. Our unanimous and well-considered opinion is that, if children are worked as half-timers in the manner above recommended, no fixed interval of rest for them should be required by law. Our reasons for this opinion may be stated as follows:—

- (1) To give an interval of rest to children while the machinery is moving, and while the other operatives are at work, would be so great an inconvenience to mill-owners, that they would certainly try to dispense with children, or the law would be evaded. We have already said that all efforts should be directed to finding employment for children and making it convenient for mills to employ them.
- (2) Our inquiry has proved beyond all doubt that it is the practice for Indian operatives of all classes to go out of the factory at odd times for smoking, drinking water, and other purposes, and to stay away from 5 to 15 minutes. This casual taking of intervals of rest is facilitated in India by having more hands than are employed in Europe; and a reference to the answers furnished to

question 29 will show that the nearest workman, or "Joriwalah" as he is called, is always ready to carry on the absentee's duties. Given these opportunities of relaxation, and given the nature of the work children are employed on in Indian factories, we think that an interval of rest within the six hours of work is unnecessary.

15. Objections raised to half-time work for children.—In the evidence taken before the Commission of 1884, many witnesses gave it as their opinion that if children were employed as half-timers, there would be some danger of the same child working in the forenoon in one factory and in the afternoon in another. In our opinion this danger has been exaggerated. If a half-time law for children was passed, and the guardian as well as the employer were made responsible for seeing that it was not broken, we are confident that in every hundred cases in which the law is now evaded, there would not be more than one case of a child found working in two factories on the same day. In this connection we should remember the opinion expressed by the Commission of 1884: "We may, however, conscientiously say that we saw many children are worked full-time." We also notice that much stress has been laid on the fact that there being no compulsory education in this country children employed as half-timers would run wild and get into bad company. To this argument we reply that there is little doubt that when the scheme of half-time work is adopted, Local Governments will, with the help of mill-owners, devise some means for educating the children and keeping them under control in schools. Supposing that no steps were taken in this direction, which is most improbable, we would say, let the children do what millions of unemployed children do in this country, what the half-timers of Ahmedabad do apparently without any injury—amuse themselves as they please. We think that public opinion would be in favour of this alternative, and would be opposed to the employment of children of tender years, on any factitious grounds, in factories for 12 and 13 hours a day, as they are liable to be now. We would here like to say that if our recommendations are approved, the convenience of mill-owners in regard to the introduction of changes in the organization of their labour in factories must be consulted, and the law brought into force after sufficient time has been allowed for re-organization.

16. Holidays for women and children.—To the enquiry contained in the first part of the 4th question—"Does clause 5 of the Bill, now before the Legislative Council, sufficiently provide for holidays for women and children?"—we would reply that this clause does not, in our opinion, provide what is really wanted, namely—one day's rest in seven. Under the proposed clause, women and children would get 48 holidays in the year. We recommend that the proposed law should fix one day's rest out of seven days, or 52 holidays in the year. This is practically what is now given voluntarily in most of the factories outside the Bombay Presidency.

17. Holidays for adult male operatives.—To the second part of the 4th question—"And is any provision required prescribing an allowance of holidays for adult male operatives?"—we would answer that, subject to the exceptions recommended in para. 18 of our report, provision should be made in the Act for securing to male adult operatives the same holidays as have been recommended above for women and children. Our reasons for making this recommendation are—

(1) that, if there is one point on which Indian operatives are practically

unanimous, it is in demanding that this concession shall be granted to them;

(2) that it is a fact that a weekly holiday is now given in a large proportion of the factories in India, while the remaining factories give at least two holidays in the month;

(3) that the Factory Commission of 1875 made a modified recommendation to this effect, and two members of the Commission of 1884 wrote a separate note advocating the weekly holiday, and showing that if there was unanimity or nearly so on any one point in that enquiry, it was that one day's rest in seven should be allowed to all mill-hands, male and female;

(4) that the Committee of medical experts appointed by the Government of Bombay to enquire into the health and condition of the mill operatives in the City of Bombay, reported "that further, in the interest of the general health of the operatives, it should be compulsory to allow certain periods of rest in the day and a certain fixed number of holidays (say four) per month."

(5) In conclusion, we may say that the mill-owners of Bombay have offered through the Mill-owners' Association to accept the rule that there shall be a weekly holiday (*Vide* copy of a letter given by Mr. Lokanday in the Appendix).

18. Exceptions to be made for certain factories.—It will be necessary to provide for exceptions to any general law granting a day of rest in respect to work which, for technical reasons, necessitates continuous production, or which supplies the public with articles of necessity that must be made from day to day. Exceptions must also be made for work which by its nature cannot be carried on except at stated seasons or times dependent on the irregular action of natural forces.

19. The day of rest should be Sunday.—If one day of rest in seven is granted, the operatives in all the Provinces visited by us desire that it shall be one fixed day in the week, that all the factories shall be closed on the same day, and that the law shall fix Sunday as the day of rest. We observe that in the Bill before the Legislative Council, no mention is made of Sunday, and we suppose that a reference to a Sunday holiday was omitted in consideration of the fact that the intentions of the British Government might be mistaken in appointing the Christian Sabbath as the day of rest. After a careful enquiry on this point from all the operatives we have examined, we have come to the conclusion that they ask that Sunday should be the day fixed for the holiday, because it is the most convenient day for meeting their friends who are employed in other mercantile establishments and Government offices, where a Sunday holiday has always been the rule. As a fact, the holidays now given to them are given on Sundays. Speaking for ourselves as members of the principal religious communities of this country, we give it as our opinion that there is no possibility of the motives of the Government being misunderstood if it should choose to select Sunday as the lawful day of rest. There is no question here of preference on religious grounds. Ever since the British Government has been established in India, the people of this country have been accustomed to consider Sunday as the most convenient day of rest. No other day could now be selected which would not cause the greatest inconvenience to all concerned.

20. Indian festival holidays.—In regard to the Indian festivals, which are kept as holidays in factories, we recommend that the occupier of a factory

should, if he desires it, be allowed by law to work his factory on the Sunday following a festival holiday. We do not think, however, that when two festival holidays are given in one week, the two following Sundays should be working days. There are, we believe, only two or three festivals in the year on which more than one day's holiday is given. In advocating, therefore, that the holidays in one week should only affect the Sunday following, we are not likely to cause any serious loss to the owners of factories.

21. Sunday a complete day of rest.—During our enquiries we have found that in a large number of factories, especially those connected with the cotton industry, it is usual to require the operatives to attend the mill on holidays for the purpose of cleaning the machinery. The mill-hands are ordinarily employed on these occasions from early morning until 10 or 11 A.M., and this without any remuneration. This the operatives consider a hardship. There is no doubt that, although the work is light, the mere fact of having to attend at the factory takes away from them the enjoyment of the day of rest, and prevents the operative from spending his holiday in taking change of air and visiting his friends and relatives. If it is granted that one day of rest in seven is necessary, it should, in our opinion, be a complete holiday. To make it a complete holiday, legislation is necessary, as proprietors are not likely to act on general recommendations on this subject.

It is not for us to suggest when the cleaning of machinery, which is now done on Sundays, should be undertaken; but we may mention that in those factories which now give a complete day of rest on Sundays, the machinery is stopped on Saturday afternoons for cleaning. In Bombay, where the mills will be chiefly affected by any legislation on the point, it is the practice to clean the machinery only twice a month. Supposing that it takes two or even three hours to clean machinery, the loss of time and work that would be entailed would be four to six hours in a month. It may be possible to make up this time during the month; but if it is not possible to do this, it does not seem to us a loss so serious as to prejudice the passing of a measure which is of such great importance to the comfort and well-being of the mill-hands. An exception will have to be made in regard to the employment of artificers who are on Sundays engaged in overhauling the machinery and undertaking repairs.

22. A general working day for adult males not required.—In regard to the question—"Do the male operatives desire that a general working day shall be fixed by law?"—we would reply that, taking the evidence obtained by us as a whole, the operatives desire that the present working day,—daylight to dusk—should be continued. Some intelligent mill-hands have, no doubt, expressed a wish to have fixed hours; but others—and these are the poorer operatives—object very decidedly to any alteration in the present arrangement which is likely to reduce their wages.

23. General working day not demanded nor advisable.—To the enquiry—"If this change is not desired by the operatives themselves, do the conditions under which they work demand that it should be adopted?"—we give it as our opinion that there is nothing in the conditions under which Indian operatives work which calls for any legislative restrictions as to the hours an adult male may choose to work. Nor can we conceive any conditions which can ever call for State interference in this matter. The operatives of India are at present too ignorant to appreciate the full significance of this step which threatens to deprive them of what has always been considered the inalienable right of every man to do what he may please with his time, and which has hitherto

left him to be the best judge of what is necessary for his health and requirements. If the Indian operative is too ignorant to appreciate the great issues involved in this question, his English fellow-workman is not. The mill-hands who work in similar textile manufactures in England have declared in a very emphatic manner that they will have no interference in the hours they choose to work, and rather than submit to any restrictions on this subject will sever their connection with the other labour unions which are now advocating the eight hours' movement. Taking all these reasons into consideration, the Government would not, in our opinion, be justified in legislating in this matter.

24. Bombay mill-hands' request for fixed hours.—We should mention that we have discussed with the President of the Mill Hands' Association the request made in the petition of the mill-hands of Bombay (*vide* Appendix) that the mills should commence work at 6-30 and cease at sunset. We were informed that the main reason for this request was the hardship experienced by the operatives in not knowing when a factory was about to start work. The use of the steam whistle being prohibited by the Municipality, and there being no public clocks in the quarter of the town occupied by operatives, they are unable to tell the time, or to guess how long it is from daylight. In this uncertainty and to avoid being late, they often find themselves arriving at the mill long before it begins work. Those operatives who are too early may, we are informed, be found lying about the approaches to the mill sleeping. It was to avoid this serious disturbance of rest that the mill-hands and their advisers thought Government should legislate for a fixed hour of beginning work. We have already said that we have come to the conclusion that the operatives as a body are satisfied with the present hours of work—daylight to dusk—; but in our opinion steps should be taken to find a solution for the difficulty above referred to, as it is undoubtedly a serious evil that operatives who work such long hours should not enjoy every moment of sleep and rest that they can get. In the concluding part of our report we offer a suggestion for obviating this difficulty which we commend to the favourable notice of the Bombay Mill-owners' Association.

25. Compulsory stoppage of work for a midday recess.—The next point on which we were required to make an enquiry is stated in clause (6) as follows:—"Do the male operatives desire that there should be a compulsory stoppage of work at a fixed time of the day, and, if so, of what length, and should there be an exception in the case of men who work by shifts or sets?" We answer this question in the affirmative, and say that the male operatives do desire legislation on this point, and that the majority would be content with a recess of half an hour if they could get a full half-hour.

The evidence taken by us shows that nearly every factory, which does not work by shifts or sets, stops its machinery for a certain time at about midday for periods varying from 15 minutes to one hour. Some factories give a whole hour's recess. Most of the Bombay mills profess to give half an hour in their rules; but in many cases, either from selfish motives or for the purpose of getting the operatives up to their work in time, the gong or whistle for recommending work is sounded 10 or 15 minutes before the full half-hour has expired. The half hour's recess allowed by the rules thus becomes one of 15 or 20 minutes only. The operatives naturally feel aggrieved at this, and they ask in their petition (*vide* Appendix) that Government should interfere and fix a recess of half an hour by law. In our opinion the request is a reasonable one, which will not

injuriously affect mill-owners. We, therefore, recommend that between the hours of 12 and 1 P.M. every factory not working on the shift system and not obliged, for technical reasons, to work continuously, should be required to stop its machinery for full 30 minutes. It should further be provided that it shall not be lawful to recall the operatives to work by sounding a whistle or gong, or by any other means, before that period has actually expired, nor should the recess be allowed to be curtailed by any system entailing a delay in their passing in and out of the factory. While no interference in regard to mills working from daylight to dusk on the shift-system would appear to be necessary, we find that many of these mills are adopting artificial light by which the work of the last shift, which should run from 12 to 6 P.M., is prolonged often up to 8 or 9 P.M. In these cases, as a fact, some interval is given; but it may be necessary, perhaps, once for all, to lay down that no operative shall work for seven hours continuously without a recess of half an hour. Such a general regulation ought to be sufficient to control those factories which may at any future time try to take advantage of their operatives in this matter.

26. Frequent intervals of rest usually taken by operatives during working hours.—Some remarks are necessary in regard to the latter portion of the last question—"If the change is not desired by the operatives themselves, do the conditions under which they work demand that there should be a compulsory stoppage of labour, and, if so, in what manner should it be provided for?" We have already stated that the operatives desire that there shall be a compulsory stoppage. It may be worth while here to refer again to the opinion expressed by the Bombay Medical Committee, and given above in paragraph 17, where they recommend that it should be made compulsory to allow certain periods of rest during the day. Our enquiry has shown that beyond the half hour in the middle of the day no other compulsory time for rest is required, because the operatives in all the Provinces visited by us are, without exception, in the habit of going out at odd times for 5 or 10 minutes for all sorts of purposes. We have ourselves seen them engaged in drinking water, washing, smoking, and looking about. Mill-owners of most mills are liberal in regard to this point, and in many instances employ extra hands to relieve the workmen who want to go out on these occasions. In addition to this the "joriwalla," or fellow-worker, can always be relied upon to do his mate's work during these short spells of rest. In factories where, for technical reasons, the machinery cannot be stopped, it will be the duty of the Local Inspector of Factories to see that each operative gets his half-hour's rest.

27. General suggestions made for the benefit of operatives.—It would be a matter for deep regret if, with such exceptional opportunities for learning the wishes and requirements of operatives, we concluded our labours without referring to those points which, although they cannot be considered subjects for legislation, are nevertheless of sufficient importance to the mill-hands, and therefore deserving the attention of Government and the sympathetic consideration of the employers of factory labour:

- (1) Reference has been made in paragraph 24 of this report to the great inconvenience experienced by the operatives of Bombay in finding out the time at which they ought to start for their work. It is obviously impossible that the Bombay Municipality, in the interest of the public, can allow 50 or 60 factories to keep blowing their whistles at odd times between 4 and 6 A.M. On the other hand, to deprive the operatives of all chance of warning as to the time is a great hardship to 40 or 50,000 of the rate-payers of the

Municipality. We would suggest that the Municipality should allow that kind of whistle which causes the least annoyance to be used once in the morning for each manufacturing centre in Bombay. The Mill-owners' Association might fix on the mill which would be the most convenient one for using this whistle for the whole neighbourhood. If a proper calendar showing the hours of daylight was used, and this warning whistle sounded half an hour or three-quarters of an hour, or even one hour, before the beginning of work, it would meet the necessities of the mill-hands and give them what they greatly want now—the exact time at which the mill will begin work. The Municipality might, with such an arrangement, allow even a second whistle to be sounded five minutes before the mills commence work, but this does not appear so essential as the first warning.

- (2) In their petition to Government, the mill-hands of Bombay have asked that they should be paid their monthly wages on the 15th of the month following that for which it is due. In our opinion, this is a moderate and just request. It still allows the employers to keep 15 days' pay in hand, while it saves the operative the ruinous interest he now has to pay to the money-lenders and grain-merchants. While the mill-owners save 5 or 6 per cent. per annum on this money, the operatives lose from 50 to 100 per cent. on the wages they have actually earned. It only requires the mill-owners to observe a general rule on the subject to have this grievance removed.
- (3) In the petition above referred to the mill-hands ask that operatives injured, either temporarily or permanently, by the machinery should be provided for. In regard to this subject we find that in most of the large factories it is the practice to allow the injured man either the whole or half his pay during the time he is under treatment. In some factories the philanthropic owners have started a provident fund into which they credit all fines realized from the workmen and all salaries unpaid from any cause. From this fund operatives disabled by injury or disease are supported in comfortable circumstances. We commend this subject to the favourable consideration of employers.
- (4) If our suggestion that children should be employed as half-timers is adopted, it will be found most important to provide some means of instruction during two or three of the spare hours that the children are off work. It is not for us to discuss here the advantages of elementary education, and general control and supervision of the rising generation of operatives. These are too obvious to require any advocacy from us: what we would say is, that Local Governments and Municipalities should meet mill-owners half-way and do, as is done in regard to children under other circumstances—contribute half the cost of teaching factory children. Supposing, for instance, that a mill employing 100 children spends Rs 16 a month for two teachers, the Municipality or Government should double this subscription and provide two more teachers. Looking at it from a pecuniary point of view, the expenditure is so trifling that we cannot doubt that schools would be started without delay in connection with all mills employing a large number of children. It was not to be expected that schools started under the present circumstances could be a success.

For it is impossible that a tired and jaded child can work his brain to any useful purpose after his body has been thoroughly worn out with physical exertion.

- (5) The operatives are unanimous in thinking that something ought to be done to provide them with medical advice and medicines at the factory. When a man is employed from dawn till dusk, he has no time to go to the charitable dispensary for medical aid. This is a matter of considerable importance in a tropical country, where people of all classes are liable to suffer from what at first are slight ailments due to climatic causes, but which, if they are not brought under early treatment and cured, pass on to fatal forms of disease. Happily, we find in most of the mills about Calcutta and in some in Bombay, Ahmedabad, and Cawnpore, that mill-owners have already provided for medical advice and treatment for their operatives. We desire to bring this subject to the consideration of those employers of factory labour who have not yet adopted a dispensary system. The cost is trifling, whereas the benefit to the health of the operatives, and therefore to their power of work, is very great. In this connection we ought to mention that we have been supplied by Dr. B. S. Shroff with a pamphlet advocating a scheme for the provident and medical relief of mill-hands in Bombay. We commend this subject to the notice of mill-owners and to those interested in the welfare of the operatives.

28. Local representatives of the operatives.—We cannot conclude our report without thanking Messrs. Lokhanday, Framji, and Ghose, who were appointed to assist in our work, for the great help that we have received from them in our enquiry and for the trouble they have taken to find witnesses and obtain other information for us. We would especially mention here the services of Mr. Narayan Meghaji Lokhanday, the President of the Mill-hands' Association, who worked earnestly both in Bombay and Ahmedabad, and has always presented his views on the questions we have been considering with moderation and fairness. We would also mention the services of Mr. S. P. Kelkar, a missionary of the Prarthana Samaj, who takes an interest in the welfare of the operatives of Bombay, and who took the trouble to bring witnesses before us and to place his experience of their wants and wishes at our disposal.

29. In conclusion, we hope we may be allowed to say that we have been profoundly impressed with the vast and far-reaching benefits which the people of India are deriving from the development and prosperity of the great industries which we have seen on our tour through the country. It would, in our judgment, be a great calamity if by any injudicious recommendations or unnecessary restrictions the prosperity of those industries was endangered.

We have the honour to be,

SIR,

Your most obedient Servants,

A. S. LETHBRIDGE, *President.*

PIYARI MOHAN MUKHARJI,

SORABJEE S. BENGALLEE,

MUHAMMAD HUSAIN,

} *Members.*

Note by Mr. Sorabjee S. Bengallee.

I sign the above Report subject to one reservation. I entirely disagree with the recommendation to permit women to work in factories for more than 11 hours in a day under circumstances such as are found to exist in the cotton-mills of Ahmedabad. In England, it was not until power was employed to move spinning frames and afterwards looms that the evils of excessive labour became painfully evident. Hence legislation there had first to deal with spinning and weaving factories moved by power (*vide* Redgrave's Factory and Workshop Act, 1878, page 3). We find evils like these prevailing in Ahmedabad, but instead of nipping them in the bud, and thereby preventing their growth and expansion into other parts of India, the Report proposes to tolerate them, by permitting women, under sanction of the Local Governments, to work beyond the maximum of 11 hours now proposed to be fixed by law, that is, to labour as long as the male operatives, and at as heavy a task, from 12 to 14 hours per day.

If this recommendation is adopted, the intention to restrain factory women from overwork will be frustrated; and further, the proposed exemption will be wrong in principle. The mill-owners of Ahmedabad may or may not carry out the threat of dismissing all women from employment, when they are prohibited, owing to a Legislative Act, from working the same period of time as adult males. But I do not see why the excellent system of working by shifts prevailing in Calcutta should not be adopted in Ahmedabad, instead of the present method. By this shift-system a factory may work continuously for 12 to 14 hours, yet a woman's work can be limited from 9 to 10½ hours during the day without any difficulty.

SORABJEE S. BENGALLEE.

CALCUTTA;

The 13th November 1890.

Proceedings of the First Meeting of the Factory Commission held in the
Bombay Secretariat on the 4th October 1890 at 11 o'clock.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	<i>President.</i>
SORABJEE S. BENGALLEE, Esq., C.I.E.	} <i>Members.</i>
MIR MUHAMMAD HUSAIN, Esq.	
NARAYEN MEGHAJI LOKHANDAY, Esq.	

The President read the following telegram from Raja Piyari Mohan Mukharji, C.S.I. :—

“Have informed Government that, if desired, shall start on eleventh.”

It was resolved that, considering the short time allowed for the work before the Commission, it is necessary that there should be no further delay in beginning the enquiry. The Government will be informed by telegram that the Commission has commenced its work without waiting for Raja Piyari Mohan Mukharji, and the sanction of Government to this arrangement will be solicited.

The President read the Government of India Resolution No. ^{10 Judicial} 1884-1894, dated 25th September 1890, appointing the Commission.

The President informed the members that he had obtained for their perusal and information the following records and papers which would be of material assistance to them in their enquiry :—

- 1.—Copies of the Acts in force in the United Kingdom.
- 2.—The Factory and Workshop Act, 1878, with introduction and notes by A. Redgrave, Esq., C. B., Her Majesty's Inspector of Factories.
- 3.—The Report of the Factory Commission of 1875.
- 4.—The Factory Act, XV of 1881, and the Bill proposed for its amendment.
- 5.—The Report of the Factory Commission of 1884.
- 6.—A petition submitted to Government by the mill-hands employed in Bombay, dated 24th October 1889.
- 7.—All the reports published by the Mill-owners' Association.
- 8.—Report of the Chief Inspector of British Factories and Workshops for 1887.
- 9.—Return submitted to Parliament on the 16th April of East India (Factory Act) papers, giving the reports of the Provincial Governments on the working of the Factory Act of 1881, together with Government of India letter No. 7, forwarding the same to the Right Honourable the Secretary of State.
- 10.—Parliamentary Blue Book on the International Labour Conference at Berlin.
- 11.—Hansard's Reports of the Debates in both Houses of Parliament on the East India Factory Acts.
- 12.—Mr. Meade King's Report on Act XV of 1881.
- 13.—A collection of extracts from articles and letters which have appeared in the public press of both England and India on the subject of the Factory Acts.

The President in placing these papers at the disposal of the Commission pointed out that, while a careful study of the records on this subject was necessary for a proper understanding of the questions on which the Commission had to report, the instructions contained in the Government Resolution which had just been read were very clear. The Government required the Commission to hold local enquiries, and to ascertain from the Indian operatives themselves their views and requirements in regard to the points specified in paragraph 4. The President hoped that the members of the Commission would help him in restricting the enquiry to the points on which the Government of India required information. In these remarks all the members cordially agreed.

The President proposed that the following places, in which the largest number of factories were situated, should be visited by the Commission, *viz.*, Bombay, Ahmedabad, Cawnpore, and Calcutta. It was at first thought that a visit to one manufacturing centre in each of the three Provinces would have been sufficient for the purposes of the enquiry; but as information had been received that the conditions under which factory hands are employed in the City of Bombay differ considerably from those prevailing in the mills in other towns of

the Presidency, more especially in regard to the employment of women and children, it was arranged that the Commission after completing the enquiry in Bombay should visit Ahmedabad; which, besides being the next largest manufacturing centre in this Presidency, has its mills worked under the general conditions which prevail in all mofussil towns. The Commission decided then to proceed to Cawnpore, and finally to Calcutta, where the report will, it is hoped, be printed and presented to the Government of India by the 15th November, the date fixed in paragraph 5 of the Resolution.

In connection with the proposed visit to Ahmedabad Mr. Sorabjee S. Bengallee asked that in consideration of his state of health he might be excused from visiting that town and be allowed to go on to Cawnpore by easy stages.

Resolved—that the President move the Government to sanction this arrangement.

Mr. Mir Mahammad Hussain suggested that, as the Commission would be passing through Agra, where a mill had been started, which did not observe the general rules followed by the Cawnpore mills, it would be well to stop there for a day and take the evidence of the operatives employed in that mill.

Resolved—that Mr. Mir Mahammad Hussain be asked to obtain further information about the Agra mill.

The President proposed and it was agreed to by the members, that the following general procedure should be adopted in conducting the enquiry in the places visited:—

The representatives of the operatives of each province who have been specially appointed to sit on the Commission will, in the first instance, be asked to arrange for the appearance before the Commission of men, women, and children who have been selected as working mill hands to represent any labour organization on the spot; or, where there is no such organization, are selected for their special intelligence or for their influence among their fellow-workers. The next step to be taken will be to ask the member of the Commission who represents the province in which the enquiry is being made, and who therefore has special local knowledge and influence, to ascertain if there are any representative mill-hands who, while they do not belong to any organization or party of operatives, are anxious to give their evidence.

The Commission will, after recording the evidence obtained from mill-hands selected in the manner above described, proceed to visit local mills without giving any previous notice, and at different hours of the working day. On arrival at the mill, work will be stopped and the operatives paraded outside. Having divided them into gangs representing men, women, and children, the Commission will then make a selection from these gangs, and will adjourn to a room in which each witness will be examined separately and the answers recorded on the spot. These answers will, for the purposes of the report, be subsequently compared with those given by the selected candidates who have been previously examined. The Commission will, in conclusion, examine all the registers and returns that are in the mill office, which relate to the work and treatment of operatives, and take a copy of any general rules that may be in force for the guidance of mill hands.

It was suggested by Mr. Sorabjee Bengallee and agreed to by the other members, that a letter should be written to the Secretary of the Mill-owners' Association, asking the Association to give the Commission every facility for visiting the mills and making their enquiry, and also, if possible, to place at their disposal all the published reports of the Mill-owners' Association.

Mr. Sorabjee Bengallee next brought up the question as to the amount of publicity that should be given to the Commission's proceedings. It was unanimously resolved that while it was not expedient to admit the public when ignorant and timid operatives were being examined, who might be influenced by the presence of their masters or overseers, there was no objection to allow the press or the public to have copies of the evidence that had been recorded. The approval of the Government of India to this procedure will be asked for by telegram, and the decision communicated to the public press of Bombay. Mr. Mir Mahammad Hussain spoke to the advisability of extending the scope of the enquiry to operatives other than those employed in cotton mills, and suggested, for instance, that the position of workmen employed in the railway

workshops in Bombay might be enquired into in regard to the points noticed by the Government of India. This suggestion was approved and adopted.

At the request of the President Mr. Lokhanday propounded a set of questions, which he considers should be asked the mill-hands who are examined before the Commission. Mr. Sorabjee Bengallee signified his approval of these questions. The President and Mr. Mir Muhammad Husain intimated that they would, before the next meeting, each draw up a number of questions. It was resolved to make a final selection from these suggested questions, to form the basis on which the enquiries should be made. This, however, would in no way hamper any member of the Commission from asking such questions as he may consider necessary as the examinations proceed. Before the meeting closed, it was arranged that the Mill-hands' Association should bring up six witnesses representing various branches of the cotton industry on Monday, the 6th, at 2 p.m. The Commission agreed to meet at 2 p.m. daily in the Council-room of the Secretariat until all the selected witnesses had been examined.

Proceedings of the Second Meeting of the Factory Commission held at 2 p.m. on Monday, the 6th October 1890, in the Council-room of the Bombay Secretariat.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	... <i>President.</i>
SORABJEE S. BENGALLEE, Esq., C.I.E.	} <i>Members.</i>
MIR MUHAMMAD HUSAIN, Esq.	
NARAYEN MEGHAJI LOKHANDAY, Esq.	

1. The proceedings of the last meeting were read and approved.
2. The President read a telegram from the Government of India approving of the suggestion that the Commission should begin its work without Raja Piyari Mohan Mukharji, who would join the Commission at Cawnpore.
3. Read a second telegram from the Government of India, which approved of the proposal made by the Commission at its first meeting in regard to the examination of witnesses and the publication of the evidence taken.
4. Read a letter from Mr. Sadasheo P. Kelkar, a missionary of the Prarthana Samaja, forwarding certain questions which should be asked the mill-hands.

Resolved—that these questions be incorporated in those being prepared for the examination of witnesses.

5. Mr. Sorabjee S. Bengallee then handed in a letter written to him by Mr. N. A. Moos, late Acting Inspector of Factories, in which that gentleman refers to a special report which he submitted to Lord Reay, the late Governor of Bombay, on the condition, prospects, and requirements of the mill-operatives. With this report he submitted to Government private evidence taken from about 50 picked men in different mills.

Resolved—that a letter be written to Mr. Moos, asking him to favour the Commission with his report, and also with a copy of the printed questions that were used in the enquiry and of the evidence which was taken. If necessary, this evidence would be treated as confidential.

6. The President laid on the table a set of questions that had been prepared which included those that had been suggested by Mr. Lokhanday.

Resolved—that these questions be used for the examination of adult male operatives. That until simpler and more appropriate ones were framed for women and children, these witnesses should be examined by general questions which occurred to the members of the Commission.

The following questions were adopted for the Examination of Witnesses. The numbers correspond with the numbers given in the Answers.

QUESTIONS FOR MALES.

1. What is your name, age, caste, and occupation? Are you married, and have you any children?
2. Where were you born, and have you a home in the mofussil? Have you any land at home?

3. How often do you visit your home and for what purpose? When did you last visit it?
4. In which mill are you working, and how long have you been employed there? Have you worked in any other factory? If so, in what place and for how long? Are the conditions of employment the same as those which you work under now? What are your present wages, and are you working by piece-work?
5. Of what age are the boys attending your mill at present? Are there any boys in the mills under 12 years of age? If so, do they work for nine hours as required by the law?
6. Is there any inconvenience caused by the working of the boys for a shorter time than the adults are worked? If so, how is the inconvenience remedied? Would it be convenient to keep two batches of boys if the number of hours of work for boys is reduced to half the number of hours for men? Is it necessary to increase the limit of age for boys above 12? If so, by how much?
7. Are there any children in your own family or in those of your neighbours who, being between 9 and 12, would be glad to work in the factory for 5½ hours and get half pay?
8. Do you know how many hours women generally work in the mills every day?
9. Is it necessary that the present hours of work for women should be reduced? If so, to what extent?
10. What period or periods of rest should be given to women during the working day?
11. When a woman wants to stay away from work for any reasons of her own, can she do so without losing more than the pay for the day or days she was absent?
12. Do you think that the law should make a distinction between young persons and adults?
13. What should be the age of a young person?
14. Have you worked as a young person, say between the age of 12 and 15? What is your experience of working full-time at that age?
15. By section 8 of the proposed Factory Act, women and children are to be allowed four holidays in the month. Is there any necessity for providing holidays as well for the male operatives?
16. Why require holidays? If you get holidays, you will get less wages?
17. Supposing one mill gives a holiday every Sunday, and another does not, will the operatives prefer to work for the mill which gives the most employment?
18. If Government proposed to give all mill operatives four holidays in the month, do you think that each and every mill should stop on the same day and not at the discretion of the mill-owners? And why?
19. If you were allowed four days' holiday in the month, which days would you prefer?
20. If holidays are given, should the mills be entirely closed on those days?
21. If the mills are closed on holidays, how could the cleaning of machines be done? What time do you now spend in cleaning machinery during holidays?
22. About how many days in the year do you absent yourself, apart from the recognised holidays? What is the penalty for this absence, and is it recorded in a register?
23. Do you know that the male operatives wish that the mill should work for certain limited hours every day?
24. Being paid by piece-work, is the amount of work you do voluntary? Can you leave the mill when the amount of work you wish to do is finished? Can the mill-owner send you away for any part of a day without giving you full wages for that day?
25. If the hours of work are limited to, say, between 8 and 6 all the year round, could you by working with more industry earn the same wages as you are doing now?
26. The hours in summer and winter being different—in the one season 13½ and in the other less than 12—what is the difference in your earnings in the two seasons?
27. Do you know that the operatives desire that a time should be allowed every day for their meals and rest during the working hours?
28. When do you at present take your meals during the day?
29. How many times on the average do you go out to have a smoke, to drink water, or for any other purpose? Who looks after your machine while you are away for that time? On the whole, how long are you away each day from the machines under the above circumstances?
30. When do you get your month's pay? When do you want it? If you want to leave the mill, what notice must you give? If the manager wants to dispense with your services, what notice does he give you?
31. If you leave the mill, will there be candidates ready to fill your place? About how much would a successful candidate have to give as *baksheesh* to those who got him the appointment?
32. Do you know of any instances in which operatives have had to resort to the Court for their wages?
33. Do you think it is essential that the mill-owners should make some provision for an operative who is injured while working?
34. What is now done with the fines realized from workmen? In your mill how much do you think this would come to monthly?
35. Do you think it is necessary that each mill should provide a dispensary for the benefit of the mill-hands? If not, what other arrangement do you propose? Should the mill-owners have a doctor engaged to look after such injured and sick persons?
36. If the law permits mills to engage children, do you think that mill-owners should provide a school for giving the children primary and technical education?

QUESTIONS FOR WOMEN.

1. What is your name, caste, age, and occupation? How long employed as a mill-hand?
2. Have you a country-home? Have you a house and land there? How often do you go home? When were you last home, and how long were you then away from the mill?
3. Are you married? How many children have you? What are their ages? Who are the people of your household? Do any others of them earn wages by labour? Do they work in the same or other mill? Are you in debt, or have you saved any money?
4. How far is your present residence from the mill? Do you manage to go home in the midday rest? What hour do you rise in the morning? When do you arrive at the mill? When do you leave the mill? When do you go to sleep? Would you like to have the hours shortened, even if it gave you less pay? What hours would you like?
5. What intervals of rest have you in the day? Is there any delay in going to and coming back from the recess? Do you go out to smoke and drink water at other times? For how long each time? If you have a young child, how do you manage about its food and care?
6. When do you do your marketting, cooking, washing, and other household business?
7. How many holidays do you get in the month? Are these full holidays, or do you have to attend the mill for cleaning?
8. Would you like four holidays in the month, even if they give you no wages for those days? If you want four holidays, what days of the week would you like best? And why? Will you not feel the loss of wages?
9. Can you get a day's leave when you want it? Will the mill give a woman leave if she says that she is unwell from any of the causes natural to her sex? If your child is ill, will the mill give you leave? If you are absent without leave, what is the penalty?
10. If you give up your employment, are there women ready to take it? Do they give any *baksheesh* to the overseer for getting the appointment?
11. At what age did you begin to work? Would you like a daughter of yours to go through the same experience? Are there any girls and boys in your quarter of the town between 9 and 12 years of age who are not at present employed in the mills for whom their parents would be glad to find half-day work on, say, Rs 3 to 4 a month?
12. When do you get your wages paid?

QUESTIONS FOR THE EXAMINATION OF BOYS.

1. What is your name, caste, and age? Where is your home? When did you visit it last, and how long were you away from work?
 2. Are you married? At what age are boys usually married? Is your wife living with you? Do you support yourself or give your pay to your parent or guardian? Are you compelled to work by your guardians, or do you work of your own free-will?
 3. In what mill do you work? How many years have you been working as a mill-hand? At what age did you begin to work?
 4. When you began to work, did you do full-time work? If not, when did you commence to do full-time work?
 5. Are you doing piece-work, or are you employed on a monthly salary? What was your pay when you first began? What is it now?
 6. Have you learnt to read and write? When you were between 9 and 12, would you have liked to work, say, for 5½ hour, and then go to school and have some time for play?
 7. What holidays do you get? Would you like more, even if you lost pay for those days? Do you have to go to the mill for cleaning the machinery on holidays? How long do you stay at the mill on holidays?
 8. What are your hours of work? When have you to get up in the morning to be ready? When do you go to sleep?
 9. What interval for rest have you in the day? Besides this, how often do you go out to smoke and for other purposes? Altogether what amount of time have you in the day when you are not working? When you go out for short periods, who does your work?
 10. Are there any boys in the mill who are working only nine hours? Why do the mills not take young boys to work only nine hours? Are there any little boys and girls in your quarter of the town between 9 and 12 years of age who would like to do a little work and earn a little money at the mill?
 11. When did you get your last month's pay? Can you remember what date you got paid in the previous month? Do you always get paid about this date?
 12. How often have you been absent from work besides the holidays during the last six months? How often have you been fined more than the wage of the day you were absent? How often have you been ill this year?
7. The President then called upon Mr. Lokhanday to produce the witnesses he had brought.
8. The following witnesses were then examined:—
- | | |
|--------------|---|
| 1st witness— | Awdi, a Maratha woman, aged about 30, employed as a winder. |
| 2nd " | Dhakia, son of Seva, a Hindoo boy, aged 14, employed in the scutching room. |
| 3rd " | Babajee Mahadoo, a Maratha boy, aged 15, employed as a doffer. |
| 4th " | Shaik Mahomed, aged 35, native of Benares, weaver. |

The Commission terminated its meeting at 6 p.m.

Note.—This witness is an ordinarily dressed, bright and intelligent Maratha woman, thin but looked in good health.

1ST WITNESS.

