(1) பக்கங்களின் எண்ணிக்கை 116.

(2) புதுக்கித் திருப்பிய நாள் July '90

(3) ஆதாரங்குறிப்பவர் சுருக்கொப்பம்

தமிழ்நாடு ஆவணக் காப்பகம்.

தமிழ்நாடு அரசு

Judicial. துறை

அரசாணை எண். ~~மு. கோப்புத் தாள் எண்.~~ G.O. NO. 1243-44. அச்சகம் ~~பலவகை~~

நாள் : 6-7-1892 ~~198~~ .

கவோ கண்டபடி கையாளவோ கூடாது

ar-1—18,006—15-8-87.

6th July 1892, No. 1243, Judicial.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

Read—again G.O., dated 12th April 1892, No. 723-A, Judicial.

Read—also the following papers:—

From the Manager, Southern India Spinning and Weaving Company, Limited, to the Chief Secretary to Government, dated Madras, 28th April 1892.

With reference to your favour, No. 723-A, dated 12th instant, I beg to return the syllabus duly appended the answers to the questions asked therein.

(Signed) DASSABHOY BURJORJI,
Manager.

Enclosure.

SYLLABUS.

A.—TRADE DIFFERENCES BETWEEN EMPLOYERS AND EMPLOYED

1.—Their Causes.

Questions.	*Answers.*
Wages—	
How calculated—	
By piece-work? " day work? " task work?	By day work.
How paid—	
Direct, by employer, or by sub-contractor?	Direct by employer.
Weekly, fortnightly, or at other periods?	Monthly.
Increased by bonus, or reduced by stoppages?	Reduced by stoppages.
Truck or payment in kind?	Payment.
House, land, or other allowances?	*Nil.*
Hours of labour and continuity of employment—	
Normal hours of work?	From sun-rise to sun-set.
Overtime and how remunerated?	For quarter of a day we pay half-day wages, and for half a day we pay full-day wages.
Sunday and holiday labour, how arranged and paid for?	Sundays and holidays are fully paid for.

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—Introductory.

Will you state the business or businesses in which your firm is engaged, and where its works are situated?	Spinning yarn at Royapuram, Madras.
What number of work people are there engaged in your firm, particularised as follows:—	
Male?	317.
Female?	22.
Apprentices or other learners, or young persons?	*Nil.*
Unskilled labourers?	*Nil.*

II.—Wages, Hours and Conditions of Labour.

Questions.	Answers.
What representations or information do you desire to offer for the consideration of the Commission under any of the following heads?—	
Wages—	
Mode of payment—	
By the hour, day, or week?	By day work.
Payment through sub-contractor?	Payment direct by employer.
Deductions by fines or other forms of stoppage?	Yes.
Length of notice for ending engagement?	One month's notice.
Hours of Labour—	
Ordinary or standard hours of labour?	Standard hours of labour.

III.—Strikes and Lock-outs.

Can you state how many strikes and lock-outs there have been in connection with your works in each of the ten years 1881—1890 and in the current year up to date?	Five strikes.
Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—	
Date of commencement and determination?	Lasted about 3 or 4 days.
The chief immediate causes of each such dispute?	Owing to mischievous and ignorant work-people.
Number of workers in your employment directly engaged in each dispute?	About 20 to 30.
Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute?	About 15 to 20.
Attitude of associated employers towards the dispute?	Mild.
Mode of settlement?	By giving consent to their unreasonable requests.
Advance or reduction of wages or other result of each dispute?	Cutting few days' wages.
Estimated loss to firm, direct or indirect, occasioned by dispute?	About 2 to 3 thousand rupees at each strike.

C.—QUESTIONS ADDRESSED TO EMPLOYERS' ASSOCIATIONS.

I.—Introductory.

What particular branch or branches of industry does your association represent?	Spinning.
To what districts does your association extend?	Only in Madras.
Can you state the number of employers or establishments connected with your association?	Four in number.
Can you state the aggregate number of work-people employed by such employers or establishments?	About 200 each.

II.—Wages, Hours and Conditions of Labour.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads?—	
Wages—	
Mode of payment—	
By the hour, day, or week?	By day work.
Payment through sub-contractor?	Payment direct by department.
Deductions by fines or other forms of stoppage?	Yes.
Length of notice for ending engagement?	One month's notice.

II.—Wages, Hours and Conditions of Labour—*cont.*

Questions.	*Answers.*
Hours of Labour—	
Ordinary or standard hours of labour?	Standard hours of labour.
Overtime and its remuneration?	Remunerated two days for one day's work.
Sunday work and its remuneration?	Sunday wages as ordinary days.

III.—Strikes and Lock-outs.