Name Awdi, female, engaged in the New Great Eastern Mill as a winder. Has been 20 years employed in the same mill. She works by piece-work and gets 8 to 9 rupees a month. In the shorter days 8 rupees and in longer days Rs. 9-8. She goes early in the morning and leaves in the evening. (*Note.*—This witness has no definite ideas as to time.) The males attend one hour before the females and half an hour after the females go. They do not get exactly half an hour in the middle of the day. She goes out twice, besides to smoke, &c., &c., and is absent about 10 minutes each time. Nobody looks after her work while she is away. They get two tickets given them every evening. One is given in the morning, and one on return from the 12 o'clock recess, so there is no delay in going in and out. But she is not satisfied with the time now given. She wants more time to run home to look after her children. She wants one hour. If she gets leave of absence for one day, she only loses the pay for the day she has not worked. If she stays away one day without leave, she loses two days' pay. There is no great difficulty in getting leave if there is sufficient yarn in the factory ready. But if there is press of work, even if any one died in her family, she cannot get leave, and, therefore, if absent without leave, is fined two days' pay. She was 10 years old when she began to work. She came from Ratnagiri. She has a house there. She went two years ago to her home and stayed there a month. She has two children. Her husband is working in the Railway as a porter. She would like to have the time of work reduced. Instead of going at 6-30, she would like to go at 7 and leave at 5-30. Then in that case one hour's recess is not necessary, only half an hour would be sufficient. She would prefer less hours and less pay to the present system, and then adds she will in getting more rest earn the same money. She now gets two Sundays, but she has on these Sundays to go to clean the machinery at the usual hour in the morning and leaves at 10 to 11. For this work she gets no wages. If she gets four Sundays, she would be very happy. She would prefer a mill which shuts on Sundays to one which does not give any holiday all through the year, although she may earn less. She gets holidays that are required by her religion. She gets 13 religious holidays. She would like the Sundays, as well as the holidays she now gets. The income of her husband, Rs. 10, not being sufficient, she goes to work herself. But between her husband and herself she saves sufficient to send something to her country, and she could manage to work four days less in the month without much difference in her case. She was asked whether in the case of females who suffer from periodical causes natural to women, they could on representing that they were unfit for work, be allowed leave. She replied this would not be considered a valid reason for giving leave.

Note.—This witness looks a dull, unhealthy, careworn lad, physically unfit to do more than half day's work.

2ND WITNESS.

Name Dhakia, son of Shiva, aged 14 years. Is now employed in the Bombay Cotton Mill owned by Bhattias. Has been employed in four mills, altogether about six years. Comes from Igatpura. His father is dead and his mother is living with him. She lives in the house without work. They are four brothers, who all live together. He is the third son. He earns 7 rupees; since last month he gets Rs. 9. A full-grown man working like he does, gets up to Rs. 11. Scutching work is an unhealthy occupation. Starts work at the mill at 5-30. Has to get up at 4 o'clock. The mill stops at 6-45 p.m. He gets 15 minutes' rest in the middle of the day. He also eats in the morning while the machinery is moving. He goes out besides for necessary purposes, smoking, &c., twice a day by ticket. He remains out about 15 minutes each time. When he goes out he stops his machine. He is paid a monthly salary. He got two (Sundays) holidays in June, July, and August. Last month he got only one. But he has to go to clean the machinery. He went in the morning and came away at 2. On the last Sunday he got a holiday. He would be pleased if he got every Sunday a holiday. He would wash his clothes if he had time. All the boys would be pleased. The total income of himself and three brothers is Rs. 37. Two of them are married, and the two wives earned besides 6 rupees each—total Rs. 49. The family have no home now in Igatpura. It was sold when they were young. They were in debt, but have paid it off. His younger brother and himself are saving money for their marriages. He once went to his brother's marriage at Igatpura where he was away one month. He would prefer a gentleman's service even on a less salary, because he would have light work. He gets leave when he asks for it, but he has difficulty in getting it. If absent without leave, he would forfeit two days' pay. He would have liked when he was younger to have worked for half day on half pay, but now he cannot manage his expenses on half pay. He feels now that it is too much work for him, and he could not work more. He goes of his own accord to work, and there is no pressure brought on him to work by his friends.

Note.—This witness is a bright, intelligent, wiry lad, in good health. He is rather overdressed for a boy in his class of life. Mr. Bengallee remarked "quite a masher." Has silver ornaments about him.

3RD WITNESS.

Babajee Mahadon, aged 15, works as a doffer in the throstle department of the New Great Eastern Mill. His parents are natives of Ratnagiri; was born in Bombay. Has been working in the mill for the last three years. Previous to this was attending school. He married this year. His wife is about seven years old, and she is still at her home. Looking back on his life he says that he would have liked to have worked half day and had half day in school when he was under 12. He now lives with his mother. She used to work before, but he is now married, and therefore maintaining her and his wife. He gets Rs. 8 per mensem. He goes to work at 5-30, and works up to 7 p.m. He rises at 3 a.m., bathes and dresses and prepares for his work. He gets to bed 10 to 11 p.m. He gets 15 minutes' interval in the day. He eats in the work-room at 10 or 11 a.m. while the machinery is moving. He goes out twice, besides to smoke, &c., and each time spends 10 minutes—total interval 35 minutes. He would prefer to work less hours and thus prolong his life. He now gets two Sundays. He would like four holidays, and they should be Sundays. He would prefer Sundays as being the market days. He is paid by the month, and therefore is certainly anxious for small hours. He would like to have Sundays as well as his holidays. He gets his wages in the following month. He wants half an hour's rest at 12, and not 15 minutes only. He wants the mill to begin work 6-30 and stop at 5. If they closed the mill at 5 on Saturday, they could do the cleaning of the machinery then. At present they get two Sundays for holidays, and they go on those days, till 12 noon, to clean up. If a man is injured, he is not paid for the time he is away.

Note.—This is a well-grown, well-built and healthy Mahomedan. Seems intelligent. Dressed in ordinary costume of his class. Speaks good Hindustani fluently and correctly. Is evidently impressed with the necessity for educating children.

4TH WITNESS.

1. My name is Shaik Mahomed; aged 35 years; weaver.
2. Home Benares. Has a house there in that city. It is his ancestral house. Has been here since childhood.
3. Has never been home. Married; has one daughter.
4. Works in the New Great Eastern Mill, and has been working there for the last 24 years. Has worked in three or four other mills for short periods. In all the different mills he has served, the rules are very much the same.
5. (*Note.*—Questions 5, 6, and 7 have been recast since this witness was examined.) They used to have young children in the mills, but they do not have them now. But he does not know the reason for this.
6. If he had a boy, he would like to educate him first; but he is of opinion that it would be of advantage if children from 9 to 12 learnt for one part of the day and earned something for the other part of the day.
7. Asked if children between 7 and 9 should work, he said he would not approve of this, because the child would be broken down.
8. The women begin work at 6, one hour after the men, and leave one hour before the men.
9. If women went at 7 a.m. and came away at 5 p.m., that would be enough for them.
10. Women should get half an hour's recess. At present they only get 10 to 15 minutes.
11. I do not know the rules about women being fined for absence.
12. He has no definite ideas on this point.
13. He has no idea on this point.
14. Yes, I have worked as a young person from the age of 10 years. Of course, as a boy, had the wish to play. I regret not having learnt to read as a boy, but I am glad I began early to learn my work, to earn money, and support my mother.
15. Yes, certainly; four holidays in the month are urgently wanted.
16. Because we get ill for want of rest, and as for the loss of wages it is of greater benefit that we should have more comfort for the body. Besides for want of holidays we fall ill and lose a good many days' pay.
17. No. Certainly not, for reasons already given in my previous answer.
18. Yes. All the mills should give holidays on the same day.
19. Sundays are the most convenient days.
20. Yes. Mills should be entirely closed on holidays.
21. Cleaning of machinery could be done on Saturday at 5 o'clock. It will take one hour or two hours to clean.
22. Last year he was not absent a single day, but the year before last he was obliged to take a few days' sick leave. If he does not go to work for three days, he will be fined one rupee for each day. If he absents himself for more than three days, he must pay his substitute all that the man has earned during his absence. Yes, a register is kept.
23. Yes; the operatives wish that the working days be fixed from 6 a.m. to 6 p.m.
24. Piece-work is not voluntary as regards the operatives, inasmuch as a man cannot leave off his work when he likes. He must remain and work until the mill stops. But it is

optional for the owner to stop the working of the machinery whenever he likes, and he pays no compensation to the hands for sending them away in the middle of a day.

25. Yes; I will do the same amount of work.

26. Yes; in the longer days I earn about 2 to 2½ rupees a month more. (He does not reconcile this answer with the previous one.)

27. Yes; if we get exactly half an hour at midday and another half hour at odd times.

28. I eat a little in the work-room at 10 while the machinery is moving, again at 12, also in the work-room.

29. I go out twice; once about 10 for 10 minutes and once about 3 for 10 minutes. My machine is stopped for the time.

30. I get my pay after two months, that is, at the end of the month following that for which it is due. I want my pay monthly, 15 days after it is due.

Note.—Questions 31 and 32 were framed after this witness's examination.

33. Yes, this would be a very proper measure. I had my finger cut off, for which I got nothing and lost one month's work and wages.

34. He cannot answer.

35. Yes, it would be good.

36. Yes, certainly.

Proceedings of the Third Meeting of the Factory Commission held at 2 p.m. on the 7th October 1890, in the Council-room of the Bombay Secretariat.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*

SORABJEE S. BENGALLEE, Esq., C.I.E.

MIR MUHAMMAD HUSAIN, Esq.

NARAYEN MEGHAJI LOKHANDAY, Esq.

} *Members.*

1. The proceedings of the last meeting were read and approved.
2. The President read a telegram from the Government of India, sanctioning the proposed visit of the Commission to Ahmedabad, and informing the President that the Commission had full discretion as to the places which should be visited.

3. The President read the following telegram from Raja Piyari Mohan Mukharji, C.S.I. :—

"Ordered to join Commission at Cawnpore. Please wire on what date you desire my presence there."

It was suggested that the date of arrival at Cawnpore should be about the 21st or 22nd.

4. Read letters from Mr. S. P. Kelkar and Mr. Permanand, suggesting the names of witnesses who might be examined.

Resolved—that these witnesses be asked to attend on Thursday, the 9th at 2 P.M.

5. Read a letter, dated 7th October, from the Mill-owners' Association, in which the Association offered to give the Commission every assistance in visiting the mills, and making such local enquiries as might be necessary. A circular had been issued by the Association to the mill-owners to this effect. The Association had further assisted the Commission by placing at its disposal a copy of all its published reports from 1875 to 1889.

Resolved—that a letter be written thanking the Mill-owners' Association for the assistance the Commission is receiving from them and for the reports which have been sent.

6. The President informed the Commission that he had also received from Mr. G. Cotton, the Deputy Chairman of the Mill-owners' Association, a valuable collection of cuttings from newspapers, &c., in which are discussed all sides of the Indian Factory question. These extracts will be of great assistance to the members of the Commission, and will enable them to become acquainted with the subject in all its bearings.

Resolved—that the thanks of the Commission be conveyed to Mr. Cotton for the loan of these valuable papers.

7. The following witnesses were produced before the Commission and their evidence recorded :—

5th witness—Rama Gyanajee, a Maratha, aged 35, head doffer.

6th „ Dhoorpattee, a Maratha female, aged 35, reeler.

7th „ Khoosia, son of Nathia, Maratha, aged 13, throstle side boy.

8th „ Ithoo Ramjee Dhoby, aged 22, doing piece-work.

The Commission ended its sitting at 6 P.M.

Note.—This witness is an unusually tall and thin Maratha, probably under the average weight for a man of his height. Dressed in common, rather dirty, clothes. Fairly intelligent.

5th WITNESS.

1. Rama Gyanajee, aged 35, caste Maratha, doffer, mucedum, not married.
2. In the district of Poona. He has ancestral property there, which is mortgaged.
3. Visited his home once; two years.
4. Since two years he has been working in the Khattav Mackanjee Mill. Once worked in the Mandvi Mill, then he became a cart-driver, then again in various other mills for short periods. The conditions of work are the same in all mills.
5. From 11 to 12. They work for the whole day. I have 20 boys under me.
6. There is inconvenience if they work less hours. Any inconvenience would be remedied by working half day. But he is afraid they will not work for half pay; but something less than the ordinary pay. Yes, the age should be raised to 14, to 15 or 16 years, when full time can be exacted.
7. Yes, there are children whose parents would be glad to send them for half-day work.
8. They go at 7 and leave at 6 or 5.30, because their work is piece-work.
9. The morning hours should be lessened. They should, in his opinion, attend at 8 and leave at 4.30 or 5 P.M.
10. Yes; at 12 o'clock for half an hour.
11. They get two days' wages for one day's absence without leave. They first ask leave, and if the leave is refused and they then stop at home, they are fined.
12. There should be a difference of at least 2 hours from the work of an adult.
13. Says 18 to 20, but he has already given 16 to 17.
14. He did not like it. It would be hard work.
15. Yes, certainly. He is a monthly-paid artisan, getting Rs15.
16. Why should other operatives, who work piece-work, want a holiday when they get less pay? They will certainly get less pay, but it would be better for their health.
17. He says the operatives will prefer the mill which closes every Sunday.
18. Yes, they should all give holiday on one day, that is, Sunday, because they would meet their friends who get leave from other employments on that day.
19. (Answered above—18.)
20. They should be closed entirely on those days.
21. They should close on Saturday at 4 o'clock. He now works on Sundays up to 12, cleaning machinery. His mill closes two Sundays a month.
22. Every month he absents himself for one day on account of private business. They get two days' wages. They get his two days' wages for the day in the month that he is absent.
23. Yes, they want them curtailed from 6.30 to 6.30.
24. They will not allow piece-workers to go away at their own wish. They give them no compensation.
25. Yes, a piece-worker would. He will pay more attention and work with greater industry. The machinery need not be worked faster.
26. Supposing I was a piece-worker I should earn 2 rupees less in winter than in summer.
27. Yes, they want a recess of half an hour.
28. At 9 A.M. in the working-room, when the machinery is moving. At 3 o'clock under the same conditions.
29. The boys under him go out four times a day. He has 20 boys under him. They remain out 4 to 6 minutes each time. The remainder of the question does not apply to him.
30. He gets his pay after two months, that is, he gets paid one month after the pay is due. He says, let the mills keep 15 days' pay in hand. He must give one month's notice. The mills give no notice whatever, but dismiss operatives at once without compensation.
31. Yes, at once. There are lots of men. But I do not know anything about bucksheesh.
32. No, he has not. They forfeit their wages and go away.
33. They should provide for the injured mill-hands.
34. He does not know about the mill generally, but about his boys the fines vary from 12 annas to Rs2 as a total for the month. All fines collected go to the mill-owner.
35. Yes, it is necessary. Now they go to hospital, which is a mile away.
36. The mill-owners should provide schools in the mills.

Note.—This witness is a typical healthy Maratha woman. In excellent working condition; she wears a few ordinary ornaments.

6TH WITNESS.

1. Dhoorpathee, a Maratha female of Ratnagiri, aged about 35, employed as a reeler in the Empress Mill, employed in this mill for 13 years and in another two years.

Note.—The questions asked are those selected for women.

2. She has a home in the country and fields. Sends money there. She goes once a year to her home for a month or so for cultivation and also for change of climate. She went last about a year ago.

3. Are you married? Yes. Is a widow now. She has one daughter about 14 years old. She does not go to the mill. She is married, and is at her husband's house in her country. She has her father, mother, and sister living with her in Bombay. The mother and father do not work, but the sister works. She herself earns R7 and her sister R7. Her sister is also a widow. Both sisters work in the same mill. Yes, they have debts. Her daughter's marriage cost money.

4. She lives about 1½ miles from the mill. It takes half an hour to walk there. No, how can she? She gets up at 3 A.M. and begins cooking. She takes her food with her. Starts from her place at 7-30 and reaches the mill at 8.

Note.—This seems a specially late hour for mills. These mills are under Messrs. Greaves, Cotton & Co., who have special rules.

Being a reeler her work is not connected with the machine. She leaves the mill at 5-30. She goes to sleep at 9. It will be better if the hours are shortened, she will turn out her piece-work quicker.

5. She gets only 15 minutes in the middle of the day. Reelers do not have tickets, and there is no delay. Besides the midday rest, she goes out twice for, say, about 5 to 10 minutes. When she came to work at the mill her child was rather grown up; and when she worked in the mill, her old mother looked after it. The women do not bring their infants with them. They go at 12 to feed their infants.

6. When she has to go to the market, she has to absent herself.

7. She cannot get any Sunday holidays. She does not even get the native holidays, because reelers have to go, when the engine is not working, to work up the cops.

8. They want four days as holidays, Sundays preferred. If there are any native holidays in the week, she prefers to work on Sunday. She says if she gets one day's rest, she will work better, and therefore will not lose by it.

9. Yes, she can, the owner is liberal. If they are absent, they are not fined. They do not even ask leave. In her case her work is quite voluntary.

10. Yes, there are many women ready to take her place. She would not give *buckshesh* for the post.

11. She began work when she was 20. There are people in her chawl who would be pleased to send their children to do half day's work.

12. She used to get wages a month and five days after it was due. Since the last four months she gets her wages between the 16th and 18th. When asked finally if she had anything more to say, she said "nothing," only I want four Sundays in a month as holidays.

Note.—The witness is a boy, who appears to the President and members of the Commission a child of 11. He is smart, quick-witted, and also robust for his age.

The questions asked this witness are those selected for children.

7TH WITNESS.

1. Khoosia, son of Nathia, Maratha, aged 13. His aunt has told him he is 13. Is an orphan, of Bombay, and has no other home.

2. Not married himself, but boys like himself generally marry from 11 to 13. He is living with his aunt. He gives his earnings to his aunt. His aunt compels him to go to work against his wish.

3. Employed in the New Empress Mill as a side boy in the throstle department. He began to work this year. Has worked for four or five months. He gets R8 a month.

4. He is doing full-time work since he joined the mill.

5. He gets monthly wages. He began on R5-8. His salary is now R3.

6. He has not learnt to read and write, nor is he attending a night school.

7. He gets two Sundays in the month, and sanctioned religious festival holidays. He wants four days a month, and these should be Sundays. Instead of receiving R8 he is willing to take four days' holiday and get only R7.

8. Yes, he goes to clean up the machinery on Sundays at the usual hour and comes away after 10 or 11.

9. He attends the mill daily at 5 and returns home at a quarter to 7. To get ready for work he gets up at 4-30. He goes to sleep at 9 o'clock.

10. He gets 15 minutes at 12. Besides this he goes out twice for 15 minutes each time. His joriwalla (or pair) does his work at these times.

11. No. No boys work 9 hours. The smaller boys do not go, because they cannot get a pass to work full-time. Yes, there are boys who would go and do half a day's work if they were allowed. It is better they would attend school instead of working.

12. He got his last month's pay on the 15th. He formerly got it one month and five days after it was due.

13. He was absent only one day and was cut one day's pay. He has not been ill.

Note.—The witness is a fine, well-made and intelligent witness, who looks in vigorous health.

8TH WITNESS.

1. Ithoo Ramjee, Dhoby, aged 22, roving department in the Connaught Mills. He is married; no children.

2. He was born in Ratnagiri district. He has fields and a house at his home. He has his uncle looking after the ancestral property.

3. He goes once a year. He remains there sometimes one month and sometimes two months. He works there either as a washerman or in field labour.

4. In the Connaught Mills for four years. Not worked before. He works by piece-work, and he earns from R12 to 18 a month.

5. After 12 years. There are no children under 12. Unless they have a pass from the doctor, they don't work.

6. No further answer necessary.

7. He does not think they should be employed, as they would spoil their health.

8. They come at 7 and go at 5 P.M.

9. They should get full half an hour instead of the 15 minutes they get now in the middle of the day for rest. Then their present hours would be sufficient.

10. (Answered.)

11. The women work with reels. They are fined the amount of work they keep with them to deliver another day. If there is no balance over, there is no fine. They do not cut two days' pay.

12. No difference.

13. No difference.

14. He did not work as a young person.

15 & 16. Yes, it is necessary. He being a piece-worker, he is willing to sacrifice the amount that will be short of what he is earning now.

17. Where they get rest, that is, for four Sunday holidays. The operatives will prefer that mill to the others working without holidays.

18. They should get leave on one fixed day, so that they can see their friends.

19. He would prefer Sunday.

20. Should be entirely closed.

21. He would clean the machinery from 3 or 4 P.M. on Saturday. On holidays he now works from the morning till 1½ A.M. in cleaning machinery.

22. I absent myself for about 15 days in the year. There is no penalty for absenting myself. There are substitutes who can be put on.

23. Yes, the mills should work from 5-30 to 6 P.M.

24. The work is not voluntary. He must remain till the end. But the mill-owners can send him away at any hour they like without paying him for the remainder of that day.

25. Yes, certainly.

26. There is a difference of 1 or 2 rupees.

27. Yes, they want half an hour at 12.

28. They take food when opportunity offers while the mill is working; and at the rest at 12.

29. Twice or thrice for about 15 to 20 minutes for each time. The machine is going all the time. "The joriwalla," or his pair, looks after it. About one hour on the whole.

30. He gets his pay now on the 15th. He wants it on the 15th. They used to get it formerly on the 25th. If he wants to leave he must bring a substitute. If the mill wants to turn him out, he gets no notice.

31. There are always men ready to take the place. They give no *buckshesh*.

32. He has no recollection of any instance.

33. Yes, they ought to do something for them.

34. The fines go to the Company.

35. Yes, they require a dispensary. If not a dispensary, they ought to have a doctor to look after them.

36. Yes, they ought to do so.

Proceedings of the Fourth Meeting of the Factory Commission held at 2 p.m. on the 8th October 1890, in the Council-room of the Bombay Secretariat.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE C.S.I. *President.*
 SORABJEE S. BENGALLEE, Esq., C.I.E.
 MIR MUHAMMAD HUSAIN, Esq. } *Members.*
 NARAYEN MEGHAJI LOKHANDAY, Esq. }

1. The President read the Minutes of the last meeting, which were approved.

2. The President informed the members that a telegram had been sent to Raja Piyari Mohan Mukharji, informing him that the Commission would begin its work at Cawnpore at 2 P.M. on the 22nd. A letter was also written to our colleague, asking him to see Babu Russick Lal Ghose, the working-man's representative on the Commission for Bengal, and arrange with him for the attendance of seven operatives at the Bengal Office at 2 P.M. on the 27th and 28th October. The Raja was further asked to have one man, woman, and child now actually employed as mill-hands, selected by some other person interested in this question.

3. The President read letters that had been addressed to the Collectors of Ahmedabad and Cawnpore, informing them that the Commission would visit those centres of factory labour on the 16th October and 22nd October respectively. These gentlemen have been asked to give public notice of this to those interested, and also to provide a room in which the Commission can hold its sittings.

4. Mr. Kelkar called and submitted the names of five more witnesses that he proposed should be examined to-morrow. He was informed that it was possible only to examine five witnesses at a sitting occupying four hours. The President arranged with him that only five witnesses should be produced, and these should be all mill-hands, and not mucunddams or jobbers, as Mr. Kelkar first suggested.

5. Nearly every newspaper published in Bombay has sent its reporter to take a copy of the evidence recorded by the Commission. As there is only one copy of this evidence, it is natural that there should be some inconvenience. The Commission resolved that the reporters should have the fair copy of the evidence given to them in the order of their arrival at the Secretariat. It would be better if the press could, by some arrangement, take one copy and have it printed for circulation to all the papers.

6. The following witnesses were then examined and their evidence recorded:—

9th witness—Balloo Atmajee, Maratha, aged 35 working on the slubbing frame.
 10th „ Ladoo Maratha, aged 30, reeler.
 11th „ Sheeram Mahadoo, Malee, aged 11, doffing boy.
 12th „ Tukaram Luximan, aged 22, caste Telli, piecer.

This concluded the evidence, which Mr. Lokhanday was asked to produce. The President, in the name of the Commission, thanked Mr. Lokhanday for the trouble he had taken in arranging for the attendance of these witnesses.

Note.—This man is the most intelligent witness yet produced before the Commission. Answered with great clearness and after due consideration. Physically well-made and healthy.

9th WITNESS.

1. Balloo Atmajee, aged 35, Maratha, working on the slubbing frame; married. Has two children; one three years old and one lately born.
 2. His home is in Ratnagiri. He has ancestral property, house and fields.
 3. He goes home after every two years to his house, and stays there generally one or two months, to refresh himself and for rest. He went home last four months ago.
 4. Works in the Framjee Petit Mill. Has worked there for one year. He first worked

in the Soonderdag Mill, the Mandvi Mill, and was also in the Iron Foundry. His times were easier in the iron foundry, but there was little work there. Yes, all the rules are alike. His present wages are by piece-work. He earns about Rs 13, 14 or 15 a month.

5. They engage boys in mills now who have 28 teeth, that is, only after the doctor's certificate is obtained.

6. No answer. Yes, they could be employed for half day. If the age of boys is raised 14 or 15, it would be advantageous for the boys.

7. Yes, there are children of my acquaintance who would work for half day.

8. The women attend from 7 to 7-30 A.M. and leave at 5-30. Some come at 8; but these are only reelers working hand-work. Those who work with the machinery when it is in motion come with the men. But no woman in this mill does this.

9. If it is reduced, it will be better for the women. If it is reduced by half an hour, it will be better.

10. From half an hour to one hour of rest should be given.

11. In some places they fine them; in some places they only deduct the day's pay on which they are absent.

12. Not necessary.

13. From 12 to 15 would be a good definition of a young person.

14. He has not worked as a young person.

15. It is necessary for adults to have four days' holidays.

16. I want the holidays for my comfort, never mind if I lose the extra pay.

17. They will certainly not go to the mill which gives no holidays, because the operatives are tired, and the rest is what they want, and not the pay. They do not mind the loss of pay. They would also prefer those mills which give four Sundays to those giving two Sundays as holidays.

18. They should all of them close on Sunday.

19. To see their friends who also get leave on Sundays.

20. They should be entirely closed, and the operatives not compelled to go to clean machinery on that day.

21. If necessary, they should close the mill an hour earlier on Saturday for cleaning. Now they are detained up to 11 on holidays, but that amount of time is not required. It might be done if the mill were closed at 4 o'clock.

22. For this year he has been absent five to ten days. There was no penalty for this because he works at piece-work.

23. Yes, the mills ought to be opened and closed by regulation from 6-30 to 5-30, with half an hour's interval. If they will give an hour, it would be good. If not, half an hour will do.

24. His work is not voluntary. He cannot leave at his pleasure, although he is paid by piece-work. The mill-owners give him no compensation if they stop the day's work early for their own convenience.

25. They will earn the same as they now earn by exerting themselves more, and will not want the engine to move faster.

26. The difference in his earnings is 1 to 2 rupees. In winter he gets less.

27. Yes, at 12 o'clock. They get 15 minutes now, and they want half an hour.

28. At 9 to 10 o'clock. I take my meal either outside or inside while working.

29. About twice a day for about 10 or 15 minutes at each time. The joriwalla or pair mends his machine. The men who do piece-work have a greater inducement to spend less time outside.

30. I now get my pay on the 27th or 28th of the following month. I want it on the 15th. I must give a month's notice before leaving. But the mill gives me no similar notice when my services are not required.

31. Yes, people are ready to take up my vacancy. No *bucksheesh* is given to the head-man.

32. Yes, I have heard it, but I do not know the details of any one case. The operatives are really afraid to go to Court, because the mill-owners employ vakeels, and oppose them with great persistence.

33. Yes, they should. He himself was injured and taken to hospital; was not much hurt.

34. The fines go to the Company. The fines in his mill would come to about Rs 25 a month. Besides this, the wages forfeited for leaving without notice come to a large sum.

35. Yes, there is a dispensary in his mill, also a doctor (not a real doctor); but there are medicines. Yes there ought to be a regular dispensary.

36. It will be better Government should oblige the mill-owners or insist on having a school.

He has nothing more to say.

Note.—The witness is a healthy, intelligent woman, with one gold and one silver ornament on her person. Dressed in ordinary clothes, and rather shy in giving her answers.

10th WITNESS.

1. Name Ladoo Marathin, aged 30, reeler. Has been employed for nine years; is now in the James Greaves Mill.

2. She has no home now in Ratnagiri. She was born in Belgaum. She never leaves Bombay.

3. Yes, she is married; her husband is a pressman in a printing press; has no children. Nobody except her husband and herself live in the house. Her pay is between Rs 8 and Rs 10. Her husband's pay is Rs 10. They have no debts.

4. She lives about a mile from her mill. She does not get home at the midday stoppage. Those who have children go home. She gets up at 4 o'clock. She arrives at the mill at 5 o'clock. She leaves the mill when her work is done, sometimes at 2, sometimes at 3, or later. The other female operatives would like to have their hours shortened.

5. She herself takes no interval. But her mill closes at 12 for 10 to 15 minutes for the other people.

6. She has plenty of time for all she wants to do.

7. The other mill-hands get two Sundays as holidays in the month. But reelers have to go on Sundays—every Sunday, and therefore no holidays.

8. She would like four holidays in the month. Never mind if she gets less pay, she will get more comfort. She wants Sundays, because other places close on Sundays.

9. She can get leave whenever she wants. But other female mill-hands cannot get leave when unwell from periodical causes.

10. Yes, there are many to take her work. She has not to give any present to the overseers.

11. She began to work when she was 21. Yes, there are children who would be glad to work for half pay.

12. She gets her pay on the 13th or 15th of the following month.

Note.—This lad is about 10 years of age. His physique is that of a badly-grown child on whom his work has had a detrimental effect. His voice is hoarse, and his intelligence is that of a young child.

11TH WITNESS.

1. His name is Shegram Mahadoo, caste Mallee, aged 11; lives in Poona. It is three years since I came from home. I have not been there since.

2. No, I am not married. I do not know when other boys marry. I spend Rs 1 on myself for sweetmeats and give Rs 5 to my parents who are working as labourers. I go to work of my own accord.

3. In Howard Bullough's Mill. He has been working as a doffing boy for two years. I began at 9 years of age.

4. When he began to work he did, as he does now, the full-time work taken from the operatives, that is, he begins at 5-30, having left his house at 4 A.M., and stops at work until 6 in the short days and 7 in the long days.

5. He gets a monthly salary. He began at Rs 6 and still gets the same.

6. He has not learnt to read or write. He says he would like to work for full wages and therefore for full time.

7. He had one holiday about a month ago (Ganapati) and had to work the next Sunday for it. He gets two Sunday holidays now, but he wants four Sundays. He is willing to take 8 annas a month less if he gets four holidays. He has to go for cleaning upon the two Sundays. He cleans the "rollers." He stays at the mill on these occasions until 2 or 3 o'clock in the afternoon.

8. Already answered. He goes to sleep at 8 o'clock.

9. He gets 10 minutes' rest at 12 o'clock. Besides this he goes out twice a day for about 5 to 6 minutes each time, which makes about 26 minutes on the whole. No one looks after his work when he is away.

10. There are no boys in the mill working less than the full-time. There are no children in his neighbourhood. There was one boy about my age who is working in a mill.

11. He does not know when he is paid. People say it is on the 15th.

12. He is never absent from work and not been on the sick list. He has not been fined.

Note.—This witness is dull and heavy-witted. It requires much time and trouble to make him understand the simplest question, and he gave his answers without much thought.

12TH WITNESS.

1. Tukaram Luximan, aged 22, caste Telie, piccer in the mule department. He is married; no children.

2. Ratnagiri. He has a home which belongs to his father, and has fields. His father looks after the home.

3. He has visited his home this year, and was there 15 days. He was sick and went for change.

4. Works in the Imperial Cotton Mill. Has been working there for the last three years. Did not work as a mill-hand before.

5. Only boys of 12 are engaged. Nobody does 9 hours' work in his mill.

6. Yes, it would be well to give lads half day's work and give them half day's pay. He does not understand the remainder of this question.

7. There are no children in his neighbourhood.

8. The women generally come from 8 to 9. They leave from 4-50 to 6. These women are all reelers, who do not work with the machines.

9. The women should get leave at 4.

10. The women who work in his mill as reelers do not get periods of rest.

11. Yes, they do get leave.

12. Is unable to say.

13. Ditto.

14. No, he has not worked as a young person.

15. Yes, the male operatives ought also to get four days for their comfort.

16. If it came to a distinction between wages and comfort, I want wages.

17. They will prefer the mills which do not shut up for holidays. They will get more pay. In reply to a farther question he says—"How can I work all the year round without holiday?"

Note.—On inspecting this man's register of attendance, it was found that he was very irregular in his attendance.

18 & 19. He would prefer to have the holidays on Sundays.

20. He wants the factory to be closed entirely on holidays.

21. Let the machinery be cleaned on two Sundays, and let the other two Sundays of the month be complete holidays.

22. He is never absent. Never been fined.

23. He does not understand.

24. He is a piece-worker, but he must remain till the mill stops. He would not get wages for the time lost.

25. If the hours of work are limited, he will work with energy and give the same amount of work.

26. He gets the same wages in winter as in summer.

27. They want half an hour; they only get 5 minutes.

28. He takes his food between 9 and 10 while the machinery is working in the room.

29. Besides the midday leave he goes out twice, 5 minutes each time. His work is then managed by his spinner.

30. He gets paid on the 15th. This arrangement is a recent one. Formerly it was after two months. He wants it on the 15th. If he wants to give up his work, he must find a substitute; he must sacrifice the wages in the hand of the Company. They do not accept any notice. They do not, on the other hand, give him notice.

31. Yes, there are other men. He does not give a present to any one.

32. No, he does not.

33. Yes, they should provide for the injured operative.

34. It goes to the Company.

35. They should have a dispensary or a doctor.

36. The Government should provide a school for factory children.

Proceedings of the Fifth Meeting of the Factory Commission held at 2 p.m. on the 9th October 1890, in the Council-room of the Bombay Secretariat.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. President.

SORAIJEE S. BENGALLEE, Esq., C.I.E.

MIR MUHAMMAD HUSAIN, Esq.

NARAYEN MEGHAJI LOKHANDAY, Esq.

Members.

1. Proceedings of the last meeting were read and approved.
2. The President read a letter from Mr. N. A. Moos, late Factory Inspector, forwarding the printed questions he had used in making a confidential enquiry for Lord Reay. These questions have been examined, and it is found that they are in most cases incorporated in the questions now being used.

3. The President proposed that a copy of all the questions now being asked to men, women, and children, should be sent to the press for publication, and suggestions invited by those interested. The following notice was sent to the newspapers:—

The following questions have been adopted for the examination of the mill-hands selected

to give evidence before the Factory Commission. It will be seen that there are separate questions for men, women, and children. Each question is numbered, and the answers to them have the same numbers. The Commission will be glad to consider the advisability of adopting any other questions bearing on this subject which any person interested in the enquiry may like to suggest.

4. The President suggested that the Bombay Government be moved to send the Commission, through its newspaper reporter, extracts and translations of all the notices and remarks which may have appeared in the press since the 1st October relating to the work of the Commission.

5. It was arranged that this should be the last meeting of the Commission in the Secretariat. The Commission would in future hold its meetings at the mills visited. It was suggested by the President that on taking evidence at the mills the Commission might be divided—the President and Mr. Lokhanday to examine one set of witnesses, and Mr. Sorabjee S. Bengallee and Mr. Husain another set. Mr. Bengallee, however, urged that every word of the evidence taken should be recorded by the President himself, even if the Commission was by this arrangement obliged to examine a fewer number of mill-hands. After discussion Mr. Bengallee's suggestion was adopted.

6. The Commission then proceeded to examine the five following operatives who have been produced by Mr. Kelkar, a Brahmo missionary. These witnesses are not connected with the Mill-hands' Association:—

- 13th Witness—Ganesh Narayan Dewal, Brahmo, aged 24, weaver and spare jobber.
- 14th „ Parbuttee Vithu, Maratha, aged 25, winder.
- 15th „ Pandoo Ramjee, Maratha, aged about 13, side boy.
- 16th „ Mahadoo Ramjee, Maratha, aged 42, weaver.
- 17th „ Pandoo Sonoo, aged 22, Maratha, employed in the roving department.

It was arranged that in consequence of the very limited time the Commission had at its disposal, it should in future meet once in the morning at one of the factories, and again at 2-30 P.M. at another. Mr. Sorabjee S. Bengallee said he was unable, in his present state of health, to attend more than one sitting. It was arranged that he should meet the other members in the afternoon sitting.

The sitting closed at 6-30 P.M.

Note.—This witness knows English. Being a working weaver and spare jobber in a mill, not in the town of Bombay, but in Khandesh, is selected to give the Commission evidence. He is not a member of the Mill-hands' Association. Is evidently qualifying to fill the higher posts in a cotton mill.

13TH WITNESS.

1. Ganesh Narayan Dewal, caste Brahmo, aged 24, weaver and spare jobber. Yes, married; no children.
2. Born in Sholapore district. No home there. His home is now in Jalgaon in Khandesh.
3. He works where he lives.
4. In the Khandesh Spinning and Weaving Mill. Educated at Poona in the New English School. Has been employed as a weaver for 14 months. Not worked in any other factory.
5. Yes. The boys are supposed to be 12 years of age, and some of them appear to me to be under that age. But all give full work.
6. No, because they do not work shorter times. It would be a convenient and good arrangement to keep two batches of boys working half the hours now worked by the men. For boys who worked full day, the age should be raised to 16.
7. Yes, there are.
8. This depends upon the season. In short days for 11 hours and in long days for 13.
9. The present hours for women should be limited by making them come one hour later than the men and go one hour sooner. This arrangement would give them less work and more time for doing their household business.
10. Half an hour's rest.
11. If she asks for leave and gives a good reason, she does get it, and besides there is not much press of work for women. In our mill she only loses the day's wages.
12. If the age of children is raised to 16, there is no necessity for a class for young persons. Besides, if we limited the hours of work to 9 hours, it would not be convenient for the mills to employ them.
13. Answered.
14. No.