Can you state how many strikes and lock-outs there have been in connection with your association in each of the ten years 1881—1890 and in the current year up to date?	Five strikes.
Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—	
Date of commencement and termination?	Lasted about 3 or 4 days in each strike.
The chief immediate causes of each dispute?	Owing to mischievous workmen.
Number of work-people employed by members of your association who have been directly engaged in each dispute?	About 20 to 30.
Number of persons employed in factories or works where the dispute occurs, and who have been thrown out of work thereby, but who have not been directly engaged in the dispute?	About 15 to 20 persons.
Attitude of your association towards the dispute?	Mild.
Mode of settlement?	By giving consent to their unreasonable requests.
Advance or reduction of wages or other result of each dispute?	Cut a few days' wages.
Actual disbursements by association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute?	About 2 to 3 thousand rupees at each strike.

From Messrs. BINNY & Co., to the Chief Secretary to Government, dated Madras, 29th April 1892.

We have the honour to acknowledge receipt of your No. 723-A, of the 12th instant, addressed to the Buckingham and Carnatic Mill Companies, Limited.

2. As many of the questions asked in the schedule apply to factories other than those employed in the manufacture of cotton, we venture to address you dealing collectively with the various factories owned or worked by this firm.

3. Reference is made in your letter under reply with regard to the "competition of India with Lancashire." We are at a loss to understand how the questions asked bear on the subject or how the answers can in any way be applied.

4. We would, however, deprecate any further intervention on the part of Government. Labour in this country can bear no possible comparison with labour in Lancashire. The speed at which machinery is run in Lancashire is far greater than is possible in India and requires much more assiduous attention which the competition for employment accentuates. In this country, on the contrary, the speed of machinery is slower, also the work, being divided amongst 4 to 5 hands to 1 in Lancashire, is much lighter; this is especially the case in Madras, where the hands are not so well trained as in Bombay.

5. Factories in India are loftier, airier, better ventilated and much more wholesome than those in England.

6. Operatives do not spend their life-time in factories here, as in Lancashire; consequently, there is no diminished physique or unusual ill-health and they can well bear comparison with out-door labourers.

7. Factory hands are for the most part villagers who come to the factory entirely with the view of saving a little money and in a year or two return to their country and invest their savings, which to them are considerable, in a small plot which they cultivate, or in a small shop of some kind.

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—Introductory.

1. The factories we represent are situated variously in Madras and Bombay Presidencies and in Mysore territory and comprise 8 cotton presses, 1 ginning factory, 3 cotton mills containing in all about 80,000 spindles and 600 looms, 1 woollen mill, 1 coffee works, 1 oil mill producing cattle foods as well as vegetable oils, together with machinery for the preparation of bone and other artificial fertilizers, and 1 soap works.

2. The approximate number of work-people finding employment is 5,000 particularized—

(a) Males, adult, 2,670.
(b) Females, adult, 800.
(c) Learners and young persons, 365.
(d) Unskilled labourers, 513.

3. We are not connected with any organization of employers dealing with labour questions.

II.—Wages, Hours and Conditions of Labour.

1. *Wages*—

(a) Their amount and fluctuations—

Their amount is mainly regulated by the district in which the factory is situated, and the rates paid for labour in the cultivation of fields in that district. The remuneration for skilled labour varies from 2 to 3 times as much as is paid by cultivators to field labourers and varies for skilled labour from Rs. 6 to Rs. 30 per mensem.

The fluctuation in rates of payment are small and any fluctuation that takes place is directly attributable to the work-people themselves. In times of scarcity work-people by more regular attendance, or if on piece work by more arduous work, can generally increase their earnings.

In normal times we estimate the average number of absentees to be about 10 per cent. per diem and the application to work of piece-workers is far from continuous.

(b) Mode of payment—

(1) By the month in all factories.

(2) Piece-work is introduced into every kind of industry as far as is practicable. This mode of payment cannot be so generally resorted to as in England, owing to the many minute subdivisions of labour, in many instances the number of work-people being 4 to 5 times the number that would be occupied on similar work in England, so that a thorough system of piece-work, owing to the very much larger staff of clerks that would be required for booking and checking weights and lengths, is rendered almost impossible. It is more usual only to pay the jobbers or foremen of divisions by the piece.

(3) Never.

(c) Never.

(d) Deductions by fine are made occasionally for bad workmanship, principally in the case of weavers; fining and stoppages, except for absence from work without leave, are exceptional.

(e) Payments are made in specie, without exception.

(f) Allowances in form of—

(1) Bonuses are given to exceptionally skilled workmen on special occasions and for special work.

(2) We have Provident funds attached to some works and to others accident and pension funds are provided.

(3) Except in times of general distress, none.

(g) Generally a month; in some instances a fortnight.