15. Yes, there is necessity for giving holidays to male operatives.

16. In my opinion they would not get less wages. Our mill is not stopped even once a fortnight. The mill stops at 2 on Saturday for cleaning, and the operatives go at 3 to 4. On Sundays they work full-time. When they had much yarn lying in the factory, for two months the mill-owners of Jalgaon stopped of their own accord every Saturday. During this time the mill-hands did not earn less wages, and they were very pleased with the holiday.

17. This question does not apply to my place, because there is only one mill.

18. In my opinion they should all stop on the same day, because they will then be able to see their friends working in other mills.

19. In Jalgaon Saturdays are preferred, because it is the market-day. For Bombay I would say Sunday. There is no religious objection to having Sunday as a holiday.

20. Yes, full holiday. Not for only part of the day.

21. The mills should be stopped two hours earlier on Saturday.

22. Having no holidays, I myself during these 14 months have been absent for a week.

23. I think they should begin when there is proper day light in the mill and stop when there is no light left. Operatives do want a certain hour, because now all is uncertain as to when they ought to go, and they always go very early. To fix the hour of beginning, the Government or the mill-owners should regulate the hour according to the season. But the hour should be fixed, so that the men may know when to come. Speaking as a weaver, I can work for 13 hours without being unusually fatigued. What I want to say is that all weavers and mill-hands would like to work for the full day. Daylight to dark with the usual half an hour's interval if they got four holidays in the month. To curtail their hours of work would inflict injury on them by giving them less pay. They can make up the work of one holiday by having a full long day's work.

24. It is not voluntary. If the mill is going, nobody can leave his work, and, besides, nobody, doing piece-work, is willing to go. There is no compensation for keeping me idle against my wish for the other portion of the day if they wish to stop. But such is never the case in our mill, only when the engine is out of order it stops perhaps.

25. He has no answer for this, but he adds that they might with practice be able to do it. I have already said in winter 6 A.M. would be too early and in summer 6 A.M. would be very late.

26. There is a difference, supposing a weaver gets Rs15 in summer, he would earn Rs12 in winter.

27. Yes, this half hour's leisure is given in the middle of the day only for rest. They can take their meals at any time in the morning or afternoon in the mill compound. When a man goes to his food from the weaving department, his loom is generally stopped. As for other departments, the *foridar* does the man's work.

28. My case was a special one and therefore different. I used to get one hour to go home for my meals at 10-30.

29. I do not go out myself, but other operatives go out twice, once in the morning and once in the afternoon, for altogether about half hour. This is the case with good weavers. Those who do not care to earn much go out oftener.

30. I get paid after the 22nd of the following month. Our position in Jalgaon is different. The mill-owners have to keep more in hand, because the operatives having at certain seasons better work elsewhere are apt to leave without notice; one month's notice is required. The mill-owners do not give any notice, nor is any compensation given by them for turning out a man when they want to.

31. There is not much competition. There is generally want of men for six months in Jalgaon, because they have lots of other work available.

32. No, not since I joined the mill.

33. Yes, I think they ought to make some provision.

34. The fines now realised from workmen go to the Company. I do not know how much it comes to a month.

35. Yes, if there is no dispensary, a doctor should attend. In my mill a store-keeper knows a good deal about medicines and supplies what is required. If the case is serious, a doctor sees it.

36. Yes, I do think so. The mill-owners should provide a school. It is not much expense and the mill-owners could afford it; Rs10 would be sufficient for one month for a master. In addition I would like to say that those who are seriously and permanently injured, should get a pension from the mill-owners. This case is different from that referred to in question 33. It is a question of permanent injury where the man is disabled from earning his livelihood.

Note.—The witness is a very intelligent, fine-looking woman, properly dressed for a woman of her class with some ornaments on her person. She talked more freely than other female witnesses before the Commissioners.

14TH WITNESS.

1. Name Parbuttee Vithu, Maratha, aged 25, winder, working one year in the Bombay United Mill.
2. She has not got a home in the country.
3. She is married. Her husband is dead. She has three children: one girl 11 years, one

girl 8 years, and one boy 6 years. Her mother-in-law lives in the house. None of the others in her house work in the mill. She is not in debt.

4. She lives near the mill. She can hear her mill working from that distance. She can manage to go home at the midday rest; gets up at 5 o'clock. Arrives at the mill between 7 and 7-45 A.M. Leaves the mill between a quarter to 5 and 5-30, half an hour before the men leave. She goes to sleep between 9 and 10. She earns between Rs 6-8 and Rs 8-8. The women have an easier time than the men. She does not want it reduced.

5. She gets an interval of half an hour regularly at midday. There is no delay in passing in and out. Besides this, some go out twice and some go once, and they stay 5 or 6 minutes. If a woman has a young child, there are special passes for her to go three times to feed it.

6. On holidays and Sundays, she gets sufficient time.

7. Two holidays in the month. Two Sundays. Female operatives clean their machinery on Saturdays. They do not attend on Sundays.

8. She will be very thankful if she gets four Sundays. By getting rest she will work with energy and make up the loss. She does not mind the loss of pay for the two extra Sundays. She prefers Sunday, because "we and our relatives can all visit on that day."

9. Yes, she can get it. They do not ask for leave if well from ordinary causes, but they get it if they want. There is no penalty if they ask. Under no circumstances are they fined.

10. There are others ready to take my place. There are no orders to give presents.

11. Would you like your daughter, who is 11, to go to work? No, I would prefer marrying her and sending her to her husband. My boy is now very young. I should like him to go to school first. He is attending school. He is reading the First Book. I will never put him to work as a mill-hand. There is nobody else to look after him. I must nourish him and look after his comfort. It is dangerous to send an only son to a mill wherein he may have his hands and legs cut off. How can I tell about other people's ideas of their children going to work in a mill?

12. She is paid on the 25th of the following month and is content with that.

Note.—Witness was a tall boy for his age, intelligent, but looks weak and depressed.

15TH WITNESS.

1. Name Pandoo Ramjee, Maratha, aged, he says, between 12 and 13, works at the throstle, side boy. His home is in Ratnagiri district. He has not been home for three years.

2. Not married. I will be married after two or three years; boys get married from 14 to 20. He gives all his wages to his parents. He goes willingly to work. He has come from his country to work in the mill.

3 & 4. He works in Jewraj Balloo Mill; has worked there for three years. When he began he was 10. He has always worked full time.

5. I am doing piece-work. I began on Rs 6, and now I get about Rs 8.

6. Yes, he has learnt to read in the night school of the Theistic Association. I should have liked to work half day. I could now work with comfort up to 12 o'clock and then go to school.

7. I get two Sundays in the month. I would like four Sundays, no matter if my pay is a little less. I go to clean machinery on the two Sunday holidays and stay till 10-30 A.M.

8. I go from 5-30 A.M. or 6-30 A.M. to 6-45 P.M. I have to get up at 5 A.M. I go to sleep at 10.

9. Sometimes we get half an hour's rest every two or three days, at 12. Besides this, I go out twice a day each time. I spend from 15 to 20 minutes altogether half an hour. When I go out my joriwalla does my work.

10. There are about ten boys who come at 7 and go at 5. These boys are smaller than himself, or 9 years of age. They get Rs 1 1/2 mensem, and they are doffers. Yes, there are children who would go for six hours' work.

11. I got my last month's pay (August) on the 30th September and July's pay on the 28th August. I would like to get my pay by the 20th.

12. After two months or so, besides holidays, I stop at home one day. I was unwell. In this year I was sick 15 days.

Note.—Witness is short, fairly intelligent, healthy but thin, Maratha, answers quickly and with a good idea of what he means.

16TH WITNESS.

1. Mahadoc Ramjee, caste Maratha, aged 22, occupation weaver, married, no children.

2. Born in Ratnagiri. He has a home without fields. This home belongs to his father.

3. He went home last year and spent three months there for his marriage.

4. In the Dinslaw Manoojee Petit Mill. Has worked there for nine years. Has worked in no other mill. As he is a piece-worker he gets from Rs 12 to 15, according to the length of the day.

5. After 12 years of age boys are engaged. These are small boys, but I cannot say what their ages are. The boys work the whole day.

6. Yes, if they do the work in two batches, it would be better. The boys' age ought to be about 15 or 16.

7. Yes, they would work for half day on half pay.

8. The women work from 7 A.M. to 5-30 P.M.

9. Yes, females must have less work. If they went at 8 and got more rest during the day to look after their children and then left at 5, it would be sufficient.

10. They do get leave half an hour at 12 o'clock.

11. If the women want leave they can get it, but they do not get it always; and if absent without leave, are cut two days for one day's absence.

12 & 13. There ought to be some difference between young persons and adults. Young persons should be up to 16.

14. He has worked as a young person. He began as a boy of 12. Yes, he did feel the work hard as a boy doing full-time work.

15. The male operatives should certainly have four holidays to meet their friends.

16. If he gets less wages, he will get greater comfort.

17. Some who care for money may go, but those who care for ease and comfort, will prefer the mill giving four days' holiday.

18. All mills should close on the same day.

19. I prefer Sunday holiday, because I can meet my relatives and friends on that day.

20. The mills should be entirely closed on holidays.

21. The mills should clean machinery on Saturday. Now they close two Sundays, but the operatives have to go and remain there until 10 A.M. He could clean his machine in one hour, but is now detained from 8 A.M. to 10 A.M.

22. In the month he is generally absent one or two days. He has to give a substitute, and if the substitute spoils work, he is fined for it. He pays his substitute for the day's work.

23. They should start the mill at 6-30 and close at 5-30.

24. They are not allowed to leave before the machinery stops. The mill-owners do not give any compensation for stopping in the middle of the day.

25. Yes, he will do the same work and earn the same wages.

26. He gets Rs 12 to Rs 13 in winter, and Rs 15 to Rs 16 in summer.

27. They want half to an hour at 12 for rest.

28. At 9 A.M., and eat in the mill.

29. I go out sometimes thrice, sometimes twice, for three or four minutes each time. My work is done by the joriwalla.

30. I get my pay now on the 30th of the following month. Formerly I used to get it on the 25th. I want it on the 15th. I must give one month's notice. The manager does not give me any notice.

31. There are plenty. They do not give any presents.

32. I recollect one case in which the men went to Court and the Court gave the case against them, but their employers gave half pay to these men after the case was over.

33. They should provide. They do not give anything at present.

34. The fines go to the Company. I do not know. In my khalla it would be Rs 2 to Rs 5 a month, and in the whole weaving department Rs 10 to Rs 20 a month.

35. It is necessary. There is one dispensary in this mill, and there is a doctor to look after them.

36. Mill-owners should provide a school.

Note.—Witness is a healthy, intelligent young man, who smiles in giving most of his answers. From his evidence it would appear that the Bombay United Mill is more liberal to its operatives than others.

17TH WITNESS.

1. Name Pandoo Sonoo; aged 22, caste Maratha, employed in roving department; married, but no children.

2 & 3. Born in Bombay, but belongs to the Poona district. His father's house and fields are there. He went last year in the Dewali holiday, and stayed there 15 days. His father-in-law called him.

4. He works in the Bombay United Mills; has worked there for two years; and before he worked in Mazagon Mill one year. The rules are different in the two mills. One mill pays on the 25th and the other on the 28th. He gets Rs 13 or Rs 14 a month. Is a piece-worker.

5. The boys in my mill are about 10 or 12 years of age, but they work the full time.

6. Yes, they could work in two batches. The age of boys should be increased to 14.

7. Yes, there are.

8. Women attend at 7 A.M. to 7-30 and leave work at 5-30.

9. They have a proper time.

10. They get leave now at 10 and 3 if they have children, and also at 12 for half an hour.

11. They get leave, but no penalty for absence.

12. There ought to be difference.

13. Fourteen years.
14. No. I was at school. Yes, I can read and write.
15. The males ought to get four days.
16. We want it for our comfort, never mind the less pay.
17. Where they get leave, the operatives will prefer that mill.
18. All the mills should be closed on one day.
19. I would prefer it on Sundays, to enable me to see my friends.
20. He is willing to clean the machinery on holidays up to 9.
21. No answer necessary.
22. I have generally absented myself two or four days every month. I get this by asking leave or by giving a substitute. If I do not do either, I am out double wages.
23. His mill begins at 6 and stops at 6, and he likes this. In summer one hour longer.
24. I must stop until the machine stops. They can close the mill without notice and give no compensation.
25. Yes, he has already replied—see 23.
26. In summer he can earn R17 and 18, and in winter R14 to 15. In summer his mill works from 5-30 to 6-30.
27. He gets half an hour's rest.
28. He eats at 9; and his joriwalla manages his work. He goes outside to eat; the dust is too great inside. We all go outside to eat.
29. I go out three times a day altogether. For my first meal for $\frac{3}{4}$ of an hour, and after that twice for half an hour each time. The joriwalla does his work during his absence.
30. He gets his pay on the 25th and wants it on the 25th. He must give notice if he wants to leave service. They do not give him notice.
31. There are many ready to take his work. No presents are given.
32. No, I do not know.
- 33 & 34. They ought to give. In his mill they do give full wages to every injured operative until he is well. There was one instance in which a man got his wages for six months.
35. There is a store of medicines, but there ought to be a dispensary or doctor.
36. The mill-owners should have a school.

Proceedings of the Sixth Meeting of the Factory Commission held at the Hindustan Mill in Byculla at 7 a.m. on the 10th October 1890.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. President.
 MIR MUHAMMAD HUSAIN, Esq. }
 NARAYEN MEGHAJI LOKHANDAY, Esq. } Members.

The Commission accompanied the manager over the Hindustan Mill when it was in full work. It was noticed that the temperature in some of the rooms was very high. Found a woman doing work, which is usually done by male operatives. Selected her to give evidence. The machinery was then stopped, and all the mill-hands paraded outside. The President then selected from among them one male adult operative and two boys. The Commission adjourned to the office and recorded the evidence of the following witnesses:—

- 1st Witness—Venkoo Ramaya, Kamathi, aged 11, doffer.
- 2nd " Thakee, wife of Gopal, aged 25, caste Waishyawani, a piecer in the mills.
- 3rd " Bhagia Sakaram, Maratha, aged 25, piecer.

In addition to the above, a few answers were recorded relating to the boy Ithia, son of Gopal, aged 9, certified on the 30th April to be 12.

A copy of the mill rules for the guidance of operatives was obtained. The registers containing the age certificates were also examined. A copy of the almanac showing the hours of sunrise and sunset was found hanging in the verandah of the office.

Note.—The witness is a little boy, who says he is 11, but he looks 10, and small for that age. He is intelligent. His certificate, saying he was 12 years of age, is dated 13th November 1888.

1st WITNESS.

1. My name is Venkoo Ramaya, caste Kamathi. Age 11; say & himself; doffer. Born in Bombay. No home elsewhere.

2. Not married. They marry at his age. He gives his wages, R6-8, to his mother. His mother gives him 2 annas every day for himself. She sells country cheroots. He was attending school. His companions came to the mill, and he thought he would like to come here also. Not compelled by any one.
3. Hindustani Mill. Has been working two years. He began when 9 years of age.
4. He has always worked full time.
5. I get monthly wages. When I first came they paid me R1-8. Then after that I got R6, and from the last month I am getting R6-8.
6. He was attending school, but he has forgotten all he learnt in the two months he was there. He would prefer to work all day and get full wages.
7. Gets two Sundays. On those days he comes for cleaning. He comes until 12. He prefers 4 Sundays for holidays, but is not sure about getting less pay for that.
8. I leave my house at 5. I begin work at 5-30. I leave the factory at 6 p.m. and reach my house at 7 o'clock. I play on the road going home and go slowly. Goes to sleep at 9.
9. At 12 o'clock half an hour, sometimes less, sometimes more. At other times I go out, sometimes twice and sometimes only once. I stay about 5 minutes. I do not smoke. I only go to drink water. The joriwalla does my work while away. I have my food under the roving machine while it is working. There is no special place for food.
10. All the boys work full-time like the men. The boys would come for half-day work and half pay.
11. I got my last pay on the 15th. Before that I used to get it after two months.
12. During the last six months I have been absent one day for each month for a holiday to play. My mother allows me to do this. I am only fined one day's pay for this absence. I was sick for one month for which I did not get wages. This was about three months ago. Fever and bowel complaint was the illness.

Note.—This woman was found in the mill working in the same way as male operatives. She looks thin and rather pale; but is, at the same time, as male operatives.

2ND WITNESS.

1. Name Thakee; wife of Gopal; aged 25; looks older; caste Waishyawani; works as a piecer in the mills; does just the same work as a man does. She is in this mill about two and a half years. She worked formerly in the Leopold Mill in the same department, but was a spinner there. Besides, she has worked in other mills. Since she was 12 years of age she has been working.

2. I have no home in my country, but a brother is there. I go to him after one year or six months, and stay there from one month to two months for the benefit of the change of air. I do not work when I go there.

3. She is a widow; has a daughter about 15 years old. She laughed when reminded that her age was now 25. She says 35; she may be older. In my house in Bombay there is my mother and a brother. My mother does no work, but my brother works as jobber in the Gordon Mill. The mill being burnt, he is now sitting at home taking rest. The brother's wife is dead, but he has another woman who goes to work in the same mill as herself. She keeps herself and her mother. The others are separate. She gets pay sometimes on the 15th, sometimes 17th, being a piece-worker. But she must come when the machine starts. She has no debt; she saves something.

4. She lives about 2 miles from here. She does not get home for her midday rest. She gets up at 5 a.m. and comes at once here. Her food is brought to her. She began work here to-day at 6 o'clock. She leaves the mill at 6, when it closes. She goes to sleep at 8. She likes the present hours of work; being a piece-worker, she gets most wages by it.

5. At 12 I get half an hour. This is sufficient. There is no delay in passing in and out. Besides this recess I go out twice a day: once in the morning for my meal for one hour, during which a spinner named Dhakoo works for me; then in the afternoon at 5 I go out for 15 minutes to smoke. Women who have children are allowed to go out three or four times to feed them.

6. When the mill is closed, I do my marketing. My household work is done by my mother.

7. I get full holidays on two Sundays and on two Sundays half holiday; the other half being spent in cleaning machinery. (*Note.*—This answer seems incorrect. There are only two Sunday holidays.)

8. I like the present arrangement. If I have to clean the machinery on Saturdays, I shall earn less. I cannot make up lost time by extra work. I prefer Sunday as holiday, because people say Sunday is convenient. So I think it is convenient. I see my friends that day.

9. She can get leave. There are spare hands to take her place. She only loses one day's pay.

10. Yes, there are many here to take up my post if I give it up. No presents are given.

11. I began work when I was 12. I have now a daughter aged 15. My daughter used to work as a reeler when she was 13. She worked only four or five months, and now has married.

and gone to her home. Those who are fond of money will send their young children to work for half day, but persons like myself will, not send them. We work for our children. Why should we make them work?

12. I get my pay on the 25th or 26th. I would prefer to get it on the 15th.

Note.—Is a well-grown intelligent Maratha, selected by the President himself from the crowd of operatives. In good health and well developed.

3RD WITNESS.

1. Bhagia Sakaram, caste Maratha, aged about 25. He is a piccer in the mule department. Is married; no children.

2. His home is in the Kolaba Collectorate. He has a home there, and fields and house. His brother and mother look after it. He sends money for their maintenance.

3. He goes there once in the year to his home and stops a month there. He helps in the field work when he is there. He does not go for any special season of work.

4. He works in the Hindustani Mill. Has worked here one year. Worked in the Imperial and Mandvi Mill and Indian Manufacturing Company for various periods. Altogether he has been a mill-hand for four years. All the rules in these mills are the same. He gets from R10 to R13 a month, according to the season. He earns less than the previous witness, who is a woman, but she has a mule with a greater number of spindles. He works by piece-work.

5. The boys in my mill are between 10 and 12 years. They all work full-time. No body works 9 hours.

6. It will be better for the little boys if they are worked in batches for 6 hours only. It is too much work for these boys to work full-time. It requires a man of 20 years to do full-time work.

7. To the neighbors, but if they engage young boys for half-time, it would be better.

8. The women come at 7 and go at 5.

9. If women are allowed to go at 4, it would be better, that is, one hour less.

10. The women now get half an hour at 12. It would be better if they got one hour.

11. Women get leave when they want it. If absent without leave, a woman is fined 4 annas.

12. Yes, it should.

13. He has said up to 20.

14. Has not worked as a young person.

15. The men ought to get four Sundays.

16. This man says that the mill only closes two Sundays in the month, and on those days they have to come for cleaning. What the woman stated before was not the fact. She must have misunderstood. I would like four holidays for the benefit of my health, and all the mills should close on those days. If I get one or two rupees less pay, never mind, it will be more comfortable for me.

17. Where they get leave, they will prefer that mill.

18 & 19. Answered.

20. If four Sundays are given, two may be reserved for cleaning up to 12.

21. Answered in 20.

22. I go away for a month in the year, but besides I absent myself two to four days in the month when I do not feel well. When I am absent, I am fined 8 annas, which is given to the substitute.

23. He would like fixed hours for work. Says they should begin at 6-30 and stop at 6. Never mind about the little loss outturn.

24. He has to stop to the end; the work is not voluntary. If sent away for any reason during the day no compensation is given.

25. Yes, he thinks he can do the same work.

26. I get about one rupee less in the winter than in the summer.

27. They should get half an hour at 12, and they get now 15 minutes. I eat at between 8 and 9 A.M., when the machinery is running in his mill-room. There is no other place for taking food. In the evening at 2 I eat something more.

28. I go out twice besides the midday recess for five to ten minutes to smoke, &c. My work is done by a spinner while I am away—on the whole, about 20 minutes outside.

30. Gets his pay on the 25th. He would like it on the 15th to pay the grain-dealer earlier and not be in his debt. He must provide a substitute or give notice before leaving his employment.

31. There are many ready to take my place. Nothing is paid to the overseers.

32. There has been no case in my mill.

33. If the operatives are injured, the mill-owner gives them full wages.

34. Fines go to the Company. I do not know.

35. When I am ill, I can get medicine in the office. He would prefer a doctor.

36. If the mill-owners will establish schools, so much the better.

Note.—Mr. Lokhanday, who belongs to the Night School Committee, says there are seven night schools, besides private night schools opened by mill-hands.

Note.—This witness, who was stated by his elder brother, a grown-up man, to be now 9 years of age, had been working for a year. He is taller than the previous boy and looks pale. The Commission wished only to ask him a few questions, and not the regular ones.

Name Ithia, son of Gopal, caste Gowlee. Age, he says himself he is 9. Has been working since one year. He comes to begin work at 6 o'clock and goes away at 6 P.M. He does not know how many holidays he gets. He gets a monthly pay of R6-8. When he began, he got only R5 for five months. He works as a bobbin boy, that is, a reeler in the mule department. He should like to get every Sunday holiday. Now he has to come on holidays to clean the machinery and goes away at 12. Gets his pay about the 20th. He has a home in the Kolaba Collectorate, but he has not been home since he has been engaged here.

Note.—Looking at this boy's certificate of age, we find it dated 30th April 1890. But the boy was working as a candidate first.

Proceedings of the Seventh Meeting of the Factory Commission held at 2-30 p.m. on the 10th October 1890, at the Manackjee Petit Mill, Tardeo.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
SORABJEE S. BANGALLEE, Esq., C.I.E.	} Members.
MIR MUHAMMAD HUSAIN, Esq.	
NARAYEN MEGHAJI LOKHANDAY, Esq.	

The Commission on arrival was received by the manager of the mill and shown over some portion of it while it was at work. The temperature in some of the rooms was found to be very high. The Commission did not think it advisable to call out all the hands, as there are some 3,500 operatives working here, but contented themselves by selecting such mill-hands as they required from among the workers. The following operatives were examined:—

1st Witness—Bhima, Marathi woman, aged 40, winder.

2nd „ Bhima Luckha, Kumbhar, aged 11, a girl.

3rd „ Soma Govind, Maratha, aged 30, warper.

The Commission wanted to examine a little boy, aged about nine or ten, who was found in the factory. It appears, however, that he is not a paid mill-hand, but only a candidate. There is no certificate of age for this boy at the mill. His father works in Byculla as a polisher. The boy states he has only come to-day and has been working taking out bobbins.

A copy of the rules in force in this mill were obtained, also a list of the holidays given to the operatives.

The first witness is a very shy woman, of about 40, whom we got to give evidence with considerable difficulty.

1ST WITNESS.

1. Name Bhima, caste Maratha, aged 40, winder. She is working for a year in this mill. Not worked before.

2. She has got a home in zilla Ratnagiri, and fields also. Her brother-in-law is there (her husband's brother). She has not been home yet, but is going back in six days on a month's leave. She has not asked permission yet, but she will.

3. Married but no child; her husband is living, but he is not with her. She is living here with her brother and sister. Her brother used to work, but he does not work now. Her sister works in this mill. She earns R7 and her sister R6. Her sister is always absent, that is why she gets less. She owes R10 for food.

4. She lives quite close here. She sometimes goes home during the midday recess. She rises at 3 or 4 and comes to the mill at 6 A.M. She leaves at 6 P.M. She goes to sleep at 10. For the sake of satisfying her hunger she must work these hours. She would not like them shortened.

5. She gets leave at 12, but she does not go out at all; when she does, there is no delay. She does not go out at other times, but others do. Those who have children go at 11 and return at once.

6. She does no marketing; her brother-in-law's wife does the house work.

7. Last month she got four Sundays. But it is usual to get two holidays. She comes on holidays at 6 and goes home at 8 o'clock.

8. She laughs and says she would be pleased. If other people will get less wages, so I will

get less. She leaves it to us to say whether it is Sunday or Monday, but now she would prefer Sunday.

9. She can get leave when she wants by asking her overseer. If she is absent, she loses the pay for the day.

10. There are many to take her place. She gives no presents.

11. She is working only one year.

12. She gets her wages.

The Commission wanted to examine a little boy named Ramchunder Mahadeo, aged between 9 and 10, who was found in the factory, but it appears that he is not a paid mill-hand, but only a candidate. There is no certificate of age for this boy at the mill. His father works in Byculla as a polisher. The boy says he has only come to-day. He has been working to-day taking out bobbins.

The Commission then examined a little girl, who looks about 10 or 11. She is intelligent and smart.

2ND WITNESS.

1. Bbimi Luckha, caste Kumbhar, aged 10 to 11, resident of Ratnagiri. She came to Bombay two years ago, but has been playing all the time up to six months.

2 & 3. In the Manockjee Petit Mill has been working six months. She is not married, but her elder sister, who is 13, will be married first. She takes her wages to her mother and takes a little for her sweetmeats. My mother sent me to work here. She is made to come here (this she says smiling).

4. Yes, she comes at 5 o'clock in the morning with the other operatives, and goes at 6, when the mill closes. She is willing to work for half day, but she is afraid the overseer will not allow this; he will beat her.

5. She gets monthly wages, Rs 6 per month.

6. No; she has not learnt to read and write. (See answer to 4.)

7. She gets two Sundays in the month, and on those days she comes from 5 to 10 A.M. for cleaning. She always bathes and washes in the evening. She would be very happy to get four holidays. She is willing to lose 8 annas for this. She would like to work half day and play half day, but what would her mother say? She would beat her if she got less wages.

8. She comes at 5 A.M. and goes at 6 P.M. She gets up at 4 A.M. and goes to bed at 9. Her mother brings her food.

9. The mill stops at 12 for half an hour. One hour is too long. Besides this she goes once for five minutes. No one does her work. She runs back soon. She eats her meal at 9 o'clock in the room near the machine. She dines at eight, and she eats nothing whatever between the 9 A.M. and 8 P.M.

10. All boys and girls work full-time. There are little children who would come for half day's work.

11. She is paid about the end of the month following for which the pay is due.

12. Is absent one or two days in each month. She loses pay for those days only. She was ill for about 11 days, when she hurt herself, at home.

On looking at this child's certificate, we find that she was certified to be over 12 on the 26th June 1889. She is uncertain how long she has been employed. She may have received 11 or 12 payments.

Note.—This witness was selected while he was working as a warper. Is a tall, well-made man, with a long silver chain round his loins.

3RD WITNESS.

1. Soma Govind, aged 30, caste Maratha, warper, married; no children.

2 & 3. He was born in Ratnagiri. He has a home there, fields, &c. His brother and his mother and his brother's two sons are there. They manage the place. He goes home once a year for a month for change of air and to see his mother. He was last there six months ago. He does no field-work there.

4. He is working in the Manockjee Petit Mill for the last 12 years. He is paid by piece-work. Gets Rs 15 or Rs 16.

5. The boys in this mill are aged from 10 to 12. They work full-time. Nobody works nine hours.

6. No answer. I would not send my boy to the mill at 9 or 12; if I had one, I would send him to school. The age of boys should be raised to 13 and 14.

7. No answer.

8. Women also work in piece-work in his department. Come between 7 and 8 o'clock and go at 5-30.

9. (Question not asked.)

10. Women get one hour at 12, but he is not sure what one hour means.

11. The women get leave, and if absent, are only out one day's wages.

12. There ought to be a distinction between boys and men. How can a boy work up to my capacity?

13. Thirteen years.

14. I was 20 when I began.

15. Yes, the adult operatives want four Sundays.

16. For the benefit of their health. I will make up the loss of work for the two extra Sundays.

17. They will prefer the mill giving four holidays.

18. What can I say, my masters exercise their wish. But speaking for myself, the mills should close on the Sunday.

19. I would prefer Sundays for holidays. I would wash my clothes, do marketing, &c.

20. I would prefer the mill to be completely closed on Sundays.

21. The machinery could be cleaned if the mill closed at four on Saturday. They are now occupied on Sunday holidays from 6 to 10 A.M. in cleaning.

22. Sometimes I stay at home one day. This is apart from his month's leave that he takes every year. There is no penalty for his stopping away, only loss of that day's pay.

23. Yes, it is necessary to have fixed hours, say, from 7 to 5-30, all the year round.

24. He cannot leave his work when it is going. If the mill stops in the day, he gets no compensation.

25. Yes, he says he could.

26. He earns about Rs 2 to Rs 3 more in summer than in winter.

27. It is sufficient if we get one hour's leave in the middle of the day.

(*Note.*—The Manager says the mill only stops for 15 minutes.)

28. He takes his food from 9 to 10 A.M. and eats it near the machine while it is going.

29. He goes out about four times a day for smoking, &c., about five minutes each time.

30. He gets his pay on the 27th or 28th. If the mill will pay us earlier, it will be better. He is not in debt. If he wishes to leave, he must give notice. The Company gives him no notice. (*Note.*—In the rules, the Company gives its workmen 15 days' notice.)

31. There are many candidates. No presents are given.

32. There was one case, but I was not in it.

33. When the operatives are injured, they get wages for the time they are absent.

34. The fines go to the Company. I don't know.

35. There is a dispensary here for our treatment.

36. The school, if established in the mills, should be paid for by the owners.

Proceedings of the Eighth Meeting of the Factory Commission held at 7 a.m. on the 11th October 1890, at the Office of the Empress Mill (Messrs. Greaves, Cotton & Co.)

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. . . . *President.*

MIR MUHAMMAD HUSAIN, Esq. . . .

NARAYEN MEGHAJI LOKHANDAY, Esq. . . .

} *Members.*

The Commission on arrival was met by the Manager and conducted over the Empress Mill, and also Howard Bullough Mill, which were then at work. The women in these mills are only employed as reellers, and work entirely apart from the machinery in very suitable rooms. We noticed that a large number of the women had not arrived by 7-15 A.M. In walking through the mill the members of the Commission selected the mill-hands which were to give evidence. This opportunity was taken to select a native of the North-Western Provinces as a witness, and he turned out to be an intelligent and thoughtful witness, who seemed to appreciate the questions asked more thoroughly than any witness yet examined, except No. 13.

The certificates of age were in each case examined, and details have been noticed in the report of the answers.

The register of attendance was also examined. From this register it is clear that the attendance of the mill-hands is irregular, and the large majority of them absent themselves for three or four days in the month. Mr. Lokhanday tested the case of witness No. 12, Tukaram Luximan, who was on the 8th October examined by the Commission. In answer to question No. 22, this witness said he was never absent. As a fact, he was absent from this mill for the last five days of September.

A copy of the rules for the guidance of mill-hands was brought away and is filed with our records.

1ST WITNESS.

1. Matha Bux, son of Bissesur, Brahmin, aged 24, not married.
2. Was born in the district of Jounpore, North-Western Provinces. Has a house and fields there.
3. First came to Bombay five years ago, and worked for 15 months in the City of Bombay Mill. His brother having died he went home to his country and stayed there two years. Now has returned to Bombay; has been here 16 months.
4. Now employed in the Howard and Bullough Mills (see answer to 3).
The rules are the same in both, but the time of working somewhat different. Gets a monthly salary of R12, and not by piece-work.
5. The boys' ages vary from 11 to 14 in the carding room; they may be younger in the throstle room, from 9 to 12. The children all work full-time. The throstle children look to be younger.
6. & 7. In my own private opinion it would be advantageous to employ boys for 8 hours, and have two batches. Let the mill-owners employ the boys under 12 for half and over 12 for full day. In these days of dear provisions it is difficult to make both ends meet. Therefore the boys must work longer hours.
8. The reeling women come at 6 or 6-30 and go at 5-30.
9. The work of women should be lessened a little, about two hours less.
10. The women should have half an hour.
11. Yes, a woman can stay away from her work, forfeiting only the day's pay.
12. He has answered this. His opinion is that in dear times they cannot afford to have any distinction.
13. Answered.
14. When I began I was 19 years of age. I am quite certain that the operatives here work much harder than they do in my country.
15. All have the same lives (meaning men, women, and children). The men should also get four holidays.
16. Because at present the operatives are obliged to absent themselves from two to four days in the month. If they got four holidays, they would not do so.
17. The operatives would prefer the mill which gives four holidays.
18. All the mills should close on one day. It will be more comfortable for them.
19. He says Sunday would be preferred.
20. & 21. I must look to my own comfort and also to my employers' interest. If they cut my pay, I would rather come every Sunday to clean. If they would not cut my pay, I would come two Sundays in the month as I do now. I am a monthly servant.
22. Not one day have I been absent since I began. They are cut only one day's pay if they are absent one day without leave.
23. We are obliged in summer to come at 5 o'clock and now at 5-30. I would be pleased if some hours were fixed instead of daylight and dark. I now leave when it is dark.
24. Not piece-worker.
25. Same as above.
26. No answer required from him. His pay is always R12 a month.
- 27 & 28. The engine now stops for 15 minutes at 12. We don't want to stop for long in the middle of the day. What we would like most, would be to have the mill closed half an hour earlier. (Note.—This man cooks his own food and eats only once in the 24 hours at 9 or 10 P.M.)
29. I go out three times a day for 15 minutes each time. I now go out by passes.
30. I used to get it formerly after the 25th to the end of the month. Now I get it between the 15th and 20th. This arrangement has been introduced for the last three months.
31. There are men waiting to take my place if I leave. No presents are given. This may be the rule in Hindustan, but it is not so in Bombay. He saves R6 to send to his country.
32. I have heard of one case. I do not know what happened.
33. They make no provision for supporting those who are hurt in the mills. They ought to if they are injured in their service.
34. I do not know.
35. There are some medicines kept in the office to be given to those who want them. But there is no doctor. The mill-owners would oblige us very much if there was a doctor to give advice.
36. The young children ought to read a little besides doing their work. My masters are great cherishers of the poor. They would no doubt provide a teacher.

2ND WITNESS.

Note.—This witness is a little girl. Is about 10 to 11. Looks rather frightened and distressed at being brought up as a witness.

1. Name Anoo Shiva, caste Mochi. (Note.—In this mill, unlike others, low caste Mochis are worked in this department.) Aged about 11. (Note.—Her certificate of age, "being 12 years old," is dated 26th April 1889.) My home is in the country; I do not know where. She has never been home.

2. Not married. Girls of my age marry. She gives her wages to her mother. Her mother gives her four pice for herself on the day she brings home her wages. Her father has sent her to work. She has not come of her own will.
3. The Howard and Bullough Mill. Has been working one year. From 10.
4. She has always worked the full time that men work.
5. Gets monthly wages. I have always got R5.
6. No, I have not learnt to read and write. Full-work is too much for me. I would like to work only till 12.
7. I get two holidays on Sundays in the month.
8. I arrive at any work at 5 and leave at 6, the same hour that all the men go. I awake when there is a little light and go to sleep at 8.
9. She gets a recess at 12. She does not know how much time she gets then. Besides this she goes out two or three times by tickets. (Note.—She has no idea of time.) When I am away no one does my work.
10. No, there are no children in the mill working only 9 hours.
11. She got her last month's pay on the 15th. Formerly she used to get it at the end of the following month.
12. She absents herself one or two days in the month. Usually suffers on these occasions from small ailments. She does not know about fines. She was sick once for six days.

Note.—The next witness was a boy who looks 12. In very fair health. Rather stupid. His certificate of being 12 is dated 13th April 1889.

3RD WITNESS.