Hours of Labour—

(a) Hours of labour have in a great measure been regulated by recent Factory Legislation (Act XI of 1891). The ordinary hours are from sun-rise to sun-set on the average for male adults, but they are not actually at their work, although *prime movers* may be working, for more than 10 hours per diem if as much. The regular midday stopping time is generally occupied by the work-people in smoking and they usually eat their meals at such time as best suits their caste or convenience.

(b) Overtime is almost entirely restricted to repairs and break-downs of machinery; time and quarter is the usual allowance, a bonus is sometimes added.

(c) The only night-shifts employed by us are in connection with the oil mill, where 3 shifts of 8 hours each are employed, each receiving an ordinary day's pay and the shifts rotating, so that the same shifts may not be continually on the night watches.

(d) Sunday work unless under circumstances provided for in the new Factories Act is no longer employed, except in the case of break-down of machinery, when special allowances are made.

(e) Leave is given whenever the applicant is sick and in other cases when he can be spared, but without payment. A considerable number of extra hands are of necessity employed to supply the place of casual absentees and those applying for leave; the number of these as stated in reply to a previous question we estimate at 10 per cent. per diem.

Conditions of Labour—

(a) Employment at cotton presses and coffee works fluctuate necessarily with the season; the fluctuations in length of seasons vary from 4 to 8 months per annum, although in some cotton districts the machinery may be kept in work for 4 to 5 days per week throughout the year.

In spinning and weaving mills work is continuous throughout the year except on the holidays provided for by the Factories Act and the hours which are devoted to the cleaning of machinery; these latter in our mills are taken from what would otherwise be working hours.

(b) Accidents with modern machinery can seldom occur without gross callousness or curiosity on the part of the injured; all the working parts in modern machinery are well protected, and it is only by removing the protecting covers while machinery is in motion, and which is contrary to our rules, that accidents can occur.

Lighting at the oil mills—the only factory at which it is required regularly to work at night—is done by the electric light.

Inspection of work places is performed by the Government Inspector of Factories.

All factories with which we are connected are tarred and white-washed at least once annually and are swept and sweepings removed daily.

(c) Compensation for accidents is provided only in cases where the injured is not to blame; otherwise, the work people in this Presidency at any rate would be glad to be injured for the sake of compensation.

(g) Apprenticeships have been tried, but the apprentices and the system have not succeeded; we prefer the greater control that can be exercised by the free employment and discharge of all labour.

(h) We have no objections to the employment of foreigners, neither are they objected to by the work-people.

(i) All cotton pressing, spinning and weaving machinery employed is of the most modern construction and consequently is the most saving of labour.

(j) The machinery is all of the best quality and is for the most part the production of Lancashire and the North of England.

(k) No unions.

(l) Alterations in the hours of work or system of pay, petty tyranny on the part of overseers.

III.—Strikes and Lock-outs.

1. Strikes and lock-outs occur at intervals generally of 2 years. We have experienced many.

2. Less frequent.

3. We can only reply generally—

(a)

(b) The causes of dispute have in most cases been trivial.

(c) In the most serious strike on our record about 400.

(d) About 800 others thrown out in consequence who were not directly engaged in the dispute.

(e) No associated employers in Madras.

(f) By the reduction of wages or by locking out or both.

(g) Generally reductions; when justified by circumstances an advance has been given.

(h) From Rs. 900 to Rs. 3,000 per week according to the size and description of factory.

IV.—General Questions.

1. No.

2. No.

3. No.

4. No.

5. No.

6. We can only suggest the closer co-operation and vigilance of the police to prevent the physical interruption of those willing to work; strikes for the most part have been the work of a few turbulent individuals who work upon their fellow workmen and who, when once they have succeeded in getting a sufficient number to strike, intimidate the remainder.

7. Strikes in this country usually take place when grains and other food-stuffs are exceptionally low in price and the weather is dry; at other times operatives much prefer being in the factories, where they are protected from rain and the heat of the sun and where they can earn far larger wages and with less toil than in the fields.

Since the introduction of the last Factory Act and the consequent reduction of working hours, with which we were for the most part in full accord, we anticipate that strikes will be of rarer occurrence, as corresponding reductions in wages have taken place in all departments paid by piece work, and labourers now work harder and have less time to devote to the organization of strikes, which have of late been much less frequent.

(Signed) BINNY & CO.,

From Messrs. A. and F. HARVEY, to the Chief Secretary to Government, dated Tuticorin, 29th April 1892.

We beg to acknowledge receipt of your No. 723-A, of 12th instant, addressed to us at Papanasam and Tuticorin and to annex the following replies to questions therein referred to:—

I.—Introductory.

(1) We are engaged in cotton spinning and our works are situated at Papanasam, Tuticorin and Madura.

(2) At three different mills we employ work-people as follows:—

(a) Males, 1,160.

(b) Females, 400.

(3) We are members of the Bombay Mill Owners' Association.

II.—Wages, Hours and Conditions of Labour.