1. Name Tanoo Dewkiya, Marathi. Has his home in Alibagh, district Kolaba. He has been lately to his country and stayed there one month.
2. Not married. Boys bigger than himself are married. He gives his wages to his parents, and they give him about 8 annas to spend for himself. He does not come willingly; his parents send him.
3. Works in the Howard and Bullough Mill as a doffer. Has been working for the last two or three years.
4. He works full time and has always done so.
5. Gets monthly salary R6. Has always had the same.
6. Does not know how to read and write. He would like to work for six hours if his parents consented to it.
7. Two Sundays. He would like two more to play on. Has to come on holidays to clean machinery and stays up till 10 o'clock.
8. Begins work at 5 and goes at 7 P.M. Gets up at 4 in the morning and gets home at 8, and takes his food and goes to sleep at 9.
9. Gets an interval of 14 minutes at 12. Besides this he goes out four times and stays four or five minutes each time. The joriwalla does his work while he is out.
10. There are no boys in the mill who only work 9 hours. Yes, there are boys who would work for half days on half pay.
11. He got his last pay on the 15th. Used to get it at the end of the month formerly. The orders about this were changed two or three months ago.
12. When I feel rather ill I stop at home. I have never been fined. If I stop without leave, they would fine me the one day's pay.

Proceedings of the Ninth Meeting of the Factory Commission held at 2-30 p.m. on the 11th October 1890, at the Jewraj Balloo Mill.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*
 SORABJEE S. BENGALLEE, Esq., C.I.E.
 MIR MUHAMMAD HUSAIN, Esq. } *Members.*

M. Narayen Meghaji Lokhanday was unable to attend, having at the last moment being called away on urgent business to Tanna.

The Commission was conducted over the mill by the Manager, and saw it in full work.

As this is the first mill in which children under 12 doing 9 hours' work have been found, the President selected three children for the enquiry, and also one male adult weaver and a woman who was working as a winder.

The Manager, who appears to hold strong views on the employment of children in mills, volunteered the opinion that no more than half-time work

should be taken from children. He promised to place his views on paper and send them to the President.

The mill was found well ventilated and thoroughly well-ordered.

The following witnesses were examined :—

- 1st Witness—Kondee, wife of Shripat, aged 25, Mahratta, winder.
- 2nd „ Atma, son of Shiva, age between 9 and 10, employed 9 hours.
- 3rd „ Vishnia, son of Govind, caste Gawra, age between 11 and 12.
- 4th „ Vinayek, son of Visoba, caste Wani, age about 11 or 12.
- 5th „ Syed Akram Ali, Mahomedan, aged 40, weaver,

1ST WITNESS.

Note.—Witness is a stout, well-made Maratha woman of considerable intelligence.

1. Name Kondee, wife of Shripat, aged 25, Maratha, a winder. Has been employed here three years, but has been working for 15 years.
2. She is a native of a place near Benares, where there is a colony of Marathas. She has no home left there now. Not been to her native place again.
3. She is married. Her husband is employed in a dairy business. He makes 4 annas a day. She earns by piece-work Rs. 9 or 10. Has two daughters—one is 3 years old and the other 1½ years old. There are no other people in the house with her. She is not in debt, but she spends all that she earns. She pays Rs. 2 per month rent for her house.
4. She lives about half a mile from here. She goes home at 12 for one hour. When her children were at the breast, she used to go three times. For this she used to get permission. She was not fined for this. She rises at 5 and arrives here at 7 A.M. Leaves at 6 P.M. and goes to sleep at 10. If the hours are shortened, how can she earn sufficient for her family? She approves of the present hours.
5. Already answered. Besides the midday rest she goes out twice to smoke and drink water for a short time. During her absence and the absence of her husband, the neighbours look after her children. She has already answered that she was allowed to go to feed her children when they were young.
6. When I require time to do marketing, I stay away and lose only that day's pay.
7. She gets two Sundays in the month. She prefers to work on the other two Sundays to provide for her children. She is absent, besides the two Sundays, about once a month. She comes at 8 on Sunday holidays and goes away at 10, and is for this time employed in cleaning machinery.
8. Answered above.
9. Yes, answered. There is no penalty for being absent from any cause.
10. Yes, there are. No presents are given.
11. She began to work herself at 10. She has two daughters, but she would not like to put them to this work. She would prefer to marry them. She would under no circumstances like to send them to the mill as long as she was able to work for them. When asked how she came to be a mill-hand herself at 10, she said her parents beat her and compelled her to go to the mill. It is her experience of what she has gone through as a child that makes her feel so strongly about sending her children to the mill.
12. She gets her pay 26 days after it is due. If she gets her pay 15 days after it is due, so much the better. She cannot insist upon it.

Note.—This being the first instance in which the Commission has come across children, who are only employed 9 hours, because they are under 12, the Commission decided to examine them as to details of their employment. They were all furnished with a wooden ticket tied round their neck, indicating that they are 9-hour workers. In this mill there are at present 17 such children, 3 girls, and 14 boys. There are no certificates of age for any one of the children examined by us.

2ND WITNESS.

1. Atma, son of Shiva. Does not understand what is meant by age. Looks about 9 or 10. Has been working here for a month, but has got no pay yet. He has a father and mother. His father is here employed in the municipality. His mother is in their country home looking after the fields. He has been seven or eight months in Bombay. Did nothing the first six or seven months. His father has made him come. He would not come otherwise. Has never been to school. He comes at 7 A.M. after the grown-up men. He comes the same time as the women. He goes away at 5 P.M. The mill closes after 6. He goes away with the women. Gets a little leave at 12. Has no idea of the time he gets out, when he wants to drink water, &c. He eats at 8 and 12. He brings his own food with him and eats it where the machinery is working. He does not get very tired.

3RD WITNESS.

2. Name Vishnia, son of Govind, caste Gowra, age 11 to 12. He is a native of Ratnagiri, and came to Bombay when he was 9. Has his father here, who goes to a mill and his mother

remains at home. He has besides a brother and sister older than himself, who work in this mill. His father sends him here. He wants to work. Has been employed here for two months, and has received one payment of Rs. 2-8-6. He will, when he works full-time, get Rs. 5-8. He comes and goes at the same hour as the boy previously examined.

4TH WITNESS.

3. Vinayek, son of Visoba, caste Wani, age about 11 or 12. Comes from Alibaug. Has a home there. It is ten months since he came to Bombay. Has been employed here for a month. Has not got any pay yet. He was living with his father for the other nine months doing nothing. His father is a sort of priest in his caste, and gets his living from others of his caste. His father sent him to the mill. He also wished himself to come. He comes to the mill and goes from it at the same time as the other boys. His father brings his food. He eats in the mill while the machinery is going.

5TH WITNESS.

Note.—The witness is a Mahomedan, who comes from Poona. He is the most unsatisfactory witness yet examined. Has formed no opinion on any subject, and besides this declines to answer the simplest question. For instance, when asked when do the women come to work? says "What do I know about the women? it is no business of mine." When reminded that he had been a mill-hand for 15 years, and yet had not observed when the women came to work, he answers they might come at 7.

1. Name Syed Akram Ali, Mahomedan, aged about 40, weaver. Is married. He has two girls, one is 7 years old and the other is 7 months old.
2. I am a native of Poona zilla. I have a brother there. We have no landed property.
3. It is about 10 to 15 years ago since I left my home. I went two or three times to my country. It is 3 years since I was last there.
4. Working in the Jivraj Balloo Mill. Ever since I came from my country I have been a mill-hand. First employed in the Manockjee Petit Mill. It is about two years since I came here. I was ill for two or three months and lost my place. But was taken on again as a weaver. I am a piece-worker. Sometimes I get 10, sometimes 12, and even perhaps 15 rupees.
5. How can I say how old the boys are? The mill begins at 5-30 and most of the boys come then. The mill closes at 6 and the boys go then.
6. I do not know the rules about the boys who are worked in other departments, and have no opinions about this point.
7. He does not express an opinion.
8. He declines to say anything about what is beyond his actual knowledge. The women generally come at 7.
9. He does not answer.
10. Ditto.
11. Ditto.
12. No answer.
13. Ditto.
14. Never worked as a boy or young person.
15. He thinks it would be comfortable to have four holidays for him. But there will come in the question of less pay to those people to whom pay is of great consequence.
16. Answered above.
17. The mill which gives me rest is the one I would prefer.
18. Yes, they ought to be all closed together.
19. Sunday.
20. Yes, it would be good to have a whole holiday.
21. It will take about two hours to clean my machine. This could be done on Saturday.
22. It is a question of my health. During the last year I took about four days. Doing piece-work. I only lose what I would have earned in those days.
23. It would be better to have fixed hours.
24. No, they cannot leave. They give no compensation.
25. Yes, they could.
26. Yes, I earn about 2 to 3 rupees more in the hot weather.
27. The mill now closes for half an hour at 12. This is convenient.
28. I eat once only at 9 A.M. in the morning in the room in which I work. When I go home I have my dinner.
29. He goes out twice for about five or ten minutes. About 20 minutes.
30. I get my pay on the 27th or 28th. If I get it earlier, it will be more convenient, because I can pay the men I now borrow from earlier. I am not in debt. But I owe the grain-dealer about Rs. 20. I give one month's notice when I want to leave. I get no notice.
31. There are plenty of men ready to take my place.
32. No.
33. I was wounded in a mill, but got no pay during the time I was off work. They do give them one month's wages here now.

Proceedings of the Tenth Meeting of the Factory Commission held at 7-30 a.m. on the 12th October 1890, at the Lalljee Spinning Mill.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. . *President.*
MIR MUHAMMAD HUSAIN, Esq. . }
NARAYEN MEGHAJI LOKHANDAY, Esq. . } *Members.*

The Commission having failed at first to find any mill giving Sunday holiday at Parel visited, without previous notice, the Lalljee Spinning Mill, which is a small mill in Ghodupdeo; employing only 200 hands. It is a badly-arranged, small and confined factory. The mill was found in full work, and the following witnesses were selected by the President from among the operatives:—

1st Witness—Bhagia, son of Gunnoo, age about 12, caste goldsmith.

2nd „ Babajee, son of Krishna, aged 45, Mahratta, working on the drawing frame machine.

The Commission then drove to the Connaught Mills under the management of Messrs. Greaves, Cotton & Co. Found the mill stopped for Sunday holiday and the operatives leaving at 10 after cleaning the machinery. The Commission was anxious to see how these early mornings on holidays were spent. Most of the operatives had finished work by 10 A.M. This closed the visits it is proposed to pay to Cotton Mills. The Commission decided, for the next few days, to direct its attention to factories carrying on other industries in Bombay.

Note.—This witness, who was found working, was selected, because he was a thin, weary, unhealthy-looking boy who, in the opinion of the Commission, was unfit to do full-work.

1st WITNESS.

1. Bhagia Gunnoo, aged about 12, caste goldsmith. He came from Ratnagiri about a year ago. For 10 months he attended school. Has read up to the 3rd Standard.

2. Not married. Boys of his age do marry. Has a father and mother living in Bombay. The father is working in the David Sassoon Mill. His mother is working in the Flour Mill at Sewri. His father was not willing to take him to his own mill. His father was sick. He has come of his own accord to earn money.

3. Lalljee Spinning Mill. Has been working two months.

4. He comes to work at 5 with the men and goes away with the men at 6. Has always done full-time work.

5. Is paid by the month Rs 4-8 a month. His wages are Rs 6, but he got less for being absent.

6. Yes, up to the 3rd Standard. He suffers from fever at night and is not feeling well now. He was absent 11 days in the two months on account of fever. Since the 3rd of October he has been working daily here.

7. They get one holiday a month on Sunday and one on the 1st of the month, when they give them their pay. On these days they have to come for cleaning up to 10-30 A.M. He would like four holidays. All the boys now absent themselves two days in the month of their own accord to take rest. The women also absent themselves.

8. Comes at 5 A.M. and goes at 6 P.M. He gets up at 4, when it is dark. Goes to sleep at 8. The boys can only play on the days they absent themselves, but he generally reads on those days.

9. At 12 o'clock they get 15 minutes' rest. Besides this they go out three times for drinking water and come back soon. The other boy does his work when he is out. He goes at 12 to take his meal. His house is close, but he runs there and runs back. The other boys take their food at 8 or 9 in the room while the machinery is going.

10. There are no boys working 9 hours. Yes, there are younger children who would come for half day.

11. He got his last pay (for August) on the 1st October.

12. Already answered. The boys generally absent themselves two days in the month besides the holidays for rest. They are not fined.

Q.—When you want to remain at home, do you ask leave?

A.—No, because we are then asked to produce a substitute. It is better under these circumstances not to ask leave, but to simply remain at home. He is not fined for this.

Note.—The Commission examined the muster-roll. No. 92, Damoo Rama, stated that besides the leave which was given on the 2nd October, he has absented himself on the 9th and 10th, but the register shows him to have been present on those days.

Note.—The next witness was selected while actually working in the mill. He was formerly a bheesty in a regiment. Is intelligent; not every robust, rather the reverse.

2ND WITNESS.

1. Name Babajee Krishna, Maratha, aged 45, is working in the drawing frame. Married. Has no children. Wife is dead.

2. My home is in Chiploon, Ratnagiri. It is mortgaged to a Sowcar.

3. I generally go home once a year for a month or two months to see my relatives and take a change of air.

4. Working in the Lalljee Mill for two years. Worked before for two years in the Kaiser-i-Hind Mill. Was previous to this for 9 years a bheesty in a regiment. The rules in the two mills are different. Here if they come a little late, they are not fined; in the other, they are very strict.

5 & 6. Not necessary to ask him.

7. There are children living in my neighbourhood who are not now employed who would come for half-day's work for half-day's wages. "I myself feel tired with my work; boys must, of course, feel the full-time too much."

8. The women come at 7 and go at 5-30. They are piece-workers and are all reelers.

9. The women should not be worked more than 7 A.M. to 4 P.M.

10. They get 15 minutes in the day.

11. Women can get leave when they ask for it, because they are piece-workers.

12 & 13. There ought to be some difference between the work of an adult and the work of a boy of 12. After 14 years they should do full-work.

14. Has not himself worked as a young person.

15. He is very decidedly of opinion that there should be four holidays in the month for adults for the benefit of their health.

16. I now get two days' holidays. If they will give me two days more, let the mill cut the pay for those days.

17. The mill which gives holidays will be given the preference by the operatives.

18. The mills when they give holidays should all give them on the same days. It will be more convenient for everybody.

19. He would prefer Sunday.

20 & 21. The mill should be completely closed on Sundays. But when asked about the cleaning, says they must come for at least two hours. If they get four days in the month to clean, they will be able to clean the machinery oftener, and it will take less time. Since the 1st October the machinery has not been cleaned, nor will it be cleaned until the Dusserah holiday on the 23rd. They have come for cleaning the machinery on all their Hindoo holidays.

22. I was absent from the 3rd September to 9th October. I was sick with fever and cough. There is no penalty for absence.

23. They work now from daylight to dusk. He would like to have the hours from 6 A.M. to 5-30 P.M.

24. He is not a piece-worker.

25. If the time is limited by Government from 6 A.M. to 6 P.M., this will be convenient, and they will work with energy.

26. No difference.

27. They get 15 minutes at 12. They want half an hour. The other mills give half an hour. They also want the same.

28. Takes his food in the room at 8 or 9 A.M. while the machinery is moving.

29. Besides the 15 minutes at 12, he generally goes out five, six or seven times for about five minutes. The piece-workers do not go out like this. He is a monthly servant.

30. Got his pay, Rs 9, for August on the 1st October. He wants his wages on the 25th. He is in debt to the grain-dealer for Rs 12. He has to give notice. They don't give him any.

31. There are many candidates. No presents are given.

32. There have been no cases here.

33. Yes, they should provide for an injured artisan. There was a man injured by having his fingers cut off to whom the owners gave one month's wages. The man has gone to his country.

34. They do not fine anybody here.

35. There are some medicines kept here. Yes, a dispensary should be provided.

36. Yes, they should have a school. The boys will be clever. The owners should pay the teacher.

Proceedings of the Eleventh Meeting of the Factory Commission held between 6-30 a.m. and 10-30 a.m. on the 13th October 1890, when the following Factories enumerated below were visited.

Present :

SURGEON-MAJOR A. S. LETTBRIDGE, C.S.I. *President.*
MIR MUHAMMAD HUSAIN, Esq.
NARAYEN MEGHAJI LOKHANDAY, Esq. } *Members.*

The first factory visited was the Bhedwar Flour and Woollen Cleaning Mill; employed 20 to 30 hands. The Commission walked through the premises. Within the last five days or so, the woollen portion of this concern had been closed, as it was considered a nuisance by the Municipality. The two industries have been worked together for about seven years, but the Municipality compelled the owners to do the wool-cleaning in a separate room. The following witnesses were selected by the President to give evidence:—

1st Witness—Mahadoo, son of Petal Sing Chutri, of Jounpore, N.W. P., aged 35 to 40.

The Commission then visited the Ripon Copper Works, employing 53 operatives, and found it closed (Monday) for a holiday on account of its being the last day before the new moon. A few artisans were found cleaning the engine and boilers.

2nd Witness—Yesoo, son of Mahadoo, aged 50, Maratha, a general workman in the factory, was selected to give evidence.

The Commission next visited the City of Bombay Flour Mill, and found an extremely well ordered and scientifically arranged factory, employing about 130 hands, who are chiefly engaged in watching the machinery which is entirely self-acting. Selected the following witness to give evidence:—

3rd witness—Babajee, son of Vithu, aged 25, Maratha.

1ST WITNESS.

1. Name Mahadoo, son of Pertab Sing Chutri, aged 35 to 40, native of Jounpore, North-Western Provinces. He is married, but his wife is in his country.
- 2 & 3. He has a house in Jounpore which belonged to his father, and about 40 highas of land. He went last to his home in October 1889 and stayed there six months.
4. Employed in the Bhedwar Flour Mill for the last 15 years. I am working here with my hands, but I am also supervising the work of others. I get Rs 17 a month. I began on Rs 10. I send about Rs 100 to my home every year. I am a monthly servant.
- 5 to 7. No boys are employed here.
8. About five women come to work here daily. They come at 8 and go at 5 p.m. They clean the grain. They get about 3 annas a day each.
9. The work is easy now for women. No change required.
10. The women get no midday rest. They bring their food and eat it here.
11. The women come to work or not as they please. They are not fined.
- 12 to 14. Not asked.
- 15 & 16. Flour mills are not stopped at all. There are no holidays, but the work-people stay away when they want a holiday. In my opinion it would be an excellent arrangement to give one holiday in the week. In my opinion it is well to earn money for the holidays, and also good to rest the body for these days. If they all closed on Sunday, it would be convenient.
17. Where they wish to go, there they will go; some to the mill giving holidays, and some to those giving more work and therefore more pay.
- 18 & 19. Answered.
20. He says if there is work to do, they must come on the holidays.
21. Answered.
22. I live here always. I never absent myself. We get holidays on festival days.
23. Yes, they should work at fixed hours instead of this present arrangement of dawn and dusk.
24. No answer.
25. Ditto.
26. Is a monthly servant.
27. They should be allowed an hour. In his mill it is a small business, and those who want to go out for food are allowed to do so.

28. I take my meals in the mill. There is a separate place where I cook and eat. I live here.
29. Who counts the number of times a labourer goes out for necessary purposes? There is no limit.
30. He gets paid on the 15th of the following month. All get paid on the 15th. The day-labourers get paid daily. If a workman wants an advance for any special reason, he gets it. They are not required to give notice.
32. He has not heard of a case being taken to Court for arrears of pay.
33. Yes, the master should provide for injured workmen. My master would do this.
34. They are not fined here.

2ND WITNESS.

1. My name is Yesoo, son of Mahadoo, age about 50, caste Maratha. I am employed on general duties in this factory. I am married. Have a child, a girl of 15 or 16. She is married. She has never worked as a mill-hand.
- 2 & 3. My country home is in Alibagh. I go home twice a year for about eight to ten days each time. My home is quite close. Eight or nine months ago I went home last.
4. He works in the Ripon Copper Works. Has been employed 15 years here. He worked in other factories for 10 or 12 years. The general rules regulating the factories are alike. He gets Rs 15 a month. Is a monthly servant. He lives near this place. His wife is at home. She does not work in any factory.
5. The three boys employed in this factory are aged from 10 to 15 years. The boys work the same hours as the men.
- 6 & 7. Questions not necessary.
8. There are no women employed here.
- 9 to 14. Not applicable to this factory.
- 15 & 16. If women and children are given four holidays, men should also get them. If they work hard and begin at daylight and go away at dark, they should have a day's rest.
17. They will go to the factory giving the four days' leave. The monthly servants will be pleased. But the piece-workers will murmur at less wages.
18. They must close on one day. The work-people will be their friends if they all have holiday on one day.
19. I prefer Sunday. I get one holiday regularly every month on the day before new moon, and I get besides about 15 days' holidays on native festivals.
- 20 & 21. The holiday they get here once a month is practically a complete holiday. Some of them come for a little cleaning.
22. About 10 days in the year I am absent besides the holidays. When I go to my country my wages are cut; but if I stay away for a day or two here, my wages are not cut.
23. It would be well to fix the hours of coming and going.
- 24 to 26. Not asked.
27. At noon they get one hour's leave every day. They begin work here at 8-30, and if there is work stay until 6 p.m.
28. He comes here after having had his first meal; at noon he goes home for another meal.
29. Besides the above hour I go to drink water, &c., twice for about five or ten minutes.
30. I get my pay monthly 15 days after it is due. A monthly-paid servant must give notice. But no notice is given to the workmen. In this factory our master does not discharge any one and no notice is given. If there is no work here, they sit idle and get their pay.
31. They cannot get trained men easily.
32. I do not know of a single case in which an artisan of my acquaintance went to the Court for his wages.
33. There has been no wounded or injured workman here for these 15 years, but the masters should maintain the injured workmen. This man was particularly asked whether in his opinion there were boys living in his neighbourhood whose parents would like to send them to work for half day and go to school for half day. He said, yes, there are many, and the arrangement would be a good one.

3RD WITNESS.

1. Name Babajee, son of Vithu, aged 25, caste Maratha, married, no children.
2. He is a resident of Ratnagiri district. Has a home and fields there.
3. After two or three years I go and stop there two or three months. I go to see my parents. I do not go on purpose for field-work, but help in it when I am there. I was last at home four months ago.
4. Employed in the Bombay Flour Mill for five years. Not worked in any other mill before.
- 5 to 7. Not asked.
8. There are about six women employed, who come at 7 and leave at 5-30.
9. The women are not overworked.

10. They get an hour's leave in the middle of the day.
11. They get leave.
- No further questions are asked about the women, as they are only employed as sweepers.
- 12 to 14. Not applicable.
15. In this mill there are four holidays in the month on Sundays. The engine usually stops at 6 A.M. on Sunday and begins again on Monday morning at 6 A.M. But when there is press of work, for instance, to supply a ship, the mill runs on Sunday, and a holiday is given on Monday. On Sundays they come up to 12 to clean machinery. He gets monthly wages about Rs 15 a month. When he does night-shift work, he gets a quarter more pay for that work than he would for the day work. He likes both the day and the night-shifts. He cannot decide which is best.
16. Not asked.
17. He would prefer the mill which gave him holidays to the one which did not give him any.
18. He says the day to be selected should be left to the owner. In this he speaks of his own experience here. But if they will all close on the same day, so much the better.
19. I prefer Sunday.
- 20 & 21. I must come two or three times on Sundays to clean. They are paid for Sunday cleaning work at the same rate as if they worked full-day.
22. He was absent on Ganapati and Gawri holidays, not otherwise.
23. He is satisfied at working from 6 to 6, and is not tired by the work.
- 24 to 26. Not asked.
27. They cannot leave in the middle of the day, as the mill cannot stop, but they can go out for necessary purposes when they want.
28. He takes his food in the mill. There are other men to watch his work while he is eating.
29. He goes three or four times a day from five to ten minutes for necessary purposes. His barber also attends, shaves, and dresses his hair during work hours.
30. Paid always on the 15th. A month's notice is not required. They get permission to leave and are given their pay. They get leave when they want it.
- 31 & 32. Not asked.
33. Yes, the injured workmen should get paid by the owners. Last year an injured man was ill from an injury for two months and a half. He got his pay for that time.

Proceedings of the Twelfth Meeting of the Factory Commission held at 2-30 p.m. on the 13th October 1890, at the Sassoon and Alliance Silk Mill Co., Ltd.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
SORABJEE S. BENGALLIE, Esq., C.I.E.	} Members.
MIR MUHAMMAD HUSAIN, Esq.	
NARAYEN MEGHAJI LOKHANDAY, Esq.	

The Commission was shown over this fine silk factory by the Manager while the machinery was at work. The President selected the following witnesses from the operatives then actually employed in the mill. It was noticed that a large proportion of the adult operatives were natives of Benares:—

- 1st Witness—Paroo Bai, wife of Pandoo Ramjee, aged about 16, winder.
- 2nd „ Luximon, son of Vitu, Maratha, aged 12, doffer.
- 3rd „ Manawar, son of Manulla, Mahomedan, aged 43, of Benares.

1st WITNESS.

1. Name Paroo Bai, wife of Pandoo Ramjee, aged about 16. A silk-winder for four years in this mill. Caste Koonbi.
2. Born in Bombay. Has never been to her country.
3. She is married, but is a widow now. No children. She lives with her mother and father, one brother, and two sisters. The latter are very young.
4. She lives quite close to the mill. During the half hour's recess she goes home and eats her food there. She gets up at about 3 A.M. to prepare food, and arrives here about 6 to 6-30 A.M. She leaves at 6 P.M. They keep the same hours as the male operatives. They only go out about five or ten minutes before the men, and not like the cotton-factory women, an hour before. She goes to sleep about 10 P.M. If the owners would let them go at 5, that would be better.

5. Already answered. Besides the midday rest they go out twice, taking about five to ten minutes each time. Women who have children are allowed to go for an hour at 9, again the half hour at 12, and again at 3 P.M.
6. Does her marketing in the evening.
7. They get a Sunday holiday every fortnight. They get a complete holiday on those Sundays. No cleaning is done then. But they get no pay for these days.
8. Yes, I would like four holidays, even with a little less pay. I would like Sunday holidays. We clean the machinery on every alternate Saturday, when the mill stops at 5 P.M.
9. They do get leave when they want it. If they stop away without leave, two days' wages are cut. No, the women do not remain at home from any slight ailments; perhaps one day or so.
10. They cannot find trained hands to take their place on short notice. No presents are given to muccadums, &c.
11. She began work when she was a child of 10. She at that age worked like other operatives full-time. She used to feel it hard work then. If she had a son, she would put the boy to school. She would prefer half-day's work for him.
12. She gets paid one month after the pay is due.

2ND WITNESS.

Note.—The boy is an intelligent child of about 12. He was certified to be 12 on the 4th February 1890.

1. Luximon, son of Vithu, Maratha, aged about 12. Has a home in the Poona district. His father is dead. His mother lives in Bombay. There are two brothers and they are all working here. They are all older than he is. He has a little brother at home. His house is about 3 mile from here.
2. He is not married; only one of his brothers is married. He gives his earnings, Rs 6, to his mother, and she gives him 8 annas for himself.
3. He has been working only two months.
4. He is working full-time. He comes with the men and goes home with them.
5. He gets a monthly salary as doffer.
6. I was at school for one year. I have forgotten everything. I am tired by my work, I cannot therefore go to the night school. I began work in the Gordon Cotton Mills and the Empress Mill, and I used to get Rs 6. In both I served altogether one year. Yes, it would be well to work six hours and go to school for the other six.
7. They get one Sunday holiday every fortnight. They clean their machines on Saturday, and the mill stopped on that day at 5 P.M. He now gets two days and would like four days; but if he would lose pay for the extra days, he would not mind.
8. He comes before 6 A.M. Has to get up at 5 to do this. He leaves off work at 6 P.M. and goes to sleep at 9. He never goes to play. On Sunday holidays he amuses himself by flying his kites, and does not mix with other boys.
9. Gets half an hour at 12-30. Beside this he goes out twice, once in the morning and once in the afternoon, about ten minutes each time. When he is out, the other boys do his work.
10. There are no boys in this mill who are working 9 hours.
11. He got his pay at the end of the following month.
12. I stop at home two or three days in the month for sundry household duties. When he was working in the Gordon Mill, he was ill for one month. Had fever.

Note.—The witness is a native of Benares. There are a large number of North-West Province men employed in the silk industry.

3RD WITNESS.

1. Manawar, son of Manulla, aged 43, resident of Benares; occupation here, warper.
- 2 & 3. Born in Benares; is married and has three children. He has no home there now, and sends no money there. He has been in Bombay only five years. Not been home since.
4. Working in the silk factory for five years; not worked in any other place. Paid by piece-work. He earned Rs 11 last month.
- 5 & 6. In my mill the boys who work are aged about 12 and 13. They work full-time.
7. In my opinion it would be better if the younger boys do a little work and learn a little.
8. Formerly the women used to come at 6 o'clock. Now for the last year and half they come at 7 A.M. They leave the mill at five or ten minutes before the men at 6 P.M.
9. Work for women is not too much.
10. They get half an hour for food and take it here.
- 11 to 14. Not asked.
15. Yes, they ought to get the four holidays that women and children get. From the comfort that they will get there would be great benefit to health.
16. He is uncertain as to which is the best—to have the holidays or the extra pay; but in the end, he says the holiday.
17. Answered.

- 18 & 19. He would like Friday, being a Mahomedan.
20. The mill is completely closed on Sundays, and the machinery is cleaned in one hour on Saturday evenings.
- 21 & 22. When there was insufficient work in the mill, he used to take leave. He was absent about eight or ten days in the year. He was ill once for a month.
23. They cut two days' wages if we are absent without leave. They are also fined for being late. The times of coming and going should be fixed.
24. The work is not voluntary. They must stop to the end. They are sent away if there is no work. But it is in the power of his muscadum to keep him present in the mill without work, and consequently without pay, in anticipation of work turning up.
- 25 & 26. Not asked.
27. Yes, they should get half an hour, and they eat outside. Those who live near, go to their house for food.
28. I eat between 8 and 9. A ticket is given between eight men, and one of the eight can use this pass to go out. Without this pass they cannot go out.
29. I go out about four times a day, besides the half hour in the day, and am absent about ten minutes.
30. He gets his pay on or about 23rd. They generally give it on a holiday. It is the owner's pleasure, but it would be better for us if we get paid on the 15th.
31. There are plenty of candidates. No presents are given.
32. I have not heard of a case.
33. Yes, they provide for the injured workmen. I do not know whether any injured workman has been compensated.
34. The fine goes to the Company.
35. No, they have no dispensary. They would be glad if one was started.
36. They should have a school for children.

Proceedings of the Thirteenth Meeting of the Factory Commission held at 7 a.m. at the Education Society's Press, and at 9 a.m. at the Byculla Iron Works, on the 14th October 1890.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*
 MIR MUHAMMAD HUSAIN, Esq.
 NARAYEN MEGHAJI LOKHANDAY, Esq. } *Members.*

The Superintendent of the Press, Mr. Charles Taylor, accompanied the Commission over the buildings. The Press employed nearly 1,000 hands. Only a few of the Press hands and compositors had arrived, but the book-binding department was in full work. It is noticed that no medical officer's certificates are kept at the Press to show the ages of the children employed. Out of a total number of 1,000 hands, 58 are boys. The work on which the children are employed is comparatively easy. They sit on stools at a table and fold papers, or work the paper-ruling machines.

The following witnesses were selected for examination :—

- 1st Witness—Abdul Ghani, son of Mukdur Bux, aged 32, a pressman.
 2nd „ Punlick Ramjee, caste Bhandari, Hindoo, aged 21, compositor.
 3rd „ Tukaram Babajee, aged 18, caste Bhandari, a ruler.

The Commission then visited the Byculla Iron Works. These works employ over 600 artizans, and are the largest works of their kind in Bombay. The conditions under which the artizans work are very favourable as regards pay, hours of labour, and holidays. Selected for examination the following witness :—

Natha, son of Behari, caste Lohar (smith), aged 30, turner.

1st WITNESS.

1. Abdul Ghani, son of Mukdur Bux, aged 32, native of Allahabad, North-West Provinces, Mahomedan, occupation pressman, married, no children.
 2 & 3. I was born in Allahabad, but I have no home there now. I have been three or four years in Bombay, and went to Allahabad in February last for 15 days. I went to see my father, who keeps a tobacco shop.
 4. Working in the Education Society's Press. Has been here three years. He was formerly in the Bombay, Baroda Railway Agent's Press, and in the Pioneer Press, Allahabad.

In the Pioneer Press they come at 9 and go at 4; here they come at 8.30 and leave off at 5 p.m. He gets a monthly salary of Rs 14. A task of a fixed number of impressions is not required from him.

5. No boys are employed as pressmen, and he does not know details about those employed as binders.

6 to 14. Not asked, as they refer to women and children.

15. Our work is completely closed every Sunday. In my private opinion a day of rest for doing household business, &c., is necessary for all artizans and workers.

16. A day of rest is necessary for the comfort of the body. What are a few annas compared with one's bodily health?

17. They will prefer to go to the factory, which will give rest every seven days.

18. He does not appreciate the question. Says, he gets Sunday and likes it, but let others give what holidays suit them best.

19. I have no choice of day for holiday. I want one day.

20. The holidays should be complete holidays. When a man is called to clean machinery on that day, it cannot be said to be a holiday.

21. Answered.

22. I was absent three days last month. My wife was sick. I did not ask leave on the occasion, and I do not know whether I shall be fined three or six days' pay, and I shall not know until I get my pay. The rule is that if they are absent with leave, they lose one day's pay; if absent without leave, they are fined two days' pay.

23 to 26. Not asked.

27. The work-men get half an hour at 12-30. This is sufficient.

28. I eat at 6 in the morning and come here early to work overtime. Then I eat again at 12-30. I eat near my press. I then go home and have my dinner. Last month I only earned 8 annas overtime. To-day I ought to get one anna and nine pice for overtime.

29. There are no restrictions as to going out for a few minutes for any necessary purpose during the day.

30. I generally get my pay about the 15th. Sometimes before that date and sometimes after. I got my last pay on the 14th September. I have to give 15 days' notice before I can leave. The employers also give us 15 days' notice.

31 & 32. Not asked.

33. There was a case here the other day where a man's hand was injured in the machine. He got his full pay while he was sick.

34. The fines go to the Society. There is no fund for the benefit of aged printers, &c.

35. It would be very convenient if there was a dispensary here.

2ND WITNESS.

Note.—The next witness is an intelligent, well-dressed Bhandari, Hindoo compositor.

1. Name Punlick Ramjee, caste Bhandari, Hindoo, aged 21, compositor, Gujrathi and Marathi; married, no children. He married when he was 16.

2. Born in Ratnagiri. Has a home there where his father lives. Has land there also.

3. He goes home once every year in March for a month for change of air. He does no work while there.

4. Worked in this Press for three years, and in other presses for four years. Began work at the age of 14. He gets Rs 13 a month, and besides this gets about Rs 2 for overtime.

5 to 14. Not asked.

15. Yes, everybody ought to get four days' leave in the month. I get four Sundays.

16. The holidays are necessary for rest.

17. They will prefer the factory or workshop which will give them four holidays to that which works on the holidays and gives a little more pay.

18. All places should be closed on one day. They will see their friends by this arrangement.

19. The workmen prefer Sunday as a holiday.

20. They ought to have complete holiday on those days.

21. Not necessary to ask.

22. I was absent a few times last year; besides this, I was on a month's leave, and on eight days or so I was sick.

23 to 26. Not necessary.

27. They get half an hour at 12-30. That is sufficient.

28. I take my first meal at home at 7 A.M. and bring something with me which I take at 12-30. Then I eat my dinner at 8 o'clock.

29. He goes out besides the recess on three or four occasions. There are no tickets or checks issued for this.

30. Gets his pay at uncertain dates—sometimes 10th, 15th, and sometimes 22nd. Formerly they got it on the 7th. Has to give a month's notice. The rule states that a month's notice should be given, except for insubordination, &c., when the workman is discharged at once.

The rest of the questions not asked.

Note.—The next witness was a boy, aged 13, who has been employed for the two years in this Press. He is a healthy, well-developed lad.

3RD WITNESS.

1. Name Tukaram Babajee, aged 13, caste Bhandari, employed as ruler in the Press. His home is in the zilla Kolaba. Has been home since he has been employed. Stayed there 12 days. His parents are in his country home. He is here in Bombay with his brother, who was a binder, but has left his employment.

2. Not married. I do not know when my parents will marry me. I give my wages, R4, to my brother, who gives me 3 or 4 annas for myself. I am working here happily. Not tired by my work.

3. Has worked in this Press for the last two years. He comes at 7 A.M. and goes 6 P.M. For this time he gets two hours' overtime. His proper wages are R3. He gets R1 for overtime. Has never worked in a cotton factory.

4. Has worked full-time since he began.

5. Employed monthly and doing overtime work. Has got R3 from the commencement. For his food R3 is sufficient.

6. Has not learnt to read and write, nor is he attending a night school. The work is easy. He sits on a stool and draws the sheets of paper past a hand-machine.

7. They get a full holiday on Sunday and half holiday on Saturday, which is granted them because they make up these hours during the week days. Besides this they get 10 days' holiday during the year on full pay for festivals.

8. In the average the workmen are expected to do 194 hours' work. For any work beyond this, overtime is paid. He comes at 7 and leaves at 6 P.M. He gets up at 6 and goes to bed at 9.

9. They get half an hour at 12-30. Besides this he goes out twice a day for about five minutes each time.

10. Not asked.

11. Got his last pay on the 15th. Sometimes he gets it on the 20th.

12. I have never been absent from work or been fined.

Note.—The next witness was a little boy aged about 10 or 11; but as he has only been employed since last Saturday, it was considered unnecessary to question him. The Commission on enquiry find that there is no record of the doctor's certificates of age kept here.

Note.—The witness is an intelligent blacksmith, native of the North-West Provinces.

1. Name Natha, son of Behari, caste Lohar, aged 30. He works as a turner at a lathe. Married; has a child four years old. His wife is in the North-West Provinces.

2. Is a native of Furruckabad, North-West Provinces. Has only a house there, but no land. It is nearly two years since he came to Bombay. He used to work in the Government workshop at Fatehgarh.

3. I have not been home since I arrived here.

4. In the Byculla Iron Works. It is about one year and nine months since I began work here. I have been in no other Bombay factory. The pay in Fatehgarh is less, but the work is also less, and there is more leave. I am paid R1 a day. For last month I received R25. I also work overtime.

5 to 14. Not asked.

15. If a man does not get the day's rest in eight, how can he live? Yes, they ought to get it for the benefit of their health.

16. Answered.

17. Those who love money will go to the mill which will enable them to earn most. Those who look to health and comfort will prefer the one which gives holidays.

18. Yes. All should give holiday on Sunday.

19. Answered.

20. When a holiday is given for his comfort, why should he be called that day for anything? Here the workmen get a holiday every Sunday, and the workshop closes at 1 P.M. on every Saturday. The workmen make up the time that they are allowed on Saturday. On Monday they come at 8, the regular hour, and go away at 5-30. On the other days they come at 7-30 and leave 5-30, thus making up 2½ hours in five days. They get half an hour's recess at 12-30.

21. He cleans his lathe every day for a quarter of an hour, and on Saturdays for half an hour.

22. I was ill last year for four days. Was only fined four days' pay. They are not fined more than the day's pay.

23 to 26. Not asked.

27. Gets half an hour, which is sufficient.

28. I eat my first meal before I arrive. Then I go home at 12-30 for my midday meal.

At 8 or 9 I have my dinner.

29. He goes out for necessary purposes when he likes, two, three, or four times. Smoking is strictly prohibited during working hours.

30. He gets his pay on a Saturday—any day between the 14th and 21st. He does not

know how much notice is required. The factory really is lenient with them. They give leave when it is wanted, and pay up a workman if he wishes to resign.

31 & 32. Not asked.

33. When in the Government workshop at Fatehgarh, they used to get full pay while under treatment for an injury. Here it seems they give in some cases half pay and in some cases nothing. One man got his half pay here for some months.

34. Not asked.

35. They have medicines which they give to the workmen. It would be better to have a dispensary.

36. Not asked.

Proceedings of the Fourteenth Meeting of the Factory Commission held at 2-45 p.m. on the 14th October 1890, at the Scott Cotton Press, Colaba, and at 4 p.m. at the Government Gun-Carriage Factory.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. President.

SORABJEE S. BENGALLEE, Esq., C.I.E.

MIR MUHAMMAD HUSAIN, Esq.

NARAYEN MEGHAJI LOKHANDAY, Esq.

Members.

The Commission first met at the Scott Cotton Press, and were taken round the premises by the Manager. This is the slack season, and only one press out of six was at work. In the busy season they employ 100 men. It was noticed that the work was of an exceptionally unhealthy nature, as the air breathed by the workmen was heavily laden with dust and cotton fluff. Most of the workmen are day-labourers, who return to their homes in the mofussil after the season is over.

The Commission selected the following witness:—

Sitaram Ganesh, aged 42, employed in mixing cotton.

Being a Brahmin and a man of some position in his village in Sholapore, he was found exceptionally intelligent.

The Commission next visited the Government Gun-Carriage Factory, employing 419 hands. They were very kindly shown over the premises by the Superintendent. One artisan, a Parsee, was selected by the President to give evidence. This witness also was an exceptionally intelligent one.

Sorabjee Nowrojee Polishwalla, Parsee, aged 27, turner.

1. Name Sitaram Ganesh, aged 42, Brahmin, married, has three children—two sons, 12 and 14 years old, and one daughter 16 years.

2. In the Sholapore Collectorate. All his family are there. He has his house and fields there. Is a village writer.

3. He visits his home, sometimes every year, sometimes once in two years, in the monsoon to cultivate his fields. He remains there two or three months. The work here is then slack.

4. Works in the Scott Press. Has been here two years, and has worked one year in another press (Bombay Cotton Press). The men employed in this work are subject to cough and fever. (*Note.*—The process of mixing cotton gives rise to much dust and fluff.) He gets paid according to the work every day. Sometimes as much as 12 annas, at other times as little as 6.

5. Sometimes the payments are made after four or six days. In the busy season he comes at 6 and goes at 6-30. He now comes at 7 and goes at 5-30. He gets half an hour at midday for food.

6. No children are employed in this mill.

6 & 7. Not asked.

8. The women come here to clean cotton and sweep the floors. They come at 7 A.M. and go away at 6. They get 3 annas to 3½ annas per day, paid daily.

9 to 14. Not asked.

15. I come to work for three months, and I do not require holidays. I want to earn money and go home. But the cotton mills would be the better for Sunday holiday for rest. They work all the year round.

16. Answered.

17. Where the men get holidays, they will go to that mill.

18. They should all close on the Sunday.

19. The mill-hands would prefer Sundays for holidays.

20. The factories should be closed entirely on holidays.

21. They should arrange to clear the machinery on the previous day.
22. Not asked.
23. For the sake of certainty they ought to limit the time to some fixed hours.
- 24 to 29. Not asked.
30. Answered. Gives no notice, being a daily labourer.
31. Not asked.
32. They go to court sometimes for wages; but I do not know any particular case.
33. The owners should provide something for the injured artizan.
34. Not asked.
35. It is necessary to have a dispensary for the treatment of the sick.

WITNESS.

1. Name Sorabjee Nowrojee Polishwalla, Parsee, aged 27; not married. Employed as a turner. Has been employed here for 10 or 12 years.
2. Born in Bombay. He has no other home.
3. Goes out for short excursions for five or six days rarely. Has served all his time here.
4. He belongs to the superior class, getting Rs. 6 a day, and is paid by the number of days he works. On Sundays he gets no pay. On Saturdays he comes at 8-30, the usual hour for every day, and goes at 2 p.m. instead of 4-30, his regular hour for other days. For Saturdays he gets full wages.
5. There are no small boys under 12 employed here. Boys above 12 work like other artizans.
- 6 to 14. Not asked.
15. They ought in private firms to treat their labourers as Government treats its servants, that is, give them four Sundays in the month.
16. Answered.
17. They will prefer the mill that gives holidays.
18. They should have one fixed day for a holiday; they can see each other.
19. Sunday is the best day. Quite apart from any question of religion, this holiday has been observed for many years as a day of rest.
- 20 & 21. If they are given a holiday, it should be a real holiday, and no work should be done. The machinery should be cleaned on Saturday. He cleans his lathe on Saturday before he goes home.
22. In the year he takes three or four days' holiday. He sometimes gives notice, and if he stays away without sending word to his foreman, and if he is suspected of not giving a proper reason for his absence, his master can fine him.
- 23 to 26. Not asked.
27. They get half hour's rest for meals from 1 p.m. to 1-30. It is sufficient for our wants. He goes out besides once or twice in the day for necessary requirements. No leave is asked for this. He stops his machine before going.
28. He has his cup of tea in the morning and his midday meal at 10 o'clock. The artizans have each a box for tools. He has his midday meal on that box.
29. He gets his wages paid from the 5th to the 8th. If he wanted to resign, he must give a week's notice, and likewise the Government will give him a week's notice.
31. There are other men available to take his place if he goes. No presents are given here to foremen by new hands admitted, or those who get an increase of pay.
32. Not asked.
33. Any artizan injured in factory who attends a hospital and brings a certificate showing he was under treatment, gets his full wages for the period he was absent. If permanently injured, the Government finds him some light occupation so as to give him a living. He gets at the same time his former full pay.
34. Very rarely a man is fined in this factory, but he does not know what is done with the money.
35. There is no dispensary attached to the factory for the workmen. The injured are sent to the Goculdas Hospital, and the sick find their own treatment. But fever and cholera mixtures are kept.

Proceedings of the Fifteenth Meeting of the Factory Commission held
at 9 a.m. at the Government Mint on the 15th October 1890.

Present.

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. President.

MIR MUHAMMAD HUSAIN, Esq. } Members.

NARAYEN MEGHAJI LOKHANDAY, Esq. }

The President read a letter from Dr. B. S. Shroff, forwarding a pamphlet regarding his scheme for the provision of medical relief for mill-hands in Bombay.

Resolved—that Dr. Shroff be thanked for his letter, and the subject be brought up for consideration at a future date.

2. A clerk from the Howard and Bullough Mill called with the registers of that factory to point out that errors had been made in the statements of some of the work-people of the factory when they represented that they were fined two days' pay for one day's absence. An examination of the books showed that the witnesses had made incorrect statements. Ordered that the evidence of the witnesses be corrected in regard to this point.

3. Dr. J. Crimmin, V.C., Medical Officer of the Byculla District, called on the President at the Secretariat to explain the system on which certificates of age are given. It appears that the medical officer of Byculla has more factory work of this kind than any officer in India. He examined and passed last year no less than 6,000 children. There is no subordinate establishment to help him in the work. The mere writing of the certificates gives much clerical labour. Boys and girls with 24 teeth are considered 12 years of age. There is no other test applied. To be on the safe side, those with 26 or 28 teeth are passed. But he states that there is no means of detecting any case in which a child has been personated by an older one. It is not his business to visit the mills to see whether the children actually employed there are those passed by him. The above question is one which requires further consideration and organization. If the employment of very young children in mills is to be prohibited, some better measures must be adopted. In regard to one boy examined in the Hindustan Mill whom the Factory Commission considered to be 10 years of age, he had the office copy of the register to show that he was examined and passed as over 12. But there was nothing to show whether the boy passed was the same boy that the Commission noticed at work.

4. With the kind permission of Colonel Riddell, R.E., Mr. Duncan of the Mint took the Commission over the factory and allowed the President to select the following witnesses, whose evidence was then recorded:—

1st Witness—Narayan Keshew, caste Bhandari, aged 26, cutter.

2nd „ Govind Dowlattya, caste Maratha, aged 13, employed in arranging rupees.

5. Mr. Jehangeer Dosabhoj Framjee, Acting First Assistant Collector of Land Revenue, Customs and Opium, Bombay, and Inspector of Factories, called on the President and explained to him how the work of factory inspection was done in Bombay, and how the factory children were examined and granted certificates of age.

6. The Commission left Bombay by the night mail for Ahmedabad on the 15th October 1890.

1st WITNESS.

1. Name Narayan Keshew, aged 26, Bhandari, employed as a cutter; not married.
2. Born in Bombay; he has no parents living, and has no country home.
3. He never goes to the mofussil.
4. Working in the mint. Has been working since he was 8. He has been 18 years here. Began on Rs. 4, but now gets Rs. 12. Being a daily labourer he is not entitled to pension. He gets paid for Sundays.
5. There are no boys younger than 12 employed here, but besides this nobody works more than seven hours.

Note.—No medical officer's certificate is kept for the boys, as the work is far less than nine hours.

- 6 to 14. Not asked.
15. They certainly require one day's rest in seven days.
16. Answered.
17. He would himself prefer a factory which gave him holidays to one which gave him work and more pay.
18. It depends on the owner's wish, but having had Sunday holidays for 18 years, I prefer Sundays.
19. He prefers Sundays.
20. This mint closes completely on Sundays.
21. The machinery stops at 3 every day, and the machines are then all cleaned daily.
22. When any domestic necessity requires it, I absent myself once or so. Besides Sundays the mint-hands get 10 Christian, 12 Hindoo, 12 Mahomedan, and 2 Parsee holidays, that is, 36 days in addition to Sundays. He gets full pay for all holidays.
23. Work begins here at 9 o'clock, and he goes home at 4 p.m. If they will fix some

hours for mill-hands, it would be better. An artizan can only work with energy from 6 A.M. till 2 P.M. After that there is weariness.

24 to 27. Not asked.

28. I take my midday meal at 1 o'clock. They get no fixed recess during the day, but they are allowed to go out and eat. One of the spare hands takes his work.

29. Besides the above he goes out for 5 to 10 minutes twice a day. But there are no restrictions as to his going out when necessary.

30. We used to get our pay formerly on the 3rd, and now it is given on the 8th of the following month. They are required to give 10 days' notice. If not wanted, the mint has to give them the same notice. There are printed rules to that effect put up.

31 & 32. Not asked.

33. An injured workman who goes to hospital will get full wages while he is there, otherwise he will not get it.

34. There are very few fines inflicted; and when this is done, the money is returned to the Treasury.

35. The Government subscribes to the Goculdas Tejpal Hospital, and the mint artizans can go there for advice and medicines. No dispensary or doctor is attached to the place.

Note.—The witness is a smart-looking boy of about 13 years of age.

2ND WITNESS.

1. Name Govind Dowlattya, caste Maratha, aged 18, employed in arranging rupees. He is a native of the Kolaba district. He has just returned from his country, where he went after his father's death. He was there for eight days. Has been employed here for the last two and a half years.

2. He is not married. His marriage depends on when he has money. He began on 8 annas a day. He now gets 3½ annas. If he works regularly, he earns Rs 4-8, otherwise generally earns Rs 4. This is sufficient for his maintenance. He gives his pay to his aunt and gets nothing for himself. He has come here at his own wish. He likes his work.

3. He works in the mint. Answered.

4. He has never worked more than seven hours. The same time he is working now.

5. He is a daily-paid labourer, and therefore not paid on Sundays or holidays.

6. He has not learnt to read and write. For the last two months he has been going to a night school.

7. He gets 52 Sundays and 36 festival holidays.

8. His hours of work are from 9 to 4.

9. He gets 15 minutes to eat his dinner. The spare boy does his work while he is away. Besides the above he goes out twice for five minutes each time.

10. There are no neighbours of mine who work in cotton factories.

11. He got his last pay on the 8th October for September.

12. He is away sometimes one day in two or three months. For that day only he loses his pay.

Proceedings of the Sixteenth Meeting of the Factory Commission held at 2-30 p.m. on the 16th October 1890, at the Guzerath Spinning and Weaving Company's Mill at Ahmedabad.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*

MIR MUHAMMAD HUSAIN, Esq. } *Members.*

NARAYEN MEGHAJI LOKHANDAY, Esq. }

On his arrival at the railway station the Collector, Mr. Reid, kindly met the President and explained to him that it had not been possible to arrange for the production of witnesses at the Collector's office by any person interested on behalf of the mill-hands, because there was no such person to be found in Ahmedabad. He therefore suggested that the Commission should visit the mills and select its own operatives for examination. The Commission resolved that this should be done and appointed a meeting at the above mills.

2. The President and members were conducted round this mill and selected the following witnesses:—

1st Witness—Man Bhooro, son of Chuckoo, aged 10, caste Wagri; doffer.

2nd „ Dhunpie, daughter of Jassoo, aged 28, caste Wagri. Intermediate frame.

3rd „ Mir Mahomed, son of Jan Mahomed, aged 25, Mahomedan.

The following special points of difference between this mill and the Bombay mills were noticed, and they are noted here for convenience of reference.

The Commission for the first time had their attention directed to the employment of children on half-time work. The Bombay Government Resolution, which was published with Act XV of 1881, requires that no child shall be worked for more than four-and-a-half hours without a recess. This ruling has led to a complicated arrangement of hours, for which there appears to be no necessity if children are employed on half-time as they are here, and not for nine hours as laid down by the present law. For half-timers it would be convenient if the first shift came at 6 and left at 12, and the second shift came at 12 and left at 6 P.M. We have from personal observation seen that boys and girls go out for short intervals for drinking water, &c., when they require it. No special legislation ordering a recess in the six hours' work is therefore in our opinion necessary or advisable. The Bombay regulation as it stands at present obliges the work to be so arranged that children are employed on one day for eight hours and for the next for four hours, thus giving them an average of six hours a day in the working days. For instance, a boy who came to-day at 6 A.M. and worked until 10 A.M., went home from 10 to 2-30 P.M., at 2-30 P.M. he returned to work and stayed until 6-30 P.M., when the mill closed, thus doing eight hours' work with an interval of four-and-a-half hours. The next day this boy would only work for four hours from 10 A.M. to 2-30 P.M., with half an hour's interval at 12-30, when the mill is stopped.

The next special point noticed was the employment of many women in work usually done by men. This work is done while the machinery is moving, and therefore the women work the same hours as the men. The Manager, when asked how the work could be done if the women were limited to 11 hours' work as proposed in the new Bill, said there would be no alternative, but to dispense with women and take on adult male labourers in their place. The Commission satisfied themselves that no other course is left to mill-owners in regard to this point, and that the proposed legislation would inflict serious injury on a number of women who seem to be anxious to earn a livelihood by this work, and who would consider it a great hardship if deprived of it by legislation.

The third point noted was that the Ahmedabad mills have since their foundation always given four days' holiday in the month. Sundays have always been holidays, except when a native festival holiday occurred in the week, when the mills were worked on Sunday to make up for the festival holiday. The mill-hands do not attend the factory on festival holidays for the purpose of cleaning machinery, but on Sunday holidays they are expected to do this up to 10 or 11 A.M. It will be noticed that, whereas Bombay mill-owners consider it sufficient to clean their machinery once a fortnight, the Ahmedabad mill-owners think a weekly cleaning absolutely necessary.

There is another important difference in procedure which affects very considerably the well-being of mill-hands, and this is the system of paying wages. In Bombay the mill-hand is paid once a month. By liberal masters, this payment is made on the 15th of the following month, and by others at the close of the month following that for which the pay is due. The Ahmedabad mills always pay their operatives weekly. For mill-hands on small wages this is a most important consideration.

1st WITNESS.

1. Name Man Bhooro, son of Chuckoo, aged 10 (June 1890), caste Wagri. He is a native of this place. Has both father and mother. His father is a pound-keeper. His mother remains at home. Has five sisters and three brothers. Of these he has an elder brother and an elder sister, both working in this factory.

2. He is not married. Boys older than he get married. Every week he gets a rupee. His father gives him one pie every day for himself. He comes at his own wish to work, but he will be glad if he is turned out.

3. Works in this mill for one year.

Note.—This boy's ideas of the months he has been employed are very limited. He does not really know how long he has been employed.

4. One day comes at 9 A.M. and goes at 3. The next day he comes at 6 and goes at 9, and comes again at 3 and works till 6. There are eight boys with him.

5. Not a piece-worker. Gets wages Rs 1 for every eight days.
6. Does not know to read and write. Works half-time.
7. Gets leave every Sunday, but has to come up to 10 or 11 for cleaning the machinery. Gets Sunday counted in the eight days, for which he gets one rupee.

Note.—(It is against the law to employ children under 12 on four holidays in the month).

8. Not asked.
9. When he comes at 9 he starts from his house at 8. He goes to sleep at 8.
10. The mill closes at 12-30 for half an hour. He goes out three times for necessary purposes, and stays five minutes or so. He is a doffer. It is not necessary for any one to do his work.
11. There are two sets of eight boys. Each set does half-time work.
12. Answered.
13. He was never absent. For spoiling a bobbin he was once fined 4 picc. He has never been ill.

Note.—The Manager of the mill says there are 37 boys under 12 altogether. Out of 25 boys working in the throstle department, the boys are divided into two sets, one of 12 and one of 13. The other 12 boys are employed in the ring throstle; they are divided into two sets of 6 each.

2ND WITNESS.

1. Dhunie, daughter of Jassoo, aged 28, caste Wagri, employed in the intermediate frame. Has been employed here about seven years.
2. Has a home in this district, but no house or land. She goes to her home on Sunday holidays after cleaning the machinery.
3. Married, had two daughters; only one is alive, aged 3. Her husband and herself live together. She gets Rs 1-12 every eight days. Her husband, who works in the same mill, gets Rs 2-3 per week of eight days. They are always in debt. She has not saved anything.
4. She lives about $\frac{1}{2}$ mile from this mill. She does not go home at the 12-30 recess. When her child was very young, she did not work then. When the child began to walk she came to work. She gets up at 5 A.M. and comes to the mill at 6, and goes away from the mill at 6 P.M.; goes to sleep at 8. She gets rest at 12 o'clock. The work does not tire her.
5. She gets half an hour at 12-30. There is no system of going out by tickets. The muster clerk goes round and takes their names. Besides the half hour she goes out four or five times for necessary purposes. She does not know how long she remains out.
6. She does her marketing in the evening on her way home. She cooks bread only once in the night, and this answers for the whole day.
7. She gets four days' holiday on Sundays; but if a festival holiday falls during the week, they work on Sundays in that week. She comes on Sunday as usual and goes away at 8 o'clock.
8. Not asked.
9. She gets leave when she asks for it. If absent without leave, they cut two days' pay, that is, one day more than the absent day. When she goes on leave, she puts in a substitute.
10. There are many people available who can take her place. No presents are given.
11. She did not work as a young person.
12. Answered.

3RD WITNESS.

1. Name Mir Mahomed, son of Jan Mahomed, aged 25, Mahomedan, weaver. Is married. Has a boy living, aged 6, who is being taught in school. Does not intend to put him to mill work. But will do better for him and find him some suitable work that an educated man may do.
2. Is an inhabitant of the city of Ahmedabad. His father and mother are living. Both are working as weavers in their house. His father earns about 6 or 7 rupees as a weaver on a hand-loom.
3. Has never been out into the country.
4. Is working here as a weaver in the power-loom. Has to look after two looms. Has been employed about 10 years in this factory.
5. I do not know. I only see the boys working in the looms, and they are big boys, and all do a full day's work.
- 6 & 7. Not asked.
- 8 to 11. Ditto.

Note.—The Manager says that females employed as reelers attend from 7 to 7-30 and 8. Those who work on the machines (winders) come at the usual hour with the men.

12. Yes, the law should make a distinction between young persons and adults.
13. The age of a young person should be 15 to 16.
14. I worked at the age of 15. I worked well at that age and was strong.
15. He thinks that male adults should also get four days' holiday in the month.
16. For marketing, seeing friends, &c., a holiday every week is necessary. He is a piece-worker; he does not get wages for Sundays.

17. I get four days' leave here in the month. I should certainly prefer the mill which gives me the holidays to one which gives me more work, although I am a piece-worker.

18. I prefer the present arrangement by which all the Ahmedabad mills are closed on Sundays. They should all be closed on the same day.

19. Every one is pleased with the Sunday holiday, and when a festival occurs, they work on Sundays instead.

20. They should be given a complete holiday.

21. As far as the looms are concerned, I could clean my two looms in an hour or an hour and a half on Saturday evening. By cleaning my looms on Saturday, I shall probably lose 2 annas. This must be a matter for consideration. But if I put my mind to it, I can make up the 2 annas by greater diligence during the week.

22. I was absent five or six days in the year. On these days I gave a substitute. I never remember being fined two days' pay for one day's absence. There are always substitutes available.

23. They begin work at daylight and stop when it is dusk. I prefer this plan. It gives me most time for earning money.

24. They will not let him leave off when he wants to. He must not go as long as the machinery is working. For piece-workers if the engine stops in the middle of the day, there is no compensation.

25 & 26. Not asked.

27. They get half an hour. That is sufficient.

28. I eat my first meal at daylight at home. His father brings his next meal at 10 in the weaving room. He being a Mahomedan takes his food in the room.

29. I leave my work only once at 3-30 for a smoke for about five minutes. I stop my loom then.

30. Every Sunday he gets his pay for the previous week. He prefers this to the Bombay arrangement of being paid 15 days or a month after the pay is due. They are required to give notice, but are not fined if the case of resignation is an urgent and reasonable one.

31. There are a number of weavers waiting to take my place. No presents are given.

32. Never heard of a case for wages being taken to Court in this or any other mill.

33. They give a few weeks' wages to the injured here. One operative got as much as three months' wages.

34. The fines go to the Company.

35. There are 700 operatives employed here. There is no arrangement for treating the sick. There should be some arrangement for this purpose.

36. There should be a school and the owners should provide a teacher.

A boy named Sheik Borah, aged, according to his own statement, 11, was asked if he did half-task, and he declared he did full work, coming in the morning and going away in the evening. His father came before us and said the boy was not telling the truth. The boy, however, volunteered the statement to the Commission, and appeared to us to be telling the truth. The boy Sheik Borah was certified by the medical officer to be 9 years old on the 10th September.

Note.—Section 8 requires that boys under age should get four holidays in the month. The boys here have on those holidays to come up to 10 A.M. for cleaning.

The Ahmedabad factories all work children on the shifts described by the first witness in accordance with Section 12 of the Orders of the Bombay Government, dated 10th September 1881, on the passing of the Act, XV of 1881. The Manager says it would be much easier if they worked six hours each in two shifts.

There are altogether 41 women working in the machinery, and only six reelers besides these.

Proceedings of the Seventeenth Meeting of the Factory Commission held at 6-45 a.m. on the 17th October 1890, at the Ahmedabad Spinning and Weaving Company's Mill.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
MIR MUHAMMAD HUSAIN, Esq.	} Members.
NARAYEN MEGHAJI LOKHANDAY, Esq.	

The Commission was received by Mr. Rungchorelal Chotooolal, C.I.E., the proprietor, who was the founder of the cotton mill industry in this city, and who is now Chairman of the Municipality. With the Proprietor's permission, the Commission selected the following witnesses for examination:—

- 1st witness—Hurri Passee, a female, aged 20, caste Wagri, employed on the roving frame.
- 2nd „ Hoosain, son of Jewabhai, 10 years of age, a doffer on half-time work.
- 3rd „ Dholsa, son of Amir, aged 11, caste Wagri, half-time doffer.
- 4th „ Sirdar Khan, son of Khale Khan, aged 26, piecer, Mahomedan.

Mr. Rungchorelal Chotoollal, C.I.E., the proprietor, who is well known to the Government as a philanthropic and public-spirited gentleman, stated to the President that his mill employed about 1,211 hands; of these 716 are adult males, 102 adult females, who do exactly the same work as the men while the machinery is in motion and for the same number of hours; 50 females employed as reelers, who come and go pretty well at their own convenience; 224 boys doing full-time work, and 75 full-time girls; 37 half-time boys and 17 half-time girls. The proprietor was of opinion that the 100 women now working with men would have to be dismissed if the new law regulating the hours of labour for women was passed. The first witness, Hurri Pasetee, gave decided evidence on this point. The proprietor approved of the suggestion that the half-timers should work for six hours daily, and said it would be a great convenience. It is only necessary to add that this mill appears more advanced than others in matters relating to the comfort and well-being of its operatives. The fines and unclaimed wages go to a provident fund, from which sick and injured workmen are given weekly allowances. A doctor attends at 4 P.M. every day and dispenses medicines to the sick from the dispensary in the factory. There is a night school belonging to the mill attended by 75 boys employed in the mill.

1st WITNESS.

1. Hurri Pasetee, female, caste Wagri, aged 20, married, had two children—one is dead and the other a boy, three years old, is alive. Has been working here for four years on the roving frame.

2. She is a resident of Ahmedabad city, and never leaves it. Lives close to her work at the mill.

3. She is married, but does not live with her husband, as he is a bad character. She lives with her father and mother, who are old people and do not work. Her brother is also working in another mill. She earns 2½ rupees per week, and her brother, who works in another mill, 1½ to 2 rupees a week. Her brother is a boy of about 12 years of age. We may be in debt, but I do not know, as my parents manage the money affairs.

4. She lives close to the mill. She gets half an hour at 12-30. Goes home for this recess. Rises at 5 o'clock and begins work at sunrise and stops work at sunset. She goes to sleep at 8. She likes the hours of work now given. If the hours for women are shortened, the mill-owners will turn women out and they will starve.

Note.—A hundred women will be thrown out of employ if their hours of work are limited to 11.

5. Gets half an hour midday rest. There is no delay in going out and coming in. Their muster roll is taken in the morning and afternoon by a man going round. Besides the recess the women go out three times or so for five to ten minutes. When she had a young child, she was at home for six months without employment. After that the child used to be brought to her at the mill during work hours.

6. All the household duties are done by her parents. She does nothing in the house.

7. The mill closes every Sunday, but they come for cleaning on that day and stay until 11 or 12. If there are festival holidays, they work on the following Sunday. On the festival holidays no cleaning whatever is done.

8. Being a piece-worker she gets no pay on Sundays.

9. She gets leave when she wants it. If she has obtained leave, she is not fined more than the day's pay; but if she stays away without leave, two days' pay is cut.

10. There are people who can be got to take her place.

11. She began work at 16. She will put her son to mill work after he is 13. When he can work full-time, then she will bring her boy, not otherwise.

12. She earns Rs 2-8 a week and gets paid once in eight days.

2ND WITNESS.

1 & 2. Hoosain, son of Jewabbai, certified to be 10 years old on the 14th October 1890. Employed as a doffer since a week or ten days. He is working half-time. He comes one day at 5-30 A.M. and leaves at 10. Comes at 2-30 and leaves at 7 P.M. To-morrow he will come at 10 A.M. and go away for the day at 2-30. He has got one week's pay. He got 8 annas. His parents send him to work and he comes unwillingly.

It was not considered necessary to examine this boy any further.

3RD WITNESS.

Dhosla, son of Amir, certified to be 10 years on the 4th November 1889, caste Wagri. Is an inhabitant of Karri in the Baroda State. It is five or six years since he came with his parents

from Karri. His father is employed here in the card room. He gets annas 8 a week for doing half-time work. His father gets Rs 1-12 per week. There are half-time boys in the throstle, who get Rs 4 if they are sharp. When he is a little bigger, he will be married. Boys of his caste marry at 16 or 17. He comes of his own will and is pleased to come. His father does not give him any part of his wages for himself.

3. Working in the Ahmedabad Spinning and Weaving Company. Has worked for one year and got the same pay all the time.

4. Has never done full-time yet.

5. He is a weekly labourer, not paid by piece-work.

6. Has not learnt to read and write.

7. Gets four holidays a month on Sundays, except when a festival intervenes, when he gets a holiday on that day and works on Sunday. He came at 6 A.M. to-day and will go home at 10. He will come again at 2-30 and go away at 6-15. To-morrow he will come at 10 and leave at 2-30.

9. Gets half an hour in the midday. Besides this he goes out once to smoke.

Note.—Boys of all ages smoke; they begin to smoke when 6 or 7 years of age.

10. Yes, he himself is a half-timer.

11. He gets 8 annas every week. Got his last pay on Friday. His next payment he will get on Monday.

12. He was hurt in the mill and was absent four days. He did not get his pay for the days he was laid up.

4th WITNESS.

1. Sirdar Khan, son of Khale Khan, aged 25, Mahomedan, piece; not married.

2. Born in Ahmedabad. Has no home or land elsewhere.

3. Not asked.

4. Working in the Ahmedabad Spinning and Weaving Company. He began working when he was a boy of 12. Has worked here eight years. The conditions of employment are the same.

5 to 7. Not asked.

8. The women who work with the machinery come with adult males and go away with them. The reelers come at 7 or 8 and go away when they finish their work at 2, 4 or 6.

9. A woman cannot work as hard as a man. But if the hours of work are shortened, they will be turned out and their places taken by men.

10 & 11. Not asked.

12 & 13. A boy of 12 years can do full day's work well.

14. I began as a boy of 12 and worked full-time and did not get tired.

15. Every one gets four holidays in the month here.

16. Not asked.

17. They will go to the mill which gives them holidays. How can a man work without leave to wash himself and keep himself comfortable?

18. All get Sunday holidays here.

19. We prefer Sunday holiday, because all the Ahmedabad mills are closed on that day. There is no question of religion in regard to the Sunday holiday.

20. How will the mill work if they do not come on Sundays to clean it?

21. How can they clean on Saturdays when the mill works up to dusk? It takes me about three hours to clean the machine properly.

This question does not affect him. He is paid monthly Rs 8 by the Minder.

22. Rarely absent from work. Now and then absents himself on his private business for two days or so. He is fined 2 annas a day if he absents himself without leave.

23. The hours of work should not be limited. The present arrangement of starting at daylight and going away at dusk is, in my opinion, a good one.

24 to 26. Not asked.

27. The half-an-hour now given is not sufficient. We want one hour.

28. I eat my first meal at home at 12-30 during the recess. When I get home in the evening I eat my next meal. My brother's wife cooks for me.

29. He comes out two or three times, and is away for 10 to 15 minutes. The joridar does his work while he is away.

30. Gets his pay every eight days. Got his last pay on Friday. Next pay he will get on Monday. If he wants to leave, he must give his Minder (contractor) 8 days' notice.

31. There are others ready to take his place.

32. I have known cases in which artizans have had recourse to the Court to recover wages.

33. It is essential that the owners should provide for injured workmen. My brother was injured and he did not get anything for the 15 days he was absent. I do not know whether he asked for any pay.

Note.—The mill manager here produced a man who had his hand cut off, who was paid for five months and is now employed on the same pay as he was receiving when injured (Rs 7). He is working in the card room.

34. The fines and unclaimed wages now realized go to a fund which forms the "Saving Fund," from which the sick and injured workmen are given wages.

35. A doctor comes here every day at 4, and there is a dispensary at which the sick operatives are treated.

36. There is a night school for these children employed in the mill, which is attended by about 60 to 70 children. One of the factory clerks get Rs 4 extra for this.

Proceedings of the Eighteenth Meeting of the Factory Commission held at 7 a.m. on the 18th October 1890, at the Tricumlall Harilall Spinning and Manufacturing Company.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*
 MIR MUHAMMAD HUSAIN, Esq.
 NARAYEN MEGHAJI LOKHANDAY, Esq. } *Members.*

Mr. Sorabji Dinshaw Caraca, the Manager, stated to the Commission that in his opinion the lessening of the hours of work for women would lead to their being replaced by men and to great hardship in the families of those who are thus thrown out of employ.

The Commission then selected the following operatives to give evidence:—

1st Witness—Ballee, daughter of Amrath, aged 16, Wagri, working at the roving frame.
 2nd „ Jaffir Khan, son of Mir Khan, aged 14, Mahomedan; doffer.
 3rd „ Sunkur, son of Jeva, aged 32, caste Rawal, drawing frame.

The Commission next visited the Ahmedabad Spinning and Manufacturing Company's Mill, and selected one out of a large number of women employed in the carding room.

Witness—Gujjee Sukku, aged 22, female, Wagri, roving frame.

The proprietor and agent, Mr. Madho Lall, on being questioned as to the effect of any legislation in regard to the restriction of the hours of work by females, made the following statements:—

- (a) The women now employed in the carding room on such work as slubbing, intermediate, and roving frames, are really easier-worked than one might suppose, although they are present for the full hours. For instance, these frames are in Bombay worked by only one man; Here in Ahmedabad there are always two operatives to do the work, one generally being a woman. This allows one of them to rest if the machine is working well; there is therefore no great press of work during working hours.
- (b) If the hours of work for women are lessened, these women must be replaced by male adults. There would be no extra expense to the mills, as the wages of men and women are the same, but the mills prefer women as they are steadier.
- (c) If the age of boys working full-time was raised to 14, there would be some inconvenience; but as far as his own mill was concerned, the pecuniary loss would not be anything worth considering. He promised to provide some statistics showing the actual increase in the cost which such a change of the law would entail.

The Commission at 7 A.M. on the 18th October visited the Tricumlall Harilall Spinning and Manufacturing Company. This mill has been started for about two months, and is not yet in full work. There are 275 hands now employed. Of these 63 are boys, 50 women, only 8 being employed on the machine.

1st WITNESS.

1. Ballee, daughter of Amrath, aged 16, caste Wagri, works at the roving frame. She has only earned three weeks' wages here. Has worked in Bhaggoobhai's Mill for six years. She began at the age of 10.

2. Her home was in a village near, but it does not exist now. She never goes there now.

3. She is married, has a son aged 1½ years. Her household consists of her husband, her mother-in-law, and her little son. Her husband works as a reeler in another mill and earns Rs 2 a week. She herself earns Rs 2 per week. Her child is brought twice to her to the factory. She was not working for a year and half while her child was young. Her mother-in-law brings her food. They are in debt about 80 to 100 rupees for her marriage expenses.

4. She lives far from the mill; does not go home in the midday recess. She gets up at 5 and comes to the mill. Her mother-in-law does the household business, although she lives in a separate house. She arrives at the mill at 6 and leaves at 7 P.M. (is certain of this). She arrives at home at 8 o'clock or 8-30, and is tired walking then. After arriving she begins to cook and goes to sleep at about 11. She would like less hours. If the people found they could not employ her for shorter hours, she would find some other work.

Note.—The Commission here sent for the Manager, Mr. Sorabji Dinshaw Caraca, and asked him what would be the result of having a law shortening the hours of work for women, and he informed us that it had already been arranged that on the passing of the new Act the women must be turned out. This Parsee manager has written to the papers letters advocating the mill-hands' claims to consideration. In his opinion, the lessening of hours for women would be a great hardship to them.

5. The mill closes for a recess at 12-30 for half an hour. There is no system of tickets here for going out. She goes out besides the recess three or four times for a few minutes for feeding her child. Although the child is 1½ years old, it is still at the breast.

6. Her husband does her marketing, and the other work she does, when she gets home.

7. The mill closes for four Sundays in the month. They come on those days up to 10 A.M. for cleaning. She takes only two hours for cleaning her roving frame. This is easily done within that time, because there is another man on the same frame and a doffing boy besides.

8. Not asked, already answered.

9. She can get leave when she wants it. She was absent once in the last month for a funeral. If absent without leave, there is a fine of one day's pay in addition to the loss of pay for the absent day.

10. Yes, there are many to take her place. In other mills they do give the overseers *baksheesh*. In the two former mills she paid Rs 2 each to mucedadums.

11. She began to work at 10 years of age. She does not think it hurts her, but she used to do only half-work then. She then got 12 annas a week.

12. She gets her pay after eight days. Her last wages were given on Sunday. The next wages will be due on Monday.

Note.—Out of 41 boys there are 6 certified under 12 years of age. There are no half-timers in this mill. Those certified under 12 have been discharged.

2ND WITNESS.

1. Jaffir Khan, son of Mir Khan, Mahomedan, aged, he says, 14; employed as a doffer on the frame. He says he is short for his age. His family came from Palanpore, where they have a house which is now occupied by his uncle and aunt. His father went to the home and redeemed the property by paying Rs 150. It is about six months ago that I went to Palanpore and remained there two months on a visit to my grandmother.

2. He is not married. Yes, boys of his age do marry; but he will marry after two years. He gives his pay to his parents. He gets Rs 1-2 per week. In his former mill he got Rs 1-0-6. He has come of his own wish.

3. He works in the Tricumlall and Harilall Company. Has just come. Gave his former mill, the Guzerath Grinding and Spinning Mill Company, notice and came away here. He will go there for his last week's pay. He has also worked in the Ahmedabad Grinding and Manufacturing Company.

4. He began working when he was 10 and always did full-work. He is very certain on this point.

5. He is paid weekly wages. He now gets Rs 1-2. He began work on 12 annas a week.

6. He does not know how to read and write. He used to get tired working full-time as a child, and would have liked half-work.

7. He gets four Sunday holidays. Has to come for cleaning on Sundays at 7 A.M. and leaves at 10 A.M. They do not come for cleaning on festival holidays.

8. He gets up at 4-30 A.M. and begins work here at 6. Lives some distance from here. Leaves the mill at 7 P.M., and if he goes home quickly he can get there in half an hour; if he loiters on the road, it takes him one hour.

9. The mill closes at 12-30 and there is half an hour's recess. He goes out twice besides the recess for about five minutes each time. While he is away other boys do his work. They go out by turns.

10. There are no boys here who are doing half-work, or nine hours' work. There are Wagri children who do half-work in his neighbourhood.

11. He has not got his pay yet here. He has only worked two days here.

12. In his former mills he used to generally be absent one day in the month, for which he used to be fined 2 annas.

The mucedadums do beat boys in the other mills. They generally keep a short stick.

3RD WITNESS.

1. Name Sumar, son of Jeva, aged 32, caste Rawul, employed as a drawer. Married; has one daughter 9 months old. His wife is at home. Their wives never work in mills. They are beggars by profession. He prefers to work for his living.

2. Has a house and land in the Kurri district, Baroda State. He has let his land to his cousin and come away here.

3. Has not been home for 10 years. Being in debt he cannot go home. His first wife died and his second marriage cost him Rs100. This has made him go into debt.

4. Is working here for the last one and a half months. Formerly he worked in the Guzerath Spinning and Weaving Company for five years, and three years in the Ahmedabad Spinning and Weaving Company. The rules are the same in all the Ahmedabad mills. Those mills which have throstles employ small boys half-time. Here only big boys are employed. He is a piece-worker. He earns about Rs2 per week. This is sufficient for his wife, child, and himself. Out of this he also pays 12 annas a week to the money-lender.

5 to 7. Not asked.

8. The women working on the machinery come here with the men and go with the men. The reelers come at 7 and go at 5-30.

9 to 11. Not asked.

12. There ought to be a difference, but it is not hard for the boys in the different departments here to work full-time. The boys get intervals while the bobbins are getting ready, and it is not really hard work for them.

13. Not asked.

14. Has not worked as a young person.

15. Gets leave every Sunday.

16 to 19. Not asked.

20 & 21. If the machine is not cleaned, how will it work? They must come on Sunday to clean. It will not do to clean on Saturday, because there is not enough time.

22. He does not take leave besides the holidays. If he does this, how can he earn what is necessary? If an operative stays away without leave, he loses two days' wages.

23. He prefers the present hours, which are from daylight to dark.

24. They cannot go away while the machinery is running. If the mill stops in the day, they are sent away without compensation. They also come on Sundays without pay.

25 & 26. Not asked.

27. The rest now given is sufficient.

28. He eats his first meal between 9 and 10. Comes outside to eat. The Wagri or low-caste people eat inside, but the better-caste men eat outside.

29. I go out four or five times in the day for five minutes at a time. The jorriwalla attends to my machine while I am away.

30. He gets paid after eight days. Was paid last Sunday. Does not know when his next payment is due. Has to give eight days' notice. The mill-owner gives him no notice.

31. There are plenty of candidates to take his place. The muddadums, &c., in other mills take 3 to 5 rupees for appointing a hand; but if this is mentioned by the operative, he is certain to be dismissed. In his former mill the headman wanted Rs5, but he actually paid him Rs2-8. There was a dispute over this, and he had to leave that mill and come here.

32. Not asked.

33. If a workman is injured, he will be paid up to a week's wages, not after that.

34 to 36. Not asked.

1. Her name is Gujje Sukku; aged about 22 or 23, Wagri. Employed in the roving frame. Has been altogether working as mill-hand for 10 or 12 years. In this mill six to seven years.

2. We had a country home, but we have abandoned it and settled in Ahmedabad permanently. Never leaves the town now.

3. Married. Her husband is also working as a mill-hand in this mill on the slubbing frame. She earns Rs2 to Rs2½ per eight days. Her husband gets Rs2½ per eight days. Has three children—a boy aged 4, two daughters aged 6 and 1½. Her mother-in-law, an old widow-woman, stays with them in the house and looks after the children. They are not in debt, and can save something from their earnings.

4. She takes half an hour to walk from her house to the mill. She goes to feed the child at 12, and her mother-in-law brings the child twice. She leaves her house at 6 and the mill starts at 6-30. She works up to 6-30 p.m. She eats her dinner and goes to bed at 8. The present hours are suited to her. She would not have them altered. If her hours were shortened, the mill-owners would not keep her. She would then have to seek other work which is not so comfortable or so remunerative.

5. She has half an hour from 12-30. There is no system of tickets. Besides the usual recess, she goes out six or seven times for short periods. There being a boy of 10 and herself, if the machine is working well, rest a little while. She has already had her baby three times in the day.

6. She does her marketing on Sundays, and her mother-in-law makes daily purchases. She herself does not do household work.

7. Gets four Sunday holidays. Has to come for cleaning from 7 to 12 on Sundays. If she does not come on a Sunday, there is no fine. But they take the muster roll for Sundays also.

8. Not asked.

9. If she asks for leave she gets it. If absent without leave, no notice is taken of it, although the printed rule provides that a fine of two days' will be inflicted. It appears that this fine is inflicted in the cases of men who are irregular in their attendance.

10. There are plenty of people waiting to take her place. She says there is no custom of giving *baksheesh*.

11. She began work when she was 12 years of age. Her daughter, who is 6, will be brought to the mill after six years more or so.

12. She gets her pay every eight days. Her last pay was given on Wednesday.

Note.—This closes the evidence recorded at Ahmedabad.

Proceedings of the Nineteenth Meeting of the Factory Commission held at 2-30 p.m. on the 22nd October 1890, at the Elgin Mills, Cawnpore.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEE S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
FRAMJEE MANOKJEE, Esq.	

This was the first meeting of the Commission in Cawnpore. It is somewhat unfortunate that the Commission should have arrived here just as the Dusserah holidays were about to commence. A programme will, however, be drawn up, which will enable the Commission to visit at least three out of the six mills while they are at work, and will give them an opportunity of examining two operatives from each of the factories that cannot be seen at work.

The President placed before the Commission a letter, received through the Collector of Cawnpore, from the Managing Director of Muir Mills Company, enclosing statements showing the number of days the Muir Mills were stopped in each month for holidays, and the number of hours in which the mills were actually worked from January 1889 to September 1890.

Resolved—that the Managing Director be thanked for this information, and that the statements be filed with the records.

The Commission visited some parts of the extensive premises of the Elgin Mills Company, which employs 1,104 operatives, of whom 89 are women, 206 boys, and 14 girls. The President selected the following mill-hands to give evidence:—

- 1st Witness—Marid, female, aged 25, Koeri by caste, employed as a winder.
- 2nd „ Babooa, son of Moti, aged 8 years and 2 months, caste Ahir, doffer.
- 3rd „ Sheo Shankar, Brahmin, aged 20, minder in the mules.

1st WITNESS.

Note.—This witness appears in indifferent health, and is not apparently very accurate.

1. Name Marid, female, aged 25, Koeri caste, employed as a winder. Has been employed here in this mill since she was quite young, about 8 to 10.

2. She has a home in the Rai Bareilly district. Her mother is living there. She has a brother and sister. She has no land at home. She has been home twice. She went home last April and stayed 15 days. She went there because she was ill.

3. She is married. Her husband was employed here, but he is now sick. She has no children. Only her husband and herself live in the same house. She used to earn Rs3-4 a month and her husband used to earn between Rs4 and 5. She is in debt. They used to send home Rs2 a month. But since her husband's sickness she has not been able to pay her debts or send home money. She owes altogether about 20 rupees.

4. She lives about half a mile from this mill. They get half an hour at 12 o'clock. (*Note.*—The Manager says the mill stops for an hour.) She gets up at 4 a.m. and cooks, and

leaves her food there. At 12 o'clock she goes to eat her food. She arrives at the time the whistle goes at dawn before sunrise. Leaves the mill at 6.

Note.—The mill book shows that the mill starts at 6 A.M. and stops at 5.45 P.M., with an interval of one hour.

She remains the full time that the machinery is working. She goes to sleep at about 10.30 to 11 P.M. The mill does not work by artificial light.

5. Answered. Besides the midday rest she comes out twice a day and stays a little while. Women who have young children have them brought to the mill to be fed.

6. She does her marketing on those Sundays when the mill is not at work, and her household duties after she goes home at night.

7. They get a holiday on each Sunday, except when they have to make up for some other holiday. On Sunday morning they come for cleaning and go away about 8 o'clock. The mill is supposed to be stopped at 4.30 on Saturdays for cleaning; but when they have been unable to do the work in that time, they have to come next morning to finish it.

8. They prefer Sunday holidays.

9. If she is absent she is out one day's pay, but if the mistry is against her, she is fined. She cannot get leave easily if she wants it.

10. There are lots to take her place. No presents are given to the headmen.

11. She began work when she was a child of 8 to 10. For the sake of a living she would send her boy, if she had one, when he was 10. She would like her boy to work the whole day to earn as much as he can for his food.

12. She gets paid about the 27th of the month for the previous month. Her pay for September she will get on the 27th October.

2ND WITNESS.

Note.—Two hundred and twenty boys were employed daily in October. Out of these 127 are registered as having come to work in the first instance under 9 years of age.

1. Baboon, son of Moti, caste Ahir, certified on the 17th August 1889 to be 7 years of age.

2. His home is in Cawnpore. His mother lives with him. She does general household work. He has an uncle who is a cultivator, and has a brother who ran away from home with the money and left him nothing. He is not married. He will be married when he is bigger. He gives his pay to his mother. He came with a relative who is working here. He now comes willingly. His mother gives him from one anna to 5 annas for his festival holidays.

3. Works in the Elgin Mills. Has no idea how long he has worked here.

4. He is a doffing boy in the card-room. He comes at 4 o'clock with his relative. It gets dawn on the road. He leaves the mill with the men. He has only that recess in the middle of the day which the men have. In fact, he is a full-time worker.

5. He is a monthly servant and gets Rs2 a month, and has always got this.

6. Not educated. He would like to work for half the day, but he is not sure he would like it if he got only half pay.

7. They get Sunday holidays; but last Sunday they were at work. They come on Sunday mornings for cleaning and go away at 11. The boys have to do the cleaning while the tenters are amusing themselves. The cleaning falls chiefly on the boys in the card-room. He has got thinner since he has come to work here.

8. Answered. When he arrives at home it is dark. He has no time to play. He eats his dinner at 9 and goes to sleep.

9. Answered. Only an hour in the day at 12. He eats his food in the mill. He gets a ticket to go out to drink water four times a day.

Note.—One boy says he only gets out twice besides the recess. He stays out on these occasions for a short time.

10. All the boys do full-time. If a boy comes very late, the gate is closed and he cannot enter.

11. He will get his pay next Monday.

12. Those who are absent, do not get pay for that day, and when they come back, they get strapped on the hand which makes them cry for one hour. When he is well, he is regular in attendance, but when he is ill he absents himself. When they get fever, they are not allowed to go home, but are kept in the mill until it stops work.

3RD WITNESS.

1. Sheo Shanker, aged 20, Brahmin. He is a minder in the mules with four pieces one sweeper and one reeler under him. He is married; no children.

2. Born in the district of Cawnpore. He has a home there, but no land. He was ousted by a zemindar from his land. That is why he has come here.

3. I often go home to see my friends on a Sunday or holiday. I went last in June and only stayed one day.

4. Is working in the Elgin Mills. He first learnt his work here and then went to the Cawnpore Cotton Mills, where he worked six months. Has worked in the Victoria Mill for seven months, and was ill for three months. None of the mills have exactly the same rules. He feels aggrieved here because of the arrangements for supplying water to the different castes. When he is well, he gets about Rs15 a month. He is paid by piece-work, and this is all his own money.

5. The boys who come to work here are about 9 or 10 years of age. Every one in this mill—boys, girls and adults—all work the same hours, and the mill could not work if the children came for three hours' less work. He says the work for children at present is a great hardship (*taklif*). But if half-day tasks were taken, it would be well enough; but if the pay of the boys was cut down to half, that is, Rs2, how could they manage? He says a boy can feed himself on Rs2 a month. But how could he support his mother on that?

6 & 7. Not asked.

8. The women who are employed on the machinery come and go with the adult male operatives. The reelers at present go rather early, but this is due to there being less work available.

9. The work for women on the reels is easy and better suited to them than outside work done by women. The winders have also easy work compared to outside labour.

10. They get an hour's rest a day. It may be sometimes ten minutes or so less than that. This is sufficient for the women.

11. The women get leave when they want it, and if they stay away without leave for one or two days, there is no fine. But if they habitually stay away, they are fined.

12 & 13. A boy of 15, is well able to do the work of a man.

14. He began work at the age of 15. The mule work is particularly severe for boys, as they never have time to sit down and are continually on the move. In all other work the boys get periods of comfort, but in the mules never.

15. The men ought to be given Sunday holidays as well to do their marketing, washing, meeting their friends, &c.

16. I do not care if I get a rupee less, but I want my Sunday holiday.

17. They would prefer the mill which gave holidays to that which gave more pay. For you must consider this work of ours is a jail. There is no rest in the day.

18. Yes, all the mills should be closed on the same day to enable us to see our friends.

19. He has already said Sunday.

20. Yes, the mill should be completely closed.

21. The cleaning should be done on Saturday after 4 P.M., even at the expense of less wages. He could do the cleaning in two hours. At present they come at daylight and could finish earlier than they do now; but they are not allowed to leave before 9 or 10.

22. He is pretty regular at work, except when he is sick. He once took leave without notice to see his brother who had arrived in Cawnpore. He did not get fined for this.

23. He is of opinion that the present hours of work—sunrise to sunset—are good. They know the hour the mill is going to begin, because there is a whistle at 4 which warns them to get up, and a second one at 6 when they start the engines.

24. He must remain until the machine stops. They get no compensation for having their work stopped in the day.

25 & 26. Not asked.

Note.—Unlike the case of Bombay, the outturn of work in summer is much the same here, although the hours of work in summer are longer. The operatives feel the heat very much.

27. Answered.

28. At noon he eats dry grain, being a Brahmin. He goes home and cooks and then eats his dinner, the only cooked meal in the day.

29. Besides the midday recess he goes out twice—once in the forenoon and once in the afternoon—for about 15 minutes each time.

30. He gets his pay on the 25th or 26th of the month following that for which the pay is due.

31. There are many persons to take my place if I go. The former mistry used to take Rs5 for each minder admitted. There was no monthly payment. The present mistry does not take anything.

32. They have to give a month's notice before leaving. But he does not know of any case in which an operative had recourse to the Court to get his pay.

33. As long as the injured workman remains in hospital, he gets paid his salary.

34. Does not know.

35. There are a few medicines kept for the ordinary complaints which are given to the mill-hands free of cost.

36. Not asked.

Proceedings of the Twentieth Meeting of the Factory Commission held at the Cawnpore Cotton Mills at 6-30 a.m. on the 23rd October 1890.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PITARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEH S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
FRAMJEE MANOKJEE, Esq.	

The Commission was received and shown round the premises by Mr. Framjee Manokjee, who is employed in these mills. The following witnesses were selected by the President and their evidence recorded. As Mr. Framjee Manokjee is personally interested in this mill, he was not present at the taking of this evidence. Out of 825 operatives employed, 111 are women, and 51 boys.

- 1st Witness—Kassia, female, aged 20, caste Koeri, employed as a reeler.
2nd " Seo Audhar, aged 12, Brahmin, employed in the throstles.

The Commission then drove to the Cawnpore Woollen Mills and were shown round the factory while it was at work. The mill employs 740 men, 200 boys over 12, and 25 women. The following mill-hands were selected for examination :—

- 3rd Witness—Ramdeen, son of Pokhardeen, aged 14, caste Chutri, mule work,
4th " Ramdai, female, aged 30, caste Koeri, carding room.
5th " Bhola, son of Lalla, aged 30, caste Kurmi, weaver.

It was resolved to ask Mr. Framjee Manokjee to obtain two operatives from the jute, flour and boot-factories for examination by the Commission at the Collector's Office to-morrow at 7 A.M.

1ST WITNESS.

1. Name Kassia, female, caste Koeri. (The Koeris are weavers in the North-Western Provinces). Aged 20. Reeler. Has been employed for 18 months.
2. Native of Jalaon, but for three years she is settled here and not been home. Her parents are at home.
3. She is married, no children, has her husband living with her and working as a reeler also in the same room. She earns Rs 6 per month. Her husband earns from Rs 7 to Rs 8. The members of her family are her mother-in-law and father-in-law, her husband, a younger brother, and herself, and their total income is from Rs 13 to Rs 14 which the mother-in-law manages. She does not know anything about household or financial matters.
4. She lives at a place five minutes' walk from the mill. Goes home to her midday meal at the 12 o'clock recess. She rises after the second whistle, which is at about 6 A.M., and comes here at sunrise, about 6-30 to 6-45. She leaves at 5-30 or a short time before the male operatives leave. Goes to sleep about 9 P.M. She can work the present hours comfortably.
5. They get an hour's recess at 12. There is no delay in going out or coming in. No tickets are issued. Besides this she comes out two or three times a day for a short time. Those women who have infants at the breast are not employed in this mill. There are, however, little children who accompany their mothers and remain in the reeling room.
6. The parents and other members of the household do the marketing and house-work.
7. They get Sunday holidays and their festivals, but they clean generally on Saturdays and Sunday mornings.
8. She is a piece-worker. She prefers four Sundays' holiday and her festival holidays.
9. She can get leave when she likes, and if absent without leave, no fine is inflicted.
10. There are plenty of other women to take her place. No *baksheesh* is given.
11. She has been working 18 months and had been married one month when she began to work. Her brother is a small boy of 8 or 9. When her brother gets to be 11 or 12 years of age, she will bring him to work and would prefer him to work full-time.
12. She gets paid on the 21st of the following month.

2ND WITNESS.

1. Seo Audhar, boy, aged 11 or 12, Brahmin, working at the throstles. A native of the district of Cawnpore, 25 miles from here. Has his mother and brother living at the village.

He and his father live here in Cawnpore. His father is working in this mill. He has been home three times since he began work in this mill for one day each time. He will go home for the holidays tomorrow.

2. Not married. But boys between 12 and 14 years of age get married. He gives his pay to his father. He comes to work to earn his living, but he is not quite pleased at having to work.

3. He began work in this mill. He has been working 16 months.

4. Since he began he has been doing full-time work.

5. He gets a monthly salary of Rs 3. When he first began, he got Rs 2 at the throstle machine.

6. He attended his village school for two years, where he learnt the multiplication table and the first Hindi Primer. Has forgotten all, except a little of his multiplication table. He prefers the school to the mills, but then there is the question of his livelihood. He was obliged to leave the school to get his livelihood.

7. The mill stops on four Sundays, but they have to come on Sundays up to 12 to clean.

8. He comes here when it is dark and leaves it when it is getting dark. He lives about 2 miles from here. He rises before the first whistle which goes at 4 A.M. Goes to bed after his dinner. He is not very sleepy now, but he used to be. His father awakes him. He never plays. On Sundays he cannot play, because he has to go to the market, and by the time he gets home it is dark.

9. He is very sure that it is half an hour's recess that he gets in the middle of the day. He is also sure it is not one hour. He could not get time even to eat all his dry food (*chabana*) at the recess. He eats cooked food daily once in the night. Being a Brahmin he cannot eat any cooked food here. Besides the recess he comes out by ticket once in the forenoon. The *chuprassee* will not let him out without the ticket.

10. There are younger boys; they come with the men. There are some much smaller boys, but they have not come to-day. The master has given them leave to-day.

11. He got his pay on Sunday last, the 19th October. He is paid monthly. He has never been fined, but the misty beats him when too many threads break.

12. If absent one day, they lose two days' pay. He was sick for eight days once, when he lost one rupee.

3RD WITNESS.

1. Ramdeen, son of Pokhardeen, Chutri, aged 14, mule work, resident of the district, 18 miles from here. Has come from his home about eight months ago. Has left no one in his house at home. It is locked up. He will not visit his home now. His fields have been taken by the *zamindar* since his father's death.

2. Not married himself, but boys younger and older than himself get married. He gives his pay to his mother. He gets what he wants. He has come of his own accord. He did not find the occupation of a herdboys sufficiently remunerative for him, so he came here.

3. He is working in the Cawnpore Woollen Mill. He first worked at a cotton mill (Muir Mills) for six months, and then went home to do harvest labour. After finishing the harvest work and expending the money he had earned by it, he came here. Altogether working as a mill-hand for about a year.

4. Has always worked full-time since he began.

5. Gets paid by the month Rs 3½. He began on Rs 3, or less than that.

6. He never attended the village school.

7. Gets a holiday every Sunday. Has not got any festival holiday since he has been here, six months. The cleaning is done on Saturday, and no one except the engine-house cleaning man comes on Sunday. The engine stops at 5 on Saturday evening, and all the cleaning is done in one hour. The winders keep polishing the machinery all Saturday when opportunity offers.

8. He gets up at the first whistle (4 A.M.). He comes here to work when it is not day-light. Daylight appears when the machinery is started. He goes away at dusk.

9. He gets a recess at 12 for a whole hour. He can get home to Colonelganj (½ mile) for his food in that time. Besides this he comes out twice by tickets—once in the forenoon and once in the afternoon. Stays about ten minutes each time. His work is done by the *joriwallah* while he is away.

10. All the boys work the same hours as the men. There are no smaller boys here. They only take the bigger boys. They are unlike the cotton mills in this.

11. He was paid last on the 18th for the previous month. He lost some pay on account of his being away sick. They are only cut the pay of the day they are absent, whether they get leave or not.

4TH WITNESS.

Note.—Only a few questions were asked the following witness.

Ramdai, woman, aged 30, caste Koeri, married, and has two sons about 6 and 3. Her eldest son is too young to begin work. She lives at the Meah Bagicha, quite close to the mill. They are natives of Gonda, and their men are under the Criminal Tribes Act in their own country.

They get an hour's leave at 12. She goes home to her food, but there is not sufficient time to sleep. She comes to work and goes away with the men. She is paid Rs. 12 a month, and was paid last on the 18th. The children are not kept here, but other members of the family bring the children to be suckled here. She came here in the last famine for work. She does not know when she will go home again as she is in debt to the mahajun now.

6TH WITNESS.

1. Name Bholu, son of Lalla, caste Kurmi, aged about 30. Employed here as a weaver. Was a ryot formerly and cultivated the land. Is married, but his wife is dead. He has no children.
2. Born near Bithoor. He has a home and fields there, which are taken care of by his other brothers. He is the younger son, and there not being sufficient work for him at home he came here for work.
3. He goes home by train on Saturday evenings and returns on Sunday evenings. He has never remained at home to do field-work.
4. Working in the woollen factory. Began work here four years ago. Has worked in no other factory. He is now employed on piece-work as a weaver. Is paid according to the amount of work he gets. He earns Rs. 10 to Rs. 15 a month.
- 6 & 7. Not asked.
8. The contractor's women, who do the picking of wool, &c., come an hour after the mill starts, but the women who work in the mill, work the same hours as the men.
9. The mill could not work if the women on the machinery worked less hours.
10. Not asked.
11. The women can stay away with the permission of the mistry without being fined. He does not know.
- 12 to 14. Not asked.
15. Yes, the male adults should also have one day's holiday in seven.
16. One day of rest is necessary for all sorts of purposes—bathing, shaving, buying food, resting, &c.
- 17 to 19. He would prefer the mill that gave holidays to the one that gave more work. He is of opinion that Sunday is the best day.
20. The holidays should be complete holidays as it is here.
21. They could clean the machinery on Saturday in one hour after the engine stops. He does this now.
22. Has taken leave besides the Sundays whenever he required it. He does not give any money to the mistry to get this leave.
23. The present hours of work from daylight to dark are suitable.
- 24 & 25. Not asked.
26. He earns one or two rupees more in the hot weather.
- 27 & 28. Gets an hour's leave at 12. It is a full hour. He goes to the Khalasi line (1/2 mile) for his food.
29. He gets a ticket to go out at odd times. He goes out about two or three times from five to ten minutes.
30. He is paid his wages on the 3rd or 4th Saturday of the month following.
31. The mistry knows how much work he does on which he will be paid. He does not keep an account. But roughly speaking, he gets a certain amount for each piece turned out. He is obliged to give 15 days' notice. Would get no notice himself. There are men to take his place. Not very many.
32. He knows of no case in which the operatives resorted to the Court for wages.
33. In this mill the injured operative is sent to hospital, and as long as he is there, he is paid wages. He is not pensioned if he is permanently injured.
34. Not asked.
35. There are no medicines kept here. They would be pleased if some medicines were kept here.
36. There is no school here.

Proceedings of the Twenty-first Meeting of the Factory Commission held at 7 a.m. on the 24th October 1890, at the Office of the Collector of Cawnpore.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEE S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
FRAMJEE MANOKJEE, Esq.	

Mr. Framjee Manokjee, at the request of the Commission, produced the

following witnesses from the Cawnpore Jute Mill, and their evidence was recorded :—

- 1st Witness—Rajub, aged 12, probably 14, Mahomedan.
- 2nd „ Bhoodia, female, caste weaver, aged 40.
- 3rd „ Doorga, aged 25, caste Ahir, gunny-weaver.

It was found impossible to procure operatives from the flour mill here. This was not a matter of much consequence, as the Commission had already visited two flour mills in Bombay.

The President having drawn attention to the fact that Messrs. Cooper, Allen & Co's Boot Factory was at work to-day, the Commission at 9 A.M. adjourned to that factory. Having walked over these very extensive premises with the Manager, the Commission selected the following workmen for examination :—

- 4th Witness—Mahabeer, son of Chedi, aged 9, caste Chamar.
- 5th „ Kunhyi, son of Moona, aged 30, caste Chamar.

It should be noted that this factory employs between 2,400 and 2,700 operatives. Of these only two are women and about 200 boys from 7 to 12. There is comparatively little work done by steam machinery. The children are chiefly employed in sewing. The Commission desire to tender their thanks to the Manager, who very kindly took them over the factory and explained the nature of the work done in the different branches of this industry.

1ST WITNESS.

1. Name Rajab, caste Mahomedan ; says he is aged 12, probably 14. Has forgotten the name of his village.
2. Not married. Boys younger and older than himself marry. He gives his earnings to his father. His father works in the same mill. His father has just joined it. He used to be a weaver at his own house.
3. He works in the jute mill. Has been working there five or six years. Has never worked anywhere else. He was not much smaller when he began than he is now. He is not growing. He is remaining small for his age.
4. Has always worked full-time.
5. Is a monthly servant and gets Rs. 8. He began on Rs. 2.
6. He did begin to learn, but has forgotten what he knew. Never absents himself. His wages would be cut if he did.
7. The jute mill is closed on Sundays and also on the festival holidays for Hindoos and Mahomedans. He cleans his machine on Saturday and keeps cleaning it at odd times. The mule workers, card and blowing room workers, have to go on Sundays to clean, because they are afraid they will have their hands cut off if they cleaned on Saturday while the machinery was moving. The men who go on Sundays to clean stay till 10. The Sunday cleaning is done chiefly by the children, many of whom are very small, much smaller than he is.
8. He awakes at 4, when the gong strikes 4. He eats a little then and arrives at the mill when it is dark. They then wait till the engine is started at dawn. Any boy who is late is fined.
9. There is an interval of half an hour at 12. He knows this because when he goes back after eating his food, he can see the mill clock, and it is generally at 20 minutes to 1 P.M.

Note.—The witness was shown a watch and read the time correctly.

In the day he goes out about seven times for, say, five minutes, because the waterman sits quite close to the factory. His work is done by the joriwalla.

10. There are many small children in his mill who work at the bobbins. They work at full-time like all the grown-up people. There is a school attached to the mill, but none of the children who work in the mill are now taught in it. The schoolmaster used to come and select boys to be taught, but the spinning-master said he was not to take any more boys as it interfered with the work. Formerly the schoolmaster used to take five or six boys away to be taught for an hour, and then sent them back to work. He cannot have his younger brother brought to mill work just yet, as he is mischievous and will certainly get his hands injured by the machinery.

11. He will get his pay for September to-morrow (25th October).

12. He only stops at home when he is ill. For those days he is not paid. But they also have a factory tax of 2 pice per month for conservancy charges. The adults pay 1 anna for this.

2ND WITNESS.

1. Bhoodia, female, caste weaver, aged 40. Has been working in the Cawnpore Jute Mill since it was started eight years ago.

2. Is a native of Allahabad, but has for 20 years been settled here, and has never been home again.

3. She is a winder. Has a son about 12 years of age. She is alone with her son at home. She gets Rs. 8. She does not owe anybody money.

4. She lives two minutes' walk from the mill. She can go home at the 12 o'clock recess. Sometimes she goes and sometimes she does not. She gets up at 5 A.M. and arrives at the mill at 5-30, when it starts. She leaves the mill at 7, when it is quite dark outside. The work up to that time is done by electric light. She goes to sleep at 10. They would like shorter hours, but are not very sure how the work could then be done. In the hot weather they arrive at 7 and go at 6. In the cold weather longer hours are kept. There are about 26 women employed in the mill who work with the machinery, and seven women who are hand-reelers. They get no extra pay for the extra hours worked by electric light.

5. They get a recess at 12 o'clock of $\frac{3}{4}$ of an hour. The women also, who have infants bring their infants with them. One woman has two little children who come with her to the mill. They do go out about four times a day for a few minutes.

6. Does her marketing on Sunday, and cooks once at night.

7. She gets leave on Sundays. It is a complete holiday, as she cleans her machinery on Saturday. It is only the operatives who work in the mule and blowing rooms who go on Sundays to clean. For eight years she is employed in this mill, and has never been to clean machinery on Sunday yet.

8. Not asked.

9. She cannot get leave when she wants. If she stays at home, she loses two days' pay for one day's absence. If she represents that she stayed away for any ailment natural to women, they only cut the one day's pay.

10. There are plenty of people to fill her place.

11. She has a son whom she put to the mill when he was a boy of 8 or 9 years. What could she do? The boy had to earn something.

12. She gets her pay on the 25th of the following month. For September she will get her pay on the 25th October. She has to pay a conservancy tax of 2 pice a month.

3RD WITNESS.

1. Doorga, aged 25, caste Ahir, working as a gunny-weaver. Married; has one daughter living and another died.

2. He is a resident of Cawnpore City. Has no other home. His house here is his own. They have a little land which his father and brother cultivate.

3. Not asked.

4. He is working for the last year in the Cawnpore Jute Mill. Has worked in no other mill. He is a piece-worker. Gets between Rs. 11 and 12 per month.

5. The boys working in his mill are aged between 9 to 12 and over. All boys work full-time. He does not know anything about the school attached to the factory. There is no such school.

Note.—(This statement is corroborated by another man from the same mill.)

The statement of the boy Rajab seems to have been made under a misapprehension. But our colleague, Mr. Mir Mohammad Hussain knows that a school was said to have been started. This school, apparently from the statement of these workmen, was only a nominal one.

6 & 7. Not asked.

8. All the women work the same hours as the men.

9. He is uncertain as to which he would prefer—less work and less pay, or the present hours and present pay.

10 to 12. Not asked.

13. A boy above 10 can do full work. But he is very certain that when a man feels the 14 hours' work a terrible task, children must and do feel this great hardship. This naturally tells on the health, physique, and appearance of the children as now we see them.

14. Not asked.

15. Men should also get Sunday holidays.

16. I could not work as I do now without these weekly holidays.

17. They will prefer the one giving the holidays.

18 & 19. I prefer the Sunday holiday.

20. He gets his full Sunday holiday and does no cleaning. All the children employed in other departments come on Sundays for cleaning. This the children consider a great hardship.

21. There was a Mr. Patterson of the mill, who so arranged matters that by stopping the mill at 5 o'clock on Saturdays the cleaning was then done and nobody was required to come on Sunday. This arrangement has been changed since.

22. He is sometimes obliged to absent himself. If he obtains permission, only one day's pay is cut. If no permission is given, the throstle men are fined a day's pay in addition. The weaver runs a risk of being turned out.

23. The mill begins work now at 5-30 and closes at 7 P.M. It works by electric light for 1½ hours now. Last winter we worked up to even 8 or 9 P.M. He does not know whether it is intended this year to work beyond 7 P.M.

24. I generally turn out 14 to 15 *thans* every week, and this is about the average output. If I get out less than 18 *thans* in a week, there is a risk of my being turned out. I cannot possibly leave the mill while the machinery is going.

25 to 27. Not asked.

28. He eats his midday meal at 12. There is for every 21 looms an extra hand, who is kept to take the place of those who go out for short times. They get $\frac{1}{4}$ hour at 12.

29. He goes out two or three times besides for short intervals for necessary purposes.

30. He gets his pay from the 22nd to the end of the month for the month previous. He will get his pay to morrow, the 25th, for September.

31. There are plenty of people ready to take his place.

32. Has never heard of any case where an operative went to Court for his pay.

33. The injured workman who goes to the hospital gets half-pay while there; but if for fear of being operated upon he does not go to hospital, he gets no pay.

34. Not asked.

35. No medicines are kept at the mill.

4TH WITNESS.

1. Mahabeer, son of Ohedi, Chamar, aged 9 on the 1st August 1889. He is a native of Sukkur. Has been working here for 18 months.

2. Not married. Has come to Cawnpore with his father, who works as a shoe-maker in the bazar. His father sent him here. He gives his father his earnings. He comes to learn.

3. He has worked in the boot factory of Messrs. Cooper, Allen & Co. for the last 18 months.

4. He comes at 7 with the other boys and with the other men; the boys leave at 5 and the men at 5-30.

5. He is paid monthly at the rate of 5 pice for each working day, that is, about Rs. 2 per mensem; from this is deducted one pice a month for conservancy. When he first came and was learning he got one pice a day. Then as he began to work, his wages were gradually raised.

6. Has not learnt to read or write.

7. They get half holiday on Sundays and half pay for those days. Yesterday they got a full day's holiday for the Dusserah. They get some full holidays for festivals.

8 & 9. He awakes at 6 and comes to work at 7. Goes to sleep at 9. The factory stops work at 12 for half an hour to one hour. Not very certain on this point. They come out with tickets for two or three times to drink water, &c., for a short time.

10. Not asked.

11. He got his pay on the 22nd October for September.

12. They absent themselves when sick. The thiccadar (or middleman) insists on his coming when the factory is at work. When they leave, it is getting dark. The lamp at home is lighted by the time he gets home. The electric light is worked here, but the boys are sent away before that is turned on.

Note.—These boys sit down to their work, and are chiefly employed in sewing uppers for ammunition boots.

5TH WITNESS.

1. Kunhyi, son of Moonna, Chamar, aged 30; employed here on the machine for screwing the soles. Married, and has two children living—one 6 years and a boy 4 years. He will not send his daughter to a cotton mill as long as he can feed her. It is a hard life for children.

2 & 3. Was a native of Rai Bareilly. Has been here for 11 years. Every two years or so he goes to his native village for 8 or 10 days.

4. Is working at the Cooper, Allen Boot Factory for about 9 or 10 years. Has not worked in any other factory. He is a monthly servant and gets Rs. 10. But besides earns a bounty of Rs. 9 for extra work.

5. The boys come and go with the men.

6 to 14. Not asked.

15 to 18. All the steam machinery men get a full holiday on Sunday. The other men come if there is work on Sunday. There are men who prefer to work and earn wages on Sundays up to 12.

19. He prefers Sunday as a holiday to any other day of the week.

20 & 21. He cleans his machine in one hour on Saturday.

22. He absents himself sometimes on account of sickness, and his pay for that day is cut.

23. The work here begins at 7 and stops at 5 at all seasons. But sometimes in the cold weather they have the electric light, and the work is extended up to 8 o'clock, when there is press of work, and the piece-workers get paid for the extra work done during the extra time. The boys are turned out of the factory after 5-30.

24. He can go home in the middle of the day if he gets leave. He cannot go without this.

27 & 28. They get a full hour's leave at 12. This is sufficient. He eats dry food then.

29. He goes out with a ticket at odd times for necessary purposes.
 30. He gets his pay on the 20th. His last pay was given on the 22nd October. They have to give a notice of 15 days if they want to leave, and get all their pay.
 31. He being on a special machine, there are no persons to take his place at once.
 32. Not asked.
 33. There is only one machine where there is any danger of injury to the workmen. He was injured on that machine and got pay for two months.
 34. They keep medicines which are given to the workmen requiring them. The medical officer only attends to the European establishment. But with a letter an operative can go to the dispensary and be treated without charge.

Proceedings of the Twenty-second Meeting of the Factory Commission held at 2-30 p.m. on the 27th October 1890, at the Pungal Office, Calcutta.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORAJEE S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
BABU RUSSICK LALL GHOSE	

The President informed the Commission that a printed notice had been sent to 32 newspapers in Bengal, informing them that the Commission was about to begin work in Calcutta, and inviting suggestions from those interested in factory legislation.

Babu Russick Lall Ghose then produced the following operatives from the different mills in the neighbourhood of Calcutta, who were examined and their evidence recorded:—

- 1st Witness—Rajoni, a woman aged 33, caste weaver, employed as a spinner, Union Jute Mills.
 2nd „ Taroni, woman, aged 20, caste Bagdi, employed in the drawing machine, Baranagore Branch Jute Mill.
 3rd „ Majoo Maithi, male, aged 25, caste Kayesth Oorya, cotton-spinner, Bowreah Mills.
 4th „ Shama Churn, male, aged 34, caste weaver, employed as a weaver in the Budge-Budge Jute Mill.
 5th „ Shama, Mahomedan boy, aged 10 or 11, Union Jute Mill.
 6th „ Kedar Dass, male, aged 32, caste Mochi, Bengal Cotton Mill, as a pressman.
 7th „ Gunput, male, aged 24, caste Teli, employed in the roving machine at the Goosry Old Cotton Mill.

1ST WITNESS.

1. Rajoni, caste weaver, 33 years of age, is a jute-spinner. Has been employed for about 19 years.
2. They had a home in Nuddea, which they have now abandoned, and the whole family are settled in Belegatta near Calcutta. Has not been home to her country since she left it.
3. She is married. She is a widow. Her two children are dead. She lives alone. There are other tenants in the house, but no relative of hers. In four days she earns R1-10. She is not in debt. She has gold ornaments on her person worth R140.
4. She is working in the Union Jute Mills, and her residence is about half a mile from the mills. About 5-30 o'clock she goes to the mill. She leaves off work at 3 p.m. and goes home. There is no regular recess. She is allowed to go out two or three times for short intervals for necessary purposes. She awakes at 4 a.m. The present hours are suitable for her. The mills, when once started, work steadily on till dark. She knows that she works only about nine hours a day. She goes to sleep after 10 p.m. After 3 the same machine is worked by a boy of about 16, who comes at daylight and goes away at 12, and then returns to work at 3 o'clock.
5. Only casual intervals for going out are allowed. Women who have young children bring them to the mill with them, and when the extra hand relieves the mother, the child is fed.
6. In the afternoon.
7. She only works four days in the week. This has been the case since the Jute Mill Association has started short-time work. When the mill used to work full-time, they always got

Sunday holidays. In those days she earned R2-8 a week, and now she earns only R1-10 for four days. She does no work in the three days that the mill is stopped. She would prefer to have work for six days because of the extra pay. She will, however, not, on any consideration, work for the seven days without a holiday, because she would lose her life. She never comes on holidays to clean machinery. But the boys and men come on days when the mill is not working. Other people do feel the reduction of wages for short-time work.

8. She has already answered. She likes the old arrangement of the Sunday holiday.
9. She can get leave when she wants. If she absents herself, she loses the bonus of 2 annas a week that she gets for steady attendance, besides losing that day's pay. Her real pay is R1-8 for four days, and the 2 annas is given as a bonus.
10. There are others ready to take her place.
11. She began work at 15. She would never send a daughter of hers to go through the same work, because she would marry the child and send her to her husband. But there are little girls of 9 who do go to the mill.
12. She gets paid every Thursday for the week, but the mill keeps one week's wages in hand.

2ND WITNESS.

1. Name Taroni, caste Bagdi, aged 20. She works in the drawing machine of the Baranagore Branch Jute Mill. Has been employed for about 7 or 8 years.
2. She has a home in the district of Midnapore. She has a house but no land. Her uncle and aunt live in the country, and her mother here. She goes sometimes once a year, sometimes once in two years, to her home. She goes by steamer, and went last about a year ago, and stayed there about four months. She does no field-work herself.
3. She is married. She is a widow; no children. Her mother and other tenants live in the same house. Her mother works in the same mill at the same machine. She gets 14 annas for four days, and her mother the same. She is not in debt. Saved about R5.
4. She lives close to the mill. She comes to work at 5-30 and goes home at 9 a.m., and comes back at 12 and goes away finally at 5 or 6 p.m. Altogether she works about nine hours. If she got more pay, she could do more hours of work. They are poor people.
5. During the six hours of work from 12 to 6 she goes out once, twice, or three times as required, and she can go when she pleases. She stays out about 10 minutes each time. Women with young children pay a few annas to have them cared for by others and brought to the mill to be fed.
6. She does her marketing, &c., at the three hours' interval. During the non-working days she makes her large purchases of rice, &c.
7. In the old days when the mills were working full-time, they got Sunday holidays, but she used to come on odd Sundays now and then for cleaning purposes.
8. She earns less now by working only four days in the week. She would prefer to work six days, but instead of the present only four days on small pay, she would prefer to work seven days, but six days would be best.
9. She can get leave when she wants it. If absent without leave, she would only lose the day's pay. In her mill there is no bonus.
10. They cannot get substitutes at the moment, but after a day or two they could. They give no presents for posts.
11. She began work when she became a widow at 12 years of age. She would never send a daughter of hers to a mill. As a rule, Bengali women never come to work in the mills unless they are widows in bad circumstances.
12. She is paid on Thursdays. The mill keeps one week's pay in hand. She can get her back-pay if she leaves entirely by giving notice.

3RD WITNESS.

1. Name Majoo Maithi, aged 25, caste Kayesth of Orissa. Employed on the roving machine. Is married; no children.
2. Born in the Cuttack district of Orissa, and has a home there and land, bullocks and cows.
3. He goes home after a year and half or two years, and stays there eight or ten months. It is a year and three months since he was home last. He works in his fields when at home.
4. He has been working in the Bowreah Cotton Mills for about 11 years. Worked nowhere else. He gets about 10 or 11 rupees as a piece-worker a month.
5. The boys working in his mills vary in age from 10 to 11 or 12. The children come to work in the morning, go home at 9 a.m., come back at 12, and finally leave at 6 p.m. Altogether they work 9½ to 10 hours; when they work the long shift of six hours, they are allowed to go out once for 10 or 15 minutes.
7. Not asked.
8. The women work the same hours as the men and the boys. There was gas-light, but for the last two years it has not been burnt. It only used to be worked up to 8 o'clock.
- 9 & 10. Not asked.
11. Women get leave when they want it, and they only lose the day's pay.

12 to 14. Not asked.

15. Sometimes they get Sunday holidays, sometimes they do not. Nobody can work for 30 days on end, but it depends on the *Sahab* to give them leave. He would like to have leave once a week on Sundays. During the last two months they worked two Sundays a month, and got two Sundays' holidays. On these two holidays they had to go to the mill up to 10 A.M. to clean.

16 to 20. Not asked.

21. Unless the work is stopped on Saturdays, they cannot clean the machine. It depends on the *Sahab*; what he says is best.

22. He is never absent unless he is sick.

23. Not asked.

24. He cannot leave the mill while it is working. If he was turned out during the day by any breakdown, he would get no compensation.

25. Not asked.

26. He works more in summer. They come about the same time, but work up to 7 or 7½ in summer. He earns a very little more, about 4 annas or so, in summer.

27. The machine, when once it is started, is never stopped for a recess. They get out at odd times for necessary purposes.

28 & 29. Not asked.

30. He gets his pay on the 22nd or 23rd of the month following that for which it is due. He cannot say anything himself; it is the *Sahab*'s wish. He has to give 15 days' notice, and would get no notice from his employers.

31. They can get men to fill his place. They give no *bukhsheesh*.

32. I remember two or three cases in which the operatives went to Court for their wages and won their cases.

33. Yes; they do get paid while absent if injured.

34. He does not know what becomes of the fines, &c.

35. They have a dispensary attached to the mill with a doctor in attendance, and medicines are given gratis.

36. There is a school, but the children employed in the mill do not go to it.

4TH WITNESS.

1. Name Shama Charan Samuth, aged 34, caste weaver. A weaver in the jute mill. Is married and has no children.

2. Born near the mills, and has a home there and cultivates some land. Has a cow.

3. Not asked.

4. He has been working in the Budge-Budge Jute Mills since they were started, 18 or 19 years ago. Never worked in any other mill. He is now a piece-worker, and makes about 10 or 11 rupees a month, that is, in working 16 or 17 days altogether in the month. Nobody in his house works in the mill.

5. The boys attending his mill are between 10 and 12 years of age. They work the same time as all other people.

6 & 7. Not asked.

8. The women work the same shifts with the men, but in the longer hours of work they get half an hour's recess. But the engine does not stop for this time, and the women go out three or four at a time.

9 & 10. Not asked.

11. When the women want leave, they can get it. They are cut only the day's pay.

12 to 14. Not asked.

15. He only works four days in the week now under the new rules. Formerly they only worked six days in the week, and always got Sunday as holiday. He works at home in his fields on the days the mill is not at work, and often goes out as a hired labourer. He would prefer Sundays' holidays. He is suffering loss of income by this present arrangement, and would prefer to work six days.

16 to 20. Not asked.

21. On the last working day of the week, the mill stops half an hour earlier for the cleaning of the machinery. They do not go to clean on these days when the machinery is not worked.

22 to 28. Not asked.

29. The mill begins to work at 5-30. The engine is stopped at 12 o'clock for oiling the machinery. The first shift leaves and the next shift comes in, but they have nothing to do for those 15 minutes. After that the engine works till dark. He being a weaver is supposed to work continuously all day, and not in the shifts that are worked by the operatives in mill. Being unable to work continuously, an arrangement prevails among themselves by which he gets 1½ hour's leave at 9 o'clock for eating his breakfast. Then again half an hour in the afternoon, about 3-30 or 4, for eating sweetmeats. For the two hours he is away the man at the next loom does his work, and he in a similar way does that man's work when he is away. A man can work two looms for a time, but he could not possibly work two looms for the whole day. Besides the periods above stated, he can go out for short periods two or three times for necessary purposes.

Note.—Our colleague, Babu Russik Lal Ghose, says that the weavers in jute mills are the hardest-worked operatives. In Budge-Budge no women are employed in weaving.

30. He gets paid weekly on Thursdays, the amount varying from R2-4 to R2-12. They keep a week's pay in hand. He can get this and go away without giving notice.

31. Sometimes they have difficulty in getting men for the mill, and sometimes they have plenty of men.

32. Never heard of any case in his mill.

33. The injured workman gets his full pay while he is under treatment.

34. Not asked.

35. They have a dispensary with a doctor, and medicines are given gratis to all operatives.

36. There is no school, but it would be a very good thing if a night school was started for the mill children.

5TH WITNESS.

1. Name Shama Mahomedan, aged 10 or 11. His home is in Entally. Is a native of Calcutta.

2. Not married, but those who have money can marry when they are children of 4, 6 or 8. Gives his pay to his guardians. His parents are dead. He came of his own accord to work with other children.

3. He is working in the Union Jute Mill. He has worked about three years there. Began work when he was a boy of 7 or 8. Has always worked full-time, in two shifts, a total number of nine hours.

4 & 5. Not a piece-worker. He works for four days in the week and earns 14 annas; when he began work he used to get 9 annas for four days.

6. Does not know to read and write.

7. He works only four days in the week. He does not go to the mill on holidays for cleaning. Other boys and men who are bigger than he go, but he is too small to go.

8. He begins work at 5-30 and stops at 9. Goes back at 12 and leaves off work at dusk.

9. They go out at odd times besides for necessary purposes.

10. Not asked.

11. Got his last week's pay on Thursday.

12. When he is ill, he absents himself now and then. He loses 4 annas if absent without leave. They have a bonus system in the mill.

6TH WITNESS.

1. Name Kedar Dass, aged 32, caste Mochi. He works at the press for bundling the yarn; married, and has a little girl of about 7.

2 & 3. Born in Calcutta; has a home at Salkea. No land. He lives in the mill compound, and visits his home once a week on Saturdays and leaves home on Sunday about 3 o'clock.

4. He is working in the Bengal Cotton Mill for the last 10 or 15 years. He has done the same kind of work for the whole time. Has worked in no other mill. He gets R21 per month. He is a monthly servant, not a piece-worker.

5. The boys working in his mill are from 10 to 12. They work the same hours as adults, but get an extra hour for playing.

6 & 7. Not asked.

8. The women have the same hours as the boys.

9 & 10. Not asked.

11. The women can get leave when they want it. They lose a day's pay only for absence. There is no bonus system.

12 to 14. Not asked.

15. They always get Sunday holiday. The machinery is stopped on Saturday at 3 o'clock for cleaning, and Sunday is a complete holiday. He prefers Sunday, because it is the most convenient day.

16 & 17. He would prefer the mill which gave a holiday once in the week, even at the sacrifice of a day's pay.

18 to 21. Not asked.

22. He is never absent unless he is sick. He only loses the day's pay for absence without leave.

23. The mill starts at 6 daylight and closes at night at 8, the dark hours being worked with electric light. The mill only stops at 12 for about 10 minutes for oiling the machinery and engine. His present hours of work are as follows: He comes at 6 and goes at 10; comes back at 12 and stays until 8 o'clock, for which he gets one hour's extra time. At 4 p.m. he gets one hour's rest. His work during his absence is done by extra hands. He prefers the present arrangement of hours. He cannot afford to have less wages. He is in debt to the extent of about R100 on account of his daughter's marriage.

24 to 26. Not asked.

27. The other operatives work in the usual shifts common in Calcutta factories.

28. Not asked.

29. He can go out when he likes for necessary purposes. He usually goes out about twice, and stays out about 10 to 12 minutes.

30. He got his last month's pay on the 16th October. It is generally paid on the 15th of the following month. He has to give fifteen days' notice.
31. The mill sometimes has difficulty in getting workmen; at other times it has not.
32. Has not heard of any instance in which the operatives have resorted to the Court for wages.
33. They give the injured workman half his salary until he is well.
34. Not asked.
35. They have a dispensary and a native doctor at the factory, where they are given medicines gratis.
36. There is no school.

7TH WITNESS.

The following few questions were asked to Ganput, caste Teli, aged 24, a resident of Gya. He is employed in the Goosery Old Cotton Mill. He has been there three years. He looks after the roving machinery. He begins his work at 9 o'clock, and at 12 gets half an hour for food, and then works up to 5 p.m. by gas-light. He works about 11 hours, for which he gets Rs 11-8 pay and 8 annas bonus. Is a monthly servant. He gets four Sundays as holidays. The mill is stopped at 3 for cleaning on Saturdays, and Sunday is an entire holiday. There is a new cotton mill near his own called the Victoria. They sometimes work on Sundays there, and sometimes stop. They do more work there than in his mill. He prefers his own mill, where they give regular holidays on Sundays.

Proceedings of the Twenty-third Meeting of the Factory Commission held at Bally at 1-30 p.m. on the 28th October 1890.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEE S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
BARU RUSSICK LALL GHOSE	

The Commission visited the Bally Bone Mill, which employs 200 hands, of whom 17 are women and 5 boys, and selected one of the men employed in it. The Commission also visited the extensive premises of the Bally Paper Mill, and selected the following witnesses, whose evidence was recorded on the spot. This mill employs 585 hands, including 80 women and 27 boys:—

- 1st Witness—Jungy Khan, Mahomedan, male, aged 45, attending machines.
- 2nd „ Doorga, female, caste Bagdi, aged 40, jute-cutting machine.
- 3rd „ Beni Madhub, male, caste Koibortho, aged 25, paper-making.
- 4th „ Baboo, boy, Mahomedan, aged about 11, attendant on machine.

1ST WITNESS.

1. Name, Jungy Khan, Mahomedan, aged 45, attending the bone-crushing machine; a resident of Bhagulpore. Has been working four years. Has returned a year since from his home; was there three months. Has left his wife and two daughters at home. Gets Rs 10 a month. Is not paid for the days he is absent. If he absents himself without leave is cut 5½ annas. Has not had leave with pay yet. He starts work at 6 o'clock by the time-piece, not by the light. This hour is the same summer and winter. He goes home at 11 and returns at 1 p.m. He then works up to 6 p.m. He says he works 10 hours. He has two hours' leave out of the 12. The hours of work suit him. If he works overtime at night, he gets paid for it. Is uncertain as to the rate of pay he gets for overtime. He goes out at odd times for necessary purposes when he likes. He works six days in the week. Goes at 2 p.m. on Saturdays. He comes on Sunday when the mill is not working and works from 6 a.m. to 12 noon or 1 p.m., and is paid overtime for this. There are about five boys in the mill. They are about 13 or 14 years of age. They also work the same hours as the men. They come sometimes to clean on Sundays. The machinery is not worked at night. Only some cleaning is done then. Gets his pay on the 15th or 16th of the month following that for which it is due. There is a doctor here who gives them advice and medicine free. He gets his quarters free on the premises.

2ND WITNESS.

1. Name, Doorga, female, caste Bagdi, aged 40, employed in the jute-cutting machine. Has been in this mill ever since it was founded in 1875.

2. Has a home in the district of Bankura. Has a home there, but no land. Has never been home since she left it seven years ago.
3. Married, and is now a widow. Her husband died when she was a young woman of 14 or 15. She had two children, and they are both dead. She is living with her present-adopted husband. She receives a monthly salary of Rs 5-8. She is in debt about Rs 20.
- 4 & 5. She lives quite close to the mill. She comes at 6 a.m., when the second whistle sounds. The first whistle goes at 5-20 a.m. She goes home at 10 a.m., and stays there one hour, and comes here at 11 and goes away finally at 6 p.m. Besides the hour's leave she goes out at odd times when she wants to for about 5 to 10 minutes. There are no women here with young children.
6. She does her marketing on Sundays.
7. Has always had leave on Sundays, and has never come to clean machinery.
8. & 9. There are no Indian festival holidays observed here. But she is allowed leave when she wants it.

Note.—The majority of the hands being Up-country men, are in the habit of taking long leave and going to their homes when they want to.

There is no difficulty in getting women to take her place.

11. She would not allow her daughter to work in a mill. All the Bengali women who work here are widows.
12. She is paid on the 15th of the following month.

3RD WITNESS.

1. Name Beni Madhub, caste Koibortho, aged 25. He is employed in the cutting machine. Married; no children.

2 & 3. Was born here, and lives quite close to the mill. Has a house and homestead. No cows.

4. Has worked in the Bally Paper Mill for about three years. His hours of work are 11 hours all through the year. He comes at 6 o'clock. There is no fixed time for his going out for the recess. Has to remain until the machine is working properly. He then goes out for an hour. He stays away by guess. There is no whistle, &c., for him. He knocks off work at 6. But as the factory goes on from 6 on Monday morning to 12 on Saturday night, there is another shift at night. The night-man relieves him at 6 p.m., and the rules are the same as the day-workers. They get an hour's recess. There are no women employed at night. But boys of 15 or 16 do work at night. The night and day-men take it turn about for one week each. For this they get Rs 9 each. He is a monthly servant. The night-workers only work 5½ nights a week. On Saturday night there is only half-work.

5. The boys work the same hours as the men.
- 6 & 7. Not asked.
8. Women work by day the same as the men—11 hours a day with an hour's interval.
- 9 to 14. Not asked.
- 15 & 16. There is no work done on Sundays. Once in six months he might have been called on urgent work on a Sunday.
17. They would not go to the mill that gave more work and less holiday.
- 18 & 19. They prefer Sunday for a holiday, but he would not mind, if he got a holiday once in seven days, what day it was.

20. Yes; it should be.
21. He does not come for cleaning.
22. When he is ill he takes leave occasionally. If he takes leave, the day's pay is cut; but he stays away without leave; he runs the risk of being fined or discharged.

- 23 to 28. Not asked.
29. Some days he goes out once and some days twice.
30. He gets his pay on the 15th or 16th. He has heard that a previous notice of fifteen days is required by the "Burra Sahab." He gets no notice himself.
31. A new hand cannot take his place without training.
32. Not asked.
33. The injured workman gets his full pay until he is well.
34. Not asked.
35. The mill pays Rs 20 a month to a neighbouring dispensary, and sends its operatives for treatment there.
36. There is no school attached.

Note.—There are technical reasons why this mill cannot stop work except on Sunday. As a fact, the stoppage on Sunday causes a great loss on Monday.

4TH WITNESS.

1. Baboo, boy, Mahomedan, aged about 11. He lives here, and was born here. Employed in the paper-cutting machine.
2. Is not married. He has a father and mother. His father works as a thatcher. His father earns about 5½ annas a day when on work. He is sent here by his parents.

3. Works in the Bally Paper Mill. He worked formerly for 1½ years, and now for months. He was idle for six months.
4. When he began to work, there was another Sahab, and they got two hours' leave; now they get only one hour. But he does the same work as the men.
5. He is a monthly servant on R4-8; when he first began he used to get R4-14.
6. He has not learnt to read or write. He would not go to a night school if it was started.
7. He gets holiday on Sunday, and does not come on those days for cleaning. He has worked at night in the same shifts as the men. He prefers the day-work to the night. But he does not object to the present arrangement.
8. He comes to work at 6 o'clock and goes to his breakfast at uncertain times for one hour. He then returns and works up till 6 p.m. In fact, he keeps the same hours as others.
9. He goes out three or four times a day besides, for about 10 to 15 minutes for necessary purposes.
10. Not asked.
11. He got his last month's pay on the 15th of the following month.
12. He only absents himself when ill. There is no bonus system.

Proceedings of the Twenty-fourth Meeting of the Factory Commission held on board the S. L. "Fire Fly" at 10-30 a.m. on the 29th October 1890.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEE S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
BABU RUSSICK LALL GHOSE	

The Commission in passing down the Hooghly visited the Empress of India Cotton Mill, employing 900 hands, of whom 29 are below 12 years of age, and only 12 adult females are employed. The Commission was kindly shown over the premises by the Manager. The following mill-hands were selected and their evidence recorded in the mill office:—

- 1st Witness—Fakir Dolie, boy, aged 13, caste Bagdi, employed in the mule department.
- 2nd „ Hem Chunder, male, aged 24, caste Boiragi, spinner.

The Commission then visited the Budge-Budge Jute Mill, employing 3,600 hands, of whom 258 were women, 305 young persons and 748 children. As an adult male operative from this mill had already been examined on our first day in Calcutta, it was decided to question only a boy and a woman:—

- 3rd Witness—Bepin, boy, aged 11, caste Tanti, employed as a doffer.
- 4th „ Degumbari, female, aged 28, caste Boiragi, employed in beaming.

1st WITNESS.

1. Name Fakir Dolie, caste Bagdi; says he is aged 13, but he was certified to have been 9 on the 24th August 1889. Lives across the river and goes home every day. Works here on the mule machine.
2. Not married. When he grows bigger, he will be married. His pay is R4. He gives it to his parents. His father is employed here on R9 a month. When he brings his father his pay, his father gives him 2 annas.
3. Has worked here for two years. Has worked in Boureah Cotton Mills. The system of work is very much the same in both mills. Began work at the age of 10½.
4. He has always worked the same hours as the men from the time he joined the mill.
5. He is a monthly servant on R4. When he began first he got the same pay.
6. He does not know how to read or write. He would not care to learn if there was a night school.
7. He gets a Sunday holiday. The mill has never worked on a Sunday holiday. He comes across the river on Sunday mornings up to 10 or 12 to clean the machinery. The Company pays for the crossing. If he does not come on Sunday for cleaning, no notice is taken of his absence. Sometimes they get festival holidays about six or seven days altogether.
8. He comes at 8-30. He goes out at 11-30 A.M. for a short time. He comes out again at 2 o'clock for another short spell, and finally goes away at dusk. No light is used in the mill.

Note.—Another boy, aged 10, on the 4th November 1890, stated his hours were as follows:—Comes at 6. Goes out at 8-30. Returns at 11-30. Stays a short time in the mill while the shift is changing, and then goes out; again comes in at 12 and stays till 2-30 p.m. He goes home finally at 6 p.m.

9. Besides the times of recess he goes out twice for short periods. While he is away, the other boys look after his work.

10. Not asked.

11. He got his pay on the 20th for the previous month. They are paid generally about the same time.

12. He is absent for two or three days in a month from sickness. Only loses the pay of the days absent. He can get leave when he wants it.

2ND WITNESS.

1. Name Hem Chunder, caste Bairagi, aged 24; spinner; married; no children.
- 2 & 3. He is a native of this place. He goes home everyday, about 3 miles. He does not cultivate land; has a cow.
4. Has worked in the Empress of India Mill for 10 years. Has worked nowhere else. Gets R9½ a month. Is a monthly servant. Arrives at the mill at 8-30 and works steadily up till 6 p.m. He thinks he works 10 hours now. There is no recess, but he comes out twice or so for drinking water, &c.
5. Boys of about 8 years of age come to work here. They work the same hours as the men.
- 6 & 7. Not asked.
8. The women keep the same shifts and hours that the men do.
- 10 to 14. Not asked.
15. Gets a Sunday holiday every week; there are no mills in this neighbourhood which do not give the regular Sunday holiday.
- 16 to 18. Not asked.
19. He likes Sunday for a holiday.
20. For the last month the cleaning has been done on Saturday at 4 p.m.; but formerly the mill used to be cleaned on Sundays. In his opinion, it is possible to stop at 4 on Saturday and clean the machinery before dark. He wants a whole holiday on Sunday, and therefore says Saturday cleaning should be the rule.
21. Not asked.
22. I am absent only when I am ill, and on these occasions if I am absent, they only cut the day's pay if I take leave; but if I am absent for two days without that leave, I am in danger of losing six days' pay, because the four Sundays are also deducted from my pay.
- 23 to 25. Not asked.
26. He gets the same pay summer and winter. He works a little longer in summer, because the mill works up to dark.
- 27 & 28. Working as he does from 8-30 to 6, he feels tired, and would be glad if there was a recess.
29. Not asked.
30. He got last month's pay on the 19th. He is generally paid on the 22nd. He is obliged to give 15 days' notice. No notice is given him.
31. There are plenty of men to take his place.
32. He knows of no case in which they had to resort to Court for their wages.
33. The injured workmen get their full pay as long as they are laid up.
34. Not asked.
35. There is a dispensary and doctor here, and medicines are given gratis.
36. There is no school attached to the mill.

3RD WITNESS.

1. Name Bepin, boy, caste Tanti, aged 11 or 12. His home is a couple of miles away. He goes home every day. The certificate of age cannot be traced.
2. He is not married, but boys of his age get married. He is too poor to marry. He earns 9 annas for four days' work, and 14 in six days. He gives his wages to his mother. His mother has sent him to work.
3. Works in the Budge-Budge Jute Mill. Has worked two years. Began work when about 9 years of age.
4. Always worked the same hours, and has always worked full-time.
5. Not a piece-worker. Gets a monthly salary (9 annas for four days). Always had the same. The more work they get the better. He would prefer six days to four.
6. Has not learnt to read and write. Would not care to go to school after work hours.
7. Gets three days' holidays in the week when there is no work and no pay. The boys do not come to clean on the days the machinery is not working, but the men and women do. He corrects this by saying the boys who come at 9 o'clock are supposed to come to cleaning.
- 8 & 9. He comes to the mill at 9 a.m. and works up to dark. At about 11-30 or 12 they get half an hour for rest and food. Besides this, they go out two or three times a day for about ten minutes.
10. There are boys smaller than himself. They work the same hours as everyone else. When they come out, the other boys do their work.

11. Get his last pay on Thursday. The mill keeps one week's pay in hand. If they give a substitute, they can get all pay that is due.
12. He is never absent. (There are only four days of work in the week). If they absent themselves without leave, they are discharged.

4TH WITNESS.

1. Name Digumbari, woman, caste Bairagi, aged 28, works in the beaming. Has worked here a year and half, and four years in the Howrah and Ganges Jute Mills.
2. Her home is across the river; she has a house and homestead. She goes home every evening and reaches there after dark.
3. She is a widow; became widow at the age of seven years. All women who work here are widows. She has a mother and sister, who do not work. She is a piece-worker. She gets about Rs. 1 or Rs. 1-2 for four days' work. She is not in debt. Has Rs. 40 worth of ornaments on her person.
- 4 & 5. Her house is over 2 miles from here, and she comes to work at 9 A.M. and works up till evening. She gets no interval of recess, but goes out once for 15 minutes. She cooks early in the morning. She has now only four working days; she would like to work six days and earn more money.
6. She does marketing on the days there is no work.
7. The mills are closed three days in the week. The machinery is cleaned on the last working day in the evening. She does not come to clean on other days. Other women do come.
8. Not asked.
9. She can get leave when she wants it, and is consequently never absent without leave. They lose the day's pay for absence with leave.
10. They can get others to take her place.
11. She was not a child when she began work. She would rather marry her daughter and send her to her husband's house. Unless Bengali women are widows, they do not come to work in mills.
12. Is paid weekly on the last working day.

Proceedings of the Twenty-fifth Meeting of the Factory Commission held on board the S. L. "Pansy" at 12 noon on the 30th October 1890.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEE S. BENGALLEE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
BAHU RUSSICK LALL GHOSE	

The Commission visited the Barnagore Jute Mill, employing 5,404 hands, of whom 1,078, are women, 248 children and 441 young persons. In walking over the South Factory the Commission selected the following witnesses :—

- 1st Witness—Sookwarin, female, aged 25, caste weaver.
- 2nd " Sukni, girl, aged about 8½, caste Tanti, employed as doffer.
- 3rd " Noder Chand, aged about 40, caste Sankari, weaver.

The Commission next visited the Central Jute Mill, which was selected because it was one of the few jute mills in the country which had not joined the Association, and was working six days. This mill employs 2,137 hands, of whom 328 are women and 166 children. The following witness was examined :—

- 4th Witness—Abdul Barik, aged 23, Mahomedan, employed on the roving machine.

The Commission then walked to the Victoria Cotton Mills employing 325 male adults, 81 women and 157 children, of whom only 10 are girls. The evidence of the following witnesses was taken :—

- 5th Witness—Jaggo, female, caste Koibortho, aged 25, roving machine.
- 6th " Jaffer, Mahomedan boy, aged about 12, employed on the roving machine.

1ST WITNESS.

1. Name Sookwarin, female, age 25, caste weaver. She has been working here for three months since her return from home. Formerly she worked here for some time. She is a native of Chuprah. Her husband is here with her. Her husband has a house and fields at home. She got ill and went home, and was there a year and half.
2. Is married. Her husband has worked here for four years. Has a daughter, three years of age, whom she leaves in her lodging under the care of the "barreewallee." She has only worked altogether about 16 months as a mill-hand.
4. Lives near this factory, and comes to work before sunrise and goes away at 9; comes back at 12 and goes home at 6. After the first whistle at 4-45 they get up and cook their food. Her husband earns one rupee for four days' work, and she earns 13 annas. They were in debt, but they have paid it off, and are now saving something. She would like to work six days if she could.
5. She works in shifts. She can get leave to go out for necessary purposes when she likes for about 5 to 10 minutes. The women who have very young children bring them to the mill and place them on one side, and sometimes pay a little child for looking after them.
6. She does her marketing on Sundays and Saturdays, and on these days their social gatherings, *punchayets*, take place of Up-country people.
7. She only works four days in the week, and gets her festival holidays as well. She does not come for cleaning.
8. She gets three days in the week, and she wants more work.
9. If they ask for leave, they can always get it. She only loses the day's pay. If she absents herself without leave, there is no notice taken of it.
10. She is not certain about whether they can get women to take her place easily. "You better ask some woman who knows about it."
11. She will bring her daughter to work when she is sufficiently old to work.
12. They are paid weekly wages on the last working day.

2ND WITNESS.

1. Name Sukni, girl, aged about 8½. A native of Patna district, caste Tanti, employed here as a doffer. It is three months since she came from her home. Her father and mother both work in the mill at bag-sewing. Her parents earn one rupee each a week, and she earns 10 annas per week of four days.

Note.—She may be mistaken about her parents' earnings.

2. She is married, but her husband is in the country in her home. She gives her pay to her parents, and her parents give her four pice.
3. She is working in the Barnagore Mill for the last two months. Never worked anywhere else before.
4. She has always worked the same time she is working now.
5. She is getting 10 annas for four days in the week and 12 for five. Has always got this amount of wages.
6. Not asked.
7. "When the mill goes five days, I get two days' rest, and when it goes four days a week I get three days' rest." She would prefer to work for six days. She plays and stays at home on the days the mill is not going. When the mill works four days, she comes to clean on Thursday. When it works five days, she comes to clean on Saturdays and Sundays until 12.
8. On working days she comes when the whistle sounds before daylight, and leaves at 9 and comes again at 12; and goes away finally at 6 in the evening.
9. She can go out for short times on two or three occasions by asking leave of the sirdar.
10. Not asked.
11. She gets her pay on the last working day of the week.
12. She has never absented herself yet.

3RD WITNESS.

1. Noderchand, caste Sankari, aged about 40, works as a weaver here. Is married. Has two little daughters.
2. Native of the Hoogly district. He has left his native place and settled here, where he has a little land. Has no cattle.
3. Goes home every day.
4. Working in the Barnagore Jute Mills. It is over 20 years since he began to work here. Has not worked in any other factory. He begins work here at 5 A.M. and stops at 6 P.M. He can go away for one or two hours in the middle of the day by making over his loom to his neighbour, who looks after it while he is away. He works, on the whole, between 10 and 11 hours.
5. Children of 7, 8, and 9 come to work here. They work the same hours as the adults in their departments. But children do not work the overtime that adults work. The mill does

not work with artificial light. He is a piece-worker. He generally earns in four days Rs 1-2 to Rs 7-6 according to the amount of work he does.

6 & 7. Not asked.

8. The women work the same hours as the men. Since the mills have taken to working only four days, there has been hardship experienced by the mill-hands.

9 to 13. Not asked.

14. When he began work as boy of 10, he did not find the work too hard.

15. They prefer four holidays in the month. They like Sunday as the day. He could never work 30 days on end without holidays.

16 to 20. Not asked.

21. In our department there are specially entertained coolies who come and clean the looms.

22 to 25. Not asked.

26. In the summer days he works longer hours and earns between 2 to 3 annas a day extra.

27 & 28. Not asked.

29. He goes out as often as he requires for short intervals, and leaves his work to the "joridar" for that time.

30. He gets his week's pay on the last working day, the mill keeping one week's pay in hand. He is required to give 15 days' notice before leaving. Does not get any notice himself.

31. There are lots of people ready to take his place. He does not know about giving *baksheesh* to the headman.

32. He knows of instances where the work people resorted to the Courts for wages and won their cases.

33. They used formerly to give injured workmen their full wages, but they do not give it now.

35. There is a dispensary and a Native doctor in the factory, who gives advice and medicines gratis.

36. There was a school, but it is discontinued, because the children find themselves too fatigued to go to school after their work.

4TH WITNESS.

1. Name Abdul Barik, Mahomedan, aged 23, working in the roving machine; married for the last 8 years. Has no children.

2. Born near this place. Has no other country home. He has his parents and young brothers living in his house, which is half a mile from here.

4. Works in the Central Jute Mill. Has worked since his boyhood. First began when he was 11. He is not very regular in his work. Has remained idle at home for many months. He now earns Rs 2 per week of six days. He would not like to work four days and would prefer this place where he gets six days' work and it is near his house.

5. Boys of 9 or 10 work here. They work nine hours and get three hours' recess, the same hours as the adults.

6 & 7. Not asked.

8. The women work the same as adult males.

9 & 10. Not asked.

11. If the women ask for leave, they can always get it. Even if absent without leave, they only lose one day's pay. No bonus system here.

12 & 14. Not asked.

15. They get a whole holiday on Sunday. Formerly, that is up to August, they had to work on Sundays also. They also get festival holidays. The mill is stopped at 3 P.M. on Saturday for cleaning. It takes about an hour. He prefers Sunday holiday, because every one else gets a holiday on that day.

16 to 22. Not asked.

23. I come to work after breakfast at 9 A.M. I go away at 6. In this time I get about one hour's interval for rest, but I cannot leave the mill premises.

24. He is a monthly servant.

25. Not asked.

26. Formerly they used to get a little extra for the long days in summer, but they do not get it now.

27 & 28. Not asked.

29. He comes out besides the interval once or twice for ten minutes.

30. He gets paid his weekly wages always on Saturdays. No notice is required. They can get their back-pay by simply calling on pay day.

31. There are always lots of people to take his place. Men like working here on account of the six days' work, whereas in other places they only work for four days.

32. I do not know of any instance in which the operatives resorted to the Court for wages.

33. The injured operatives get their half-pay while laid up.

35. There is a Native doctor on Rs 25 attached to the mill, who gives the work-people medicines gratis.

36. There is no school.

5TH WITNESS.

1. Name Jaggo, female, caste Koibortho, age about 25; works at the roving machine.
2. She is a native of Midnapore, where her mother and brothers live. She has a house here of her own. She has just returned from a visit to her home during the Poojah holidays. She generally goes home after two years or a year and a half, and stays there generally for a month.

3. She is a widow and has no children. Had a boy who is dead. She was about 9 years of age when she married. She became a widow the same year. The question as to when her boy was born was not asked. It was evidently illegitimate. They are all piece-workers, and earn about Rs 8-8 to Rs 9-8 a month. There is a bonus system here by which they get 8 annas a month for steady attendance, which they lose if they are absent for two days, either with or without leave. She is in debt, about 20 rupees, for her late illness.

4. Her residence here is quite close. She comes to the mill when it is dark in the morning. She goes home at 8-30 for breakfast, and comes back at 11 and works till dusk.

5. They generally get out besides at 2 P.M. for quarter of an hour. The children are kept here by the mothers.

6. Does her marketing on Sundays and in the night.

7. There are no regular rules about Sunday holiday. Sometimes the mill stops and sometimes it works. On the day that the mill is stopped, they come to clean and stay here for an hour and a half or two hours, and go home between 8 and 9. They get paid for their attendance on Sunday cleaning. She does not know how much.

8. Everybody will be pleased if Sundays are given as holidays. It is sufficient for any one to work six days in the week. In the Old Ghosery Mill, in which I worked, we always had Sunday holiday, and the mill used to be closed at 3 o'clock on Saturday for cleaning.

9. They can get leave when they want it. They lose the day's pay.

10. There are people to take my place. But if I went home for four months as I did when I was ill, I am taken back, and my back-pay is given to me. There are little girls of 8 and 9 working in the mill. She would bring her daughter if she was not married. After she was married, she would go to her husband and give up mill work.

11. They get their pay on the 18th. The children all work the same hours as the adults.

6TH WITNESS.

1. Name Jaffer, Mahomedan, boy, aged about 12. Born in Gya. Is working in the roving machine. He has his grandfather at home, but he left it a little boy, and does not remember much about it.

2. Is not married. His father works in this mill, and his mother takes care of the house at home. Can earn Rs 8-8 if he works well. Is a piece-worker. His father earns about 9 or 10 rupees. He comes of his own accord.

3. He works in the Victoria Cotton Mill as a rover. He has worked there 1½ years.

4. When he began he did the same hours of work as a bobbin boy. He works full-time now, and has always worked full-time.

5. He is a piece-worker. He began on Rs 5 a month.

6. He cannot read or write.

7. There are no rules about fixed holidays. Some Sundays we get as holidays, on other Sundays we work, and on others we clean. How am I to know when I shall get a holiday? I would like very much to have Sunday fixed as a holiday. When I come for cleaning I stay 2 to 2½ hours.

8. He comes when it is rather dark in the morning. He then goes out at 8-30 and comes back at 11. In this interval if he wishes he sleeps, or if he wishes he plays. He then works till dark, but has an interval of half an hour at 2 o'clock, when his work is done by another man.

9. We don't come out for short periods, but we could if we asked for leave.

10. Not asked.

11. He got his last pay on the 17th or 18th.

12. He was absent last month for one day.

There is a dispensary and a doctor in attendance for the treatment of the sick.

Proceedings of the Twenty-sixth Meeting of the Factory Commission held at Cossipore at 12 noon on the 31st October 1890.

Present:

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I.	President.
RAJA PIYARI MOHAN MUKHARJI, C.S.I.	Members.
SORABJEE S. BENGALLIE, Esq., C.I.E.	
MIR MUHAMMAD HUSAIN, Esq.	
BARU RUSSICK BALL GHOSE	

The Commission met at the Government Gun Foundry and Shell Factory, which employs 700 to 800 men, and selected the following witnesses:—

1st Witness—Onerodee, Mahomedan, aged 42, viceman,

2nd „ Kamasimidoo, caste Bagdi, aged 14, shell work.

The Commission next visited the Cossipore Sugar Works, and examined—

3rd Witness—Boragae, caste Kandick Oorya, aged 25.

The Commission closed its examination of operatives by visiting the Cossipore Jute-Pressing Factory, which employs 2,400 men and 600 women. The following witness was selected:—

4th Witness—Suckram, caste Jaiswara, aged 24, sorter.

1ST WITNESS.

1. Name Oneroodde, Mahomedan, aged 42, employed as a viceman. Married; has three children.
2. Lives at Nyenan, about 1½ miles from the factory. He was born there, and has about 5 bighas of land there and a cow.
3. Not asked.
4. He has been working in the Cossipore Foundry and Shell Factory for 20 to 25 years. Has not worked anywhere else. He is paid 12 annas a day. For Sundays and holidays he gets no pay.
5. The boys employed here are about 12 to 14 years of age, and they work the same hours as the men. Every workman works from 8 A.M. to 4 P.M.—8 hours. In this period they get 15 minutes about 1 o'clock, and the engine stops for this time.
- 6 & 7. Not asked.
8. No women work in this factory.
- 9 to 13. Not asked.
14. He began to work in this factory at the age of 16 or 18, and then worked the same hours.
15. It is proper that every one should have one day's holiday in seven. Being Mahomedan, he would prefer Friday as a holiday for his prayers. But the Hindoos would like Sunday. There are about half Hindoos and half Mahomedans employed here.
- 16 to 20. Not asked.
21. He cleans his machine every day at 4 o'clock. On Saturday the factory is closed at 2, and he gets full pay for that day.
22. Whenever he feels ill, or there is any necessity for it in his house, he stays at home. He generally asks leave and loses that day's pay. If he stays away without leave, he loses half day's pay in addition to the day's pay.
23. He is a monthly servant, but sometimes he does overtime and gets extra pay in proportion to his allowance.
- 24 to 26. Not asked.
27. The present 15 minutes' recess causes them to eat, &c., very hurriedly. A full half-hour would be more convenient. But when asked if he would be willing to work the extra 15 minutes at the end of the day, he said no; he would rather prefer the present recess of 15 minutes only than work after 4 P.M.
28. Not asked.
29. He goes out besides the recess once or twice—in fact whenever he wants to. He either leaves another workman in charge of his machine or stops it.
30. He gets his pay generally on the 10th to 11th of the month following that for which it is due. He can leave without any notice and get his back wages paid then and there. He does not know why, if this is the case, their pay is kept in hand for ten days.
31. They have to look for substitutes for the skilled mechanics here.
32. The injured workmen are paid either full or half wages while under treatment.
34. Not asked.
35. There is a dispensary and doctor here for the treatment of the operatives.
36. There is no school.

2ND WITNESS.

1. Name Kamasimidoo, caste Bagdi, aged 14, residence Ghoogoodanga, which is about 1½ miles from here. He was born there.
2. Not married, but boys of 18 are married. His father, mother, and brothers and sisters live in the house with him. His elder brother and himself work here. His father is a fruit-seller. He gets 4 annas a day and his brother 6. He has been sent by his father and mother, and has not come of his own wish.
3. Works in the shell factory, and has been working here for one year.
4. Has always worked the same hours from 8 A.M. to 4 P.M., with a recess of 15 minutes at 1 o'clock.
5. Answered.
6. He does not know how to read and write.
7. He gets holidays on Sundays, and the factory closes at 2 P.M. on Saturdays. They don't come to clean the mills on holidays. They also get festival holidays. He does not get paid for the holidays.

8. Answered.

9. One interval of 15 minutes; besides this he goes out once for about 5 or 6 minutes for necessary purposes. Another boy minds his work then.
10. There may be one or two boys smaller than himself, but they are practically all about his age or over it.
11. He got his last pay about the 10th of this month. He gets his pay from the piece-worker under whom he works. The piece-worker earns a large income.
12. He is absent once or twice in the month for private purposes. If he takes leave, he only loses the day's pay. If he does not take leave, he is fined half a day's pay more.

3RD WITNESS.

1. Name Boragae, caste Kandick Ooriya, aged 25, works the centrifugal pump. Is married; has a boy.
 2. Born in the zillah of Cuttack; has a home there and fields.
 3. When the factory closes during the year, he goes home to his country. He was home in June for three months and looked after his fields.
 4. Cossipore Sugar Works. Has worked here about 13 years. He was in the Ghoosery Jute Mill for two years. He works in a hotter room here, and therefore finds it more tiring. He works here the following hours:—Comes at 8 A.M. and goes away at 4 P.M. During this period there is no recess. He goes home at 4 P.M., returns at 12 (midnight), and works up till 8 A.M. next morning, and so on. In 24 hours he works 16 hours with interval of 8 hours; gets 4 annas and 6 pies for 8 hours' work. If there is work, they are employed on Sundays and every day night and day.
- Note.*—There are technical reasons for working night and day. The hands are divided into 3 shifts, working 8 hours each. This man in working 16 hours in 24 broke the rule with the object of getting more pay.
5. The boys employed here are about 8 or 9 years of age; but they are not employed in the machinery. Boys do not work at night.
 - 6 & 7. Not asked.
 8. Women are employed here, but not in the machinery, and they do not work at night. Their usual hours are 8 hours. They sometimes work overtime for which they get extra pay.
 - 9 to 14. Not asked.
 15. He has never any day of rest himself, but he says it would be better if there was one holiday. However, as a piece-worker, and one who is only wishing to make money and go home, he prefers the present system.
 - 16 to 21. Not asked.
 22. He does not absent himself from work.
 - 23 to 26. Not asked.
 27. It would be better if we got an interval of recess, but we do not get it.
 28. Not asked.
 29. He goes out once or twice in the 8 hours for 5 to 10 minutes each time.
 30. They get their pay on the 15th of the month following that for which it is due. He has not to give any notice, but simply asks to be allowed to leave.
 32. He has not heard of a case in which the operatives had been to Court for wages.
 35. There is a Native doctor and medicines on the premises for the treatment of the operatives.
 36. There is no school.

4TH WITNESS.

1. Name Suckram, aged 24, caste Jaiswara. Is married, has left his wife and child at home.
 2. Born in the district of Jounpore. He has got lands and house there.
 3. He came back from home about 14 months ago.
 4. He has worked here, and in no other place.
 - 5 to 7. Not asked.
 8. The women in his department, the assorting-room, come at 7 A.M. and go at 5 P.M. There is no recess fixed for them or for anybody else.
 11. The women can get leave when they want it, and can stay away without being fined more than the day's pay.
 15. There is no fixed holiday here during the week. They work on Sundays up to 2 P.M. He says "we are labouring people, our business is to work if we can get work. What I want is to earn more money."
- Note.*—His work is light, and he does as much work as he likes. The engine sometimes does not work on Sundays, when the cleaning is done.
22. He was absent last month for four days on account of sickness. He got no pay on those days. He is the servant of a contractor.
 - 23 to 26. Not asked.

27. He comes at 6 and remains doing odd work until 8-30, when the regular work begins. He stops at 5. There is no restriction as to their taking food, &c., during work-hours when they want it. He eats his first meal at 6 before coming here.

28 to 30. He is paid at uncertain times by the contractor about three times in the month. He makes one bale for 5 annas 9 pies, and he can earn that amount in a day. The contractor keeps two or four days' pay in hand.

31 to 34. Not asked.

35. There is no dispensary in the mill. The firm subscribes to the Barnagore Dispensary.

Proceedings of the Twenty-seventh Meeting of the Factory Commission held at the Bengal Office at 10 a.m. on the 1st November 1890.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*

RAJA PIYARI MOHAN MUKHARJI, C.S.I.

SORABJEE S. BENGALLEE, Esq., C.I.E. } *Members.*

MIR MUHAMMAD HUSAIN, Esq. }

The Commission met to discuss the preliminaries of the report. After a very full discussion in detail of the views which are to be embodied in the report, it was resolved that the President's draft report should, if possible, be in the hands of the members by the 11th instant, together with all the Proceedings and evidence which have been printed; that two clear days should be allowed for the consideration of the draft report by the members, and that on the 13th instant the Commission should meet to settle the report and sign it.

Proceedings of the Twenty-eighth Meeting of the Factory Commission held at the Bengal Office, at 3 p.m. on the 13th November 1890.

Present :

SURGEON-MAJOR A. S. LETHBRIDGE, C.S.I. *President.*

RAJA PIYARI MOHAN MUKHARJI, C.S.I.

SORABJEE S. BENGALLEE, Esq., C.I.E. } *Members.*

MIR MUHAMMAD HUSAIN, Esq. }

The President asked the members of the Commission for their views on the report which had been sent to them on the 11th. The whole report was discussed in detail and finally passed. It will be ready for signature tomorrow.

The President brought up for the consideration of the Commission a letter received from Mr. Lokhanday, the Bombay member of the Factory Commission, forwarding his opinion based on the evidence taken before the Commission.

Resolved.—That Mr. Lokhanday's views should be added to the appendix of this report, as it gives in full the demands of the Mill-hands' Association. Mr. Sorabjee S. Bengallee proposed, and Raja Piyari Mohan Mukharji and Mr. Mir Muhammad Husain concurred in, the following Resolution :—

"Before separating at this their last meeting, the members of the Factory Commission desire to place on record their high appreciation of the ability, judgment, and courtesy of the President, Dr. A. S. Lethbridge, C.S.I., during this enquiry. It is greatly owing to his energy and tact that the work has been completed in so short a time and, as the members consider, in so satisfactory a manner."

This terminated the proceedings of the Commission.

APPENDIX.

To His Excellency the Most Honourable The MARQUIS OF LANDSDOWNE, G.M.S.I., G.C.M.G.,
G.M.I.E., Viceroy and Governor General of India.

The humble petition of the undersigned operatives employed in the Spinning and Weaving Mills in the City of Bombay, dated Bombay, 24th October 1889.

RESPECTFULLY SHEWETH—That Your Lordship's humble petitioners have watched with keen interest the discussion that is being carried on at present in the matter of affording relief by legislative enactment to the thousands of operatives—men, women, and children—employed in the mills in this city, and who do stand in need of protection from the State in several respects. They are grateful to Government and to those philanthropic gentlemen who are working in their behalf to improve their condition.

2. That Your Lordship's petitioners have learnt with great concern that it has been attempted in some quarters to misrepresent their exact wants, and to insinuate that your petitioners are either indifferent to or do not feel the necessity of any direct measures of protection against their employers. Your humble petitioners therefore respectfully venture to approach Your Lordship with the following few lines which they most respectfully beg that Your Lordship will be graciously pleased to lay before the Secretary of State.

3. That the following resolutions were unanimously adopted by the mill-hands of Bombay at a public meeting held on the 23rd and 25th September 1884, giving expression to their grievances :—

- I.—That all mill-hands be allowed one complete day of rest every Sunday.
- II.—That half an hour's recess be allowed them at noon every working day.
- III.—That work in mills should commence at 6-30 A.M. and cease at sunset.
- IV.—That payment of wages be made not later than the 15th of the month following that for which they have been earned.

V.—That a workman sustaining serious injury in the course of his work at the mill, which may disable him for a time, should receive full wages until he recovers, and that in case of his being maimed for life, suitable provision be made for his livelihood.

4. That these resolutions were laid before the Factory Commission then sitting in Bombay, who after due enquiry considered the prayers of Your Lordship's petitioners reasonable, and therefore supported them in their report. The Government of Bombay were also pleased, in forwarding the report to the Government of India, to give their approval to the recommendations of the Commission in which the grievances, briefly set forth above, were recognized.

5. With reference to the foregoing resolutions, your petitioners submitted the following few observations explanatory of the views entertained by the meeting respecting the concessions prayed for, and they now beg leave to recapitulate the same here.

6. Your Lordship's petitioners submit that the concession for weekly rest asked for is a moderate demand, and will, Your Lordship's petitioners are sanguine, prove advantageous to both the employers and the employes.

- (1) The employers would derive benefit by securing a body of healthier operatives, who working with energy would turn out work satisfactorily both as to quantity and quality.
- (2) The prayer contained in the first resolution, if granted, would further afford the workmen the much-needed opportunity of attending to their household duties for which they have no time at present, notably for making purchases in the market, which the present unseasonable hours of attendance prevent them from doing. The result of this is that the necessaries of life are bought from hawkers, who charge exorbitant prices and supply inferior articles.
- (3) The loss to mill-owners from over-taxing the energies of their servants by the unnatural system of incessant work for nearly 13 to 14 hours a day, is far greater than they are aware of.
- (4) In the whole of British India, Sunday is considered a privileged holiday. The mill-operatives not obtaining leave on that day cannot afford to meet their relatives or friends, who are otherwise employed and who enjoy rest on these days.
- (5) It has been alleged in certain quarters that there is no necessity for giving regular holidays in the month to the mill-operatives, as they have many days of rest during their caste festivals, and that their work is limited to about 300 days in the year. This, your petitioners humbly submit, is an exaggeration, and is wholly incorrect. At the most the operatives enjoy about 11 days in the year on account of their religious festivals.
- (6) A painful fact to relate is, that if on account of sickness or any other cause, such as buying provisions on receipt of their wages, an operative absents himself from work, he loses for one day's absence two days' pay under the mill regulations—a statement which can be easily verified by a reference to the muster-rolls kept in the mills.

7. With regard to the second resolution your petitioners would submit that, although the so-called half an hour's recess at midday already obtains in the mills, yet it is granted grudgingly, and when it comes to be closely looked into, the grace is found to consist of from 15 to 20 minutes only. Much of this scanty recess is again taken up by the present system of delivering up tickets at the time. This latter inconvenience can, your petitioners humbly submit, be avoided by dispensing with the noon-day delivery of tickets, and substituting for it the checking of ticket numbers off the muster-roll by the timekeeper going the round among the operatives at work.

8. The uncertainty at present prevailing in regard to the hour for starting work is embarrassing to a degree, and is the source of great inconvenience and discomfort to your petitioners. A fixed and uniform hour of attendance is therefore greatly needed.

9. A fixed time for the payment of wages has been suggested in order to obviate the great hardship felt by the operatives, who, as a rule, save nothing and are mostly involved in debt. The great delay in the payment of wages adds largely to their embarrassments. Your Lordship's petitioners respectfully submit that if the mill-owners desire to have a sort of hold on their servants—to prevent desertion, for instance—the necessities of the case would be fully met by their retaining in their hands a fortnight's pay of the men in arrears. Speaking about wages, your petitioners feel constrained to remark passingly that cases in which the employers illegally withhold the hard-earned pay of the poor, are so frequent that a reference to the Court of Small Causes will convince Government that wages are in many cases recovered only by recourse to the Courts. But hundreds of operatives forego their wages on account of the trouble involved in appealing to the Judges. The many strikes in the mills will, on enquiry, be found to be attributable either to the withholding of the wages in this manner, or to threatened reductions in them.

10. It has been said to the detriment of your petitioners, that an Indian mill-operative is not as hard-working as his brother-workman in England, and that a mill-operative in England does the work of three men employed on the same work in an Indian mill. It is extremely discouraging to find such an opinion held by those to whom the workmen look up for the amelioration of their condition. The real cause of this, Your Lordship's petitioners submit, is the bad machinery and the bad raw material used in the mills. It is true that three men are required to manage a machine, but these three men, it should be borne in mind, do their work for long hours without intermission, and in an enervating climate, on poor wages, equal—taking all the circumstances of the two countries into consideration—to one-third the earnings of the European workman, and perform their task without the many facilities afforded in England calculated to lessen the burden of workmen and to preserve their constitution against a premature breakdown. The breakage in the thread, for instance, is so continuous here on account of the bad quality of the cotton, that mill owners are compelled to employ more men. If the cotton were of good quality and the concessions which are given to the English mill-hand were granted here, one man could manage a machine as well as an English operative.

11. Lastly, in regard to accidents, the claim is urged in the interests of humanity. The distress brought about by a person being maimed for life, or even for a few months, is insufferable, and some relief to mitigate the sufferings and hardships seems needed, and Your Lordship's petitioners humbly submit for consideration whether the amounts of mulets and forfeited wages cannot, advantageously and with propriety, be appropriated for this humane purpose. The necessity for this is, your petitioners are glad to mention, recognized in some mills, where the sufferers are adequately provided for. Among a people not yet alive to the advantages of Provident Funds or Mutual Benefit Societies, some arrangement for affording relief to the cripples is, your petitioners submit, much needed.

12. That in thus laying before Your Lordship their humble prayers, your petitioners are conscious that they have far from adequately represented their wants. They have hopes, however, that Your Lordship, with the real facts before you, will make allowance if this humble representation fails in completeness. What your petitioners pray for especially, is sympathy and fairness towards the poor workmen who are ill able to make themselves heard against the influential voice of their powerful employers. The solicitude of Government in instituting the present enquiries into the real condition of the operatives gives Your Lordship's petitioners confidence that their interests will be carefully watched in the course of amending the Factory Act.

And your petitioners, as in duty bound, will ever pray.

APPENDIX.

Opinion of Mr. N. M. Lokhanday, local Member of the Factory Commission for the Bombay Presidency, and President of the Mill-Hands' Association.

From the evidence of the mill-hands before the Factory Commission, it can be safely gathered that the operatives almost all agree that they necessarily required leave every Sunday, both for their convenience as well as for the benefit of their health. The want of one day's rest in every week tells on their health, and consequently they are obliged to remain at home without leave frequently. This voluntary absence costs them two days' wages. The mill-owners in their report of the last year admit that mill-hands on an average attend to the work only 300 days during the year. The mill-hands, too, admit that they absent themselves 60, to 65 days in the year. From this it can be gathered that they exact from the mill-owners the leave not granted them willingly, though it causes them to lose two days' wages for one day's absence. I therefore do not see any objection to granting one day's rest in every week to the mill-hands to prevent hardship to either parties. Moreover, the Mill-owners' Association, in their reply to the letter of the Mill-hands' President and Secretary, dated the 13th June 1890, said that the Association have resolved to close their mills every Sunday, and for cleaning machinery they will stop their mills every Saturday at 4 p.m. I beg to copy here the whole letter for the information of Government.

THE MILL-OWNERS' ASSOCIATION,
Bombay, 13th June 1890.

To

D. C. ATHAIDE, Esq.,

N. M. LOKHANDAY, Esq.,

BOMBAY.

DEAR SIR,

I am directed by the Committee of the Bombay Mill-owners' Association to acknowledge the receipt of your letter of the 23rd April last, and to subjoin, for the information of the memorialists, a copy of the Resolution passed at a general meeting of the Members of the Association held on the 10th instant.

"That the Chairman and Secretary of the Mill-operatives' Meeting, held on the 20th of April 1890, be informed that the Association cannot comply with the request in their memorial to cancel the resolution to close the mills for eight days per month for three months; but that on the expiration of the three months, the members of this Association think it desirable to close their mills for one day in every seven, such day to be Sunday in each week, unless some native festival intervenes of such interest to the majority of the operatives, that it is desirable to observe it as a holiday in lieu of Sunday. Further, that on the day preceding the weekly holiday, the mills will close two hours earlier than an ordinary working day, for the purpose of cleaning the machinery."

I am,

DEAR SIR,

Yours faithfully,

JOHN MARSHALL,

Secretary.

As regards convenience, the mill-hands, like other people, have to see their relatives and friends and to buy their provisions. Dockyards, Printing Presses, Railway-Workshops, Government Workshops, and Merchants' Offices, &c., are all closed every Sunday. The mill-hands have their relatives and friends employed in them, and it is only natural that they should—like other workmen—like to see one another; and besides this, by closing all the mills on the same day, most of their relatives and family members working in different mills can enjoy the weekly holiday. Now-a-days the mill-owners give holidays to their mill-hands at their discretion; but this arrangement does not suit them, and they have therefore recourse to absence without leave, in order that they may enjoy one holiday along with the other members of their family and their friends who get holiday on that day. Thus by closing mills on the same day, the mill-owners will have more regularity in their servants, and the latter no loss of two days' wages for one day's absence. This one day's rest on every Sunday will, moreover, enable the mill-hands to make their purchases themselves. At present, in the absence of a weekly holiday, they are obliged to buy their articles of food and clothing at the highest rates, and even at such rates they get inferior things. This is the most important matter for Government to

decide. It is shocking to learn that mill-hands' hard-earned money should be wasted away in this way for want of a holiday in the week. Sunday is not only Christian day, but it is observed by Hindus also as their religious day. The god *Khandoba* or *Kulswami*'s favourite day is Sunday. Almost all the mill-hands are the devotees of this god *Khandoba*. It will not, therefore, be considered as an innovation to grant Sunday as a holiday to the Hindus, as this custom has been observed from many years, and has since the benign rule of the British become a general holiday for people of all creeds, classes and religions. So it is not fair to leave the weekly day of rest to the discretion of mill-owners. The mill-hands should have a full day's rest every Sunday, and for this legislative enactment is necessary. The letter, which I have copied above from the Mill-owners' Association, ought to minimise any opposition to my recommendation. And it is to be regretted that the Mill-owners' Association, notwithstanding their decision to close their mills every Sunday since July last, have not insisted upon a compliance with their order, because not a single mill-owner has acted up to it. Some closed their mills twice a week when the yarn and cloth market was dull, but others having an eye only on their little profit refused to close their mills at all. This will point out the necessity of a legal enactment to close the mills every Sunday by law. There are some mill agents who wish to close their mills every Sunday, but they cannot act up to their wishes, as other mill-owners do not wish to join them. It may be here passingly mentioned that the mill-hands at Ahmedabad, Cawnpore, and Calcutta are allowed four days in the month. It is all the more necessary that one uniform system should prevail all throughout British India.

2. The time of attendance at the mills from early dawn to dusk requires to be regulated, as it causes immense inconvenience to the operatives. These uncertain hours leave them very little time to attend to their domestic business. Many witnesses have shown their desire to have the time fixed, but they do not appear to agree as to its duration. In my opinion the time should be fixed from 6 A.M. to 5.30 P.M., and out of those hours one hour's recess is necessary—half an hour at 9 o'clock and half an hour at 12 noon. By giving half an hour's leave at 9 A.M., the mill-hands will have leisure sufficient to take their meals outside the mills, or, as is the case at present, may take them in their own departments, but the present system is dangerous to the health. To eat food while machinery is working causes dirt and fluff to mix with the food. These contain the germs of the diseases which are generally contracted by the mill-hands, such as fever, cough, dysentery, and consumption. Female operatives generally complain of headache. If the mill-owners will arrange separate sheds for the benefit of their mill-hands, I think a great deal of sickness will thus be spared. By working in the dark morning and evening, the production of yarn, &c., is for the most part bad and simply increases the waste department. Mill-hands, too, do not attend properly to their machines at these hours. The fear of accident during dusk and the long hours of work make them more anxious to go home and less attentive to their work. Under these circumstances the limitation mentioned above is sure to be productive of good results.

3. As regard recess during day, if the Government will not see their way to give one hour's rest as suggested, then I may be permitted to say that the time allowed at 12 noon should be at least full half an hour, and not, as at present, about 10 to 20 minutes. Mill-owners in their rules say that they close their mills at 12 noon for half an hour, but from the evidence of the several witnesses we have heard it will be found that they get from 10 to 20 minutes only.

4. It is necessary that a day should be fixed for the payment of wages to the mill-hands. To retain two months' wages in the hands of the mill-owners is, in my opinion, a great hardship. The present system of payment entails great hardship, and is productive of indebtedness. If a mill-hand absents himself for three days successively, he forfeits whole of his two months' wages for such absence, and this, in my opinion, is not fair. There is no scarcity of hands. Labour in Bombay Presidency is superfluous, and the mill-hands in their evidence say that men are not wanting to take up their places during their leave or absence. I leave it, therefore, for Government to deduce the object of the mill-owners to deprive these poor men of their two months' wages on account of three days' absence. To avoid all this hardship and indebtedness, I would suggest that the mill-hands should be paid on the 15th of each month. Here I may be permitted to take the opportunity to point out the humane conduct of the owners of Ahmedabad mills, who pay their mill-hands their wages every week, only retaining one week's wages for security, and to wish that the Bombay mill-owners followed the example of the Ahmedabadies. This system is highly commendable, and it keeps off mill-hands from incurring debts on account of late payment. In England and other places, work-people get their wages every week, a system which enables them to regulate their expenses and be free from indebtedness. Here I may take this opportunity to differ from those who hold the view that the Indian mill-operative is in better circumstances than his brother operative in England. Constitutionally, financially, and in an educational point of view, he is much inferior to the mill-operative in England. I may safely affirm here that an Indian male adult is equal in constitution to the female adult operative in England. While in financial and educational matters there can be no comparison whatever between the operative in India and his brother operative in England; and it is, therefore, all the more essential that the interest of the mill-hands should be watched by Government and their labour regulated by legal enforcements.

5. As regards children, the provisions of the Factory Act of 1881 are not strictly carried out, and this can be seen from the evidence given before the Commission. Full work is exacted from children under the age of 12 years. This, to say the least of it, was never contemplated by law. The limit of 12 years fixed by the Factory Act must be raised. Medical men, as well as factory inspectors, must find it difficult to detect the age of young children, as boys of nine years of age would, in order to get work, make false statements with regard to their age and pass

for boys of 12 years old, and thus the Commissioners found many instances in which boys, nine years' old, were certified as boys of the age of 12. It is better, therefore, for the preservation of young children's health that their age be raised up to 15 years. At this age there will be no harm to take full-time work. Under 15 and above 9 years age, half-day's work can be exacted safely. For the children, who work half day, there ought to be a primary school attached to each mill for their education, say, at least for three hours. Most of the Ahmedabad mills engage children under age, and I do not see any difficulty to get such children in Bombay to work in two sets or batches, one to be relieved by the other. The Factory Act of 1881 is not properly carried out with respect to children. On visiting the mills, the Commission found several under-age children working full-time. It seems to me that greater strictness must be observed in issuing certificates to boys and girls. The best course would be to give a description of the boy and girl in every certificate, and to give the weight as well. This will prevent bigger boys personating younger ones in order to get the certificates; another course which I suggest is to have photos taken of the boys passed by the doctors.

6. Regarding females who work in the Bombay mills, their time should be limited to ten hours, say from 7 A.M. to 5 P.M., with an hour's recess. In Bombay mills females generally attend at this time to their work, so there should be no objection to regulate by law their hours from 7 A.M. to 5 P.M., as in many instances women were found to attend to their work at 6 A.M.

7. From the evidence of the mill-operatives, it is plain that they grievously feel the want of a dispensary attached to every mill, and a competent medical officer in charge of it. The present system, moreover, of carrying injured persons to hospitals situated at a long distance, is a dangerous one. Injured persons should be treated there and then without loss of time, and, if necessary, may be removed to hospital. By having dispensaries at each mill, the mill-hands will not be backward in making use of it. In the absence of a dispensary, the poor people use country medicines, and many go without any medicine at all, and thus lose their health, or even die. To defray the expenses of the dispensary and the primary school attached to each mill, the fines and forfeited wages should be utilized. Such money is always formed into funds and used for similar purposes in other factories. If the fund is not adequate to the expenses incurred, each mill-hand should be made to subscribe to it, and, I think, half an anna every month will be willingly paid by them.

In conclusion, I may summarise my suggestions as follows:—

1. The mill-hands should get one complete day's rest every Sunday.
2. The time for working should be limited from 6 A.M. to 5.30 P.M.
3. If practicable, one hour's recess should be given during the day—half an hour at 9 A.M. and half an hour at 12 noon; if not at least half an hour's complete rest at 12 noon.
4. The payment should be on the 15th of each month. I also suggest that weekly payment is preferable, and will do good to the people.
5. Children from 9 to 14 should work half-time. From 15 years full-time may be exacted.
6. Females should work from 7 A.M. to 5 P.M.
7. To provide for injured or sick persons a suitable dispensary should be attached to every mill, and a school to educate children, if Government consent to permit under-age boys to work half-time.

If the above points are fairly attended to in the Factory Act now to be amended, I think the mill-hands will have no cause to complain. Death-rate among them will be very low, and impediments to progeny will be removed, as from the evidence obtained from the operatives it was found that most part of the adult operatives engaged from childhood in the mill industry had no progeny, and the few that had was of an enfeebled character. If proper attention is therefore given to the points mentioned above, a number of lives will be saved, and a more healthy generation of workmen will be obtained in future.

N. M. LOKHANDAY.

Bombay, 8th November 1896.

List of Factories visited showing the number of Witnesses, Men, Women and Children examined in each Factory.

Serial No. of fac-	Date on which visited.	Name of the Factory visited.	Male adults.	Female adults.	Boys between 12 and 16.	Boys between 7 and 12.	Girls between 12 and 16.	Girls between 7 and 12.	Total of each Factory.	REMARKS.
1	1890. 10th October	Bombay: The Hindustan Mill in Byculla	1	1	...	1	...	...	3	In addition to these three witnesses there was a boy, aged 9, who answered only a few questions. He is therefore excluded.
2	"	The Manockjee Petit Mill in Taddeo	1	1	...	...	...	1	3	
3	"	The Empress and Howard and Bullough Mills (Messrs. Greaves, Cotton & Co.).	1	...	1	...	...	1	3	
4	"	The Jewraj Balloo Mill	1	1	...	3	...	...	5	
5	"	The Laljee Spinning Mill, Ghedunde	1	...	...	1	...	...	2	
6	"	The Bhedwar Flour and Woollen Cleaning Mill.	1	...	...	...	...	...	1	
7	"	The Ripon Copper Works	1	...	...	...	...	...	1	
8	"	The City of Bombay Flour Mill	1	...	...	...	...	...	1	
9	"	The Sassoon Alliance Silk Mill	1	1	1	...	...	...	3	
10	"	The Education Society's Press	2	...	1	...	...	...	3	
11	"	The Byculla Iron Works.	1	...	...	...	...	...	1	
12	"	The Scott Cotton Press, Colaba.	1	...	...	...	...	...	1	
13	"	The Government Gun Carriage Factory	1	...	...	...	...	...	1	
14	"	The Government Mint	1	...	1	...	...	...	2	
15	1890. 16th October	Ahmedabad. The Guzerath Spinning and Weaving Co.'s Mill	1	1	...	1	...	...	3	In addition to these three witnesses there was a boy who answered only a few questions. He is therefore excluded.
16	"	The Ahmedabad Spinning and Weaving Co.'s Mill	1	1	...	2	...	...	4	

17	1891	The Tricumball Hurfall Spinning and Manufacturing Co.	1	1	1	...	...	...	3	97
18	"	The Ahmedabad Ginning and Manufacturing Co.	...	1	...	...	...	...	1	
19	1890. 22nd October	Cawnpore. The Elgin Mills, Cawnpore	...	...	...	...	...	...	...	
20	"	The Cawnpore Cotton Mills	1	1	...	1	...	...	3	
21	"	The Cawnpore Woollen Mills	...	1	1	...	...	...	2	
22	"	Messrs. Cooper, Allen & Co.'s Boot Factory	1	1	1	...	...	...	3	
23	"	Calcutta. The Bally Paper Mills	1	...	...	1	...	...	2	
24	"	The Bally Bone Crushing Mill	1	1	...	1	...	...	3	
25	"	The Empress of India Cotton Mill	1	...	...	...	...	...	1	
26	"	The Budge-Budge Jute Mill	...	1	...	1	...	...	2	
27	"	The Barnapore Smith Factory	...	1	...	...	...	...	1	
28	"	The Barnapore Mill	...	...	...	...	...	1	1	
29	"	The Barnapore Jute Mill	1	...	...	...	...	...	1	
30	"	The Central Jute Mill Co.	1	...	...	...	...	...	1	
31	"	The Victoria Cotton Mills, Goosery	...	1	...	1	...	...	2	
32	"	The Government Cossipore Foundry and Shell Factory	1	...	1	...	...	...	2	
33	"	The Cossipore Sugar Works	1	...	...	...	...	...	1	
34	"	Ralli Brothers' Jute Works	1	...	...	...	...	...	1	
34		TOTALS	29	15	8	14	...	3	69	GRAND TOTAL.

List of the total number of Operatives produced by the Local Representatives to give evidence before the Commission.

Name of the Local Representative.	Male adults.	Female adults.	Boys between 12 and 16.	Boys between 7 and 12.	Girls between 12 and 16.	Girls between 7 and 12.	Total number of the operatives produced by each representative.	Remarks.
Bombay.								
Mr. N. M. Lokhanday (6th, 7th, 8th October 1890)	5	3	3	1	..	..	12	These operatives were employed in the Cotton Industry.
Mr. S. P. Kelkar (9th October)	3	1	1	..	..	..	5	
Cawnpore.								
Mr. Framjee Manockjee (24th October 1890)	1	1	1	..	..	..	3	The operatives were employed in the Jute Industry.
Calcutta.								
Babu Russick Lall Ghose (27th October 1890)	4	2	..	1	..	..	7	Of these 7 operatives, 4 were employed in the Jute Industry, and 3 in the Cotton Industry.
Total	13	7	5	2	..	..	27	