Wages—

(a) We consider the amount paid is ample, as is evidenced by the small *proportion* of the wages required by the labourers to procure their daily wants and to obtain all the comforts they are accustomed to in their class in life. The fluctuations in wages in this district are very slight.

(b) We generally pay wages monthly, and the "hands" are quite satisfied with this arrangement, though we find it convenient to pay weekly in the case of women employed at "piece-work" such as reeling.

(c) We do not approve of payment through sub-contractors, who are likely to mulct the "hands" in some way of their due.

(d) Fines we exact to a small extent for negligence, leaving work without permission, &c. Some such form of punishment is absolutely necessary, as few "hands" indeed—possibly not one per cent.—take any pride in doing their work well, for their own advancement as well as their employer's interest, as a large proportion of labourers do in England. They simply try to obtain the greatest wage for the least amount of work. Hence fear of punishment of some sort is nearly the only incentive to careful working.

(e) We disapprove of any "truck system." We pay only in cash.

(f) Allowances we do not approve of except in a few cases to "maistries" for extra production of goods in a given time, and to persons who meet with accidents in the course of their work. We continue their pay while in hospital, and, if maimed for life, find them permanent employment of some sort in our mills.

(g) Length of notice we adopt is one month.

Hours of Labour—

(a) Ordinary hours of labour, 6 A.M. to 6 P.M. with half-hour interval at noon.

(b)
(c)
(d) We have no "overtime" night shifts or "sundry work" except the repairing, examining and cleaning of machinery, which is sometimes done out of the usual hours.

(e) Sunday, or some native holiday instead, is always a holiday.

Conditions of Labour—

(a) Work is regular throughout the year.

(b) Accidents are rare. We work only by day-light, cleanliness is particularly attended to, good latrines are provided.

(e) Compensation for accidents. See under the heading of "Allowances."

(f) Men are employed to attend the machines driven by power, women to attend reels worked by hand.

III.—Strikes and Lock-outs.

There is occasional friction between employer and the hands, but nothing that might be dignified by the name of "strike or lock-out;" such disputes never extend beyond a single department at once and are usually settled in a short time, the hands either returning to work, or a number of them with some new hands to replace those that leave.

IV.—General Questions.

(1) No such system exists in this district, nor is there any necessity for such, there being no serious disputes.

(2) Such is foreign to the ideas of the natives of India.

(3) There are no Government factories in this district.

(4) There is no agency, but there is plenty of work for all who wish to apply for it.

(5) No. The statistics of imports and exports of cotton and yarn are now registered in the Custom-house.

(6) No means are called for, the relations between capital and labour are, on the whole, good in this district.

(7) The only suggestion we would make for the information of the Commission is that the age at which a boy may work full time be reduced from 14 to 12 as formerly. Our reasons are—

(1) A Hindu boy from 12 to 14 years is much "older" than an English boy of the same age.

(2) Lads nearing 14 decline to earn half-wages and go to school half the day; therefore, they simply must leave the comparative comfort of in-door work and good wages of the factory and go to hard work in the fields and less pay, while their elder brothers, who have attained 14 years, enjoy good pay and easy and regular work in the factory. The so-called "friends" of Indian children are thus their worst enemies.

(Signed) A. J. F. HARVEY.

From the Secretaries, Coimbatore Spinning and Weaving Company, Limited, to the Chief Secretary to Government, dated Coimbatore, 6th May 1892.

We have the honour to return to you your questions regarding condition of labour in the textile trades of India.

2. Our manager has by mistake given marginal answers to *all*, but as we are not troubled with trade unions or associations of employers, there should have been no answers to questions under Sections A and C.

3. We have little to remark to Government except that since this mill was started, no work (except occasional absolutely necessary mechanic's work) has been done on Sunday.

4. In addition to this weekly day of rest, native feasts numbering about 13 in the year are holidays in this mill.

5. Our grievance is the new Factory Act, which will press very heavily on some poor people who want to work.

6. Several hands have had to be dismissed and many boys will not work for half-a-day, and think it a great hardship that they should not be allowed to work full time.

7. The work in these Indian mills is very light compared to the work in an English mill, and we do not think the position of mill hands in this country is at all parallel to the position of mill hands at home, and it seems to us iniquitous that an English Act should be forced on the labourers of this country just to satisfy Manchester agitators.

8. Many unemployed boys of 12 years of age could find work in mills which at present are obliged to refuse to engage them.

(Signed) T. STANES & CO.

Enclosure.

SYLLABUS.

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—Introductory.

Questions.	*Answers.*
1. Will you state the business or businesses in which your firm is engaged, and where its works are situated?	Cotton-spinning only. Coimbatore, Madras Presidency.
2. What number of work-people are there engaged in your firm, particularised as follows:—	
Male?	290.
Female?	150.
Young persons?	Half times 360 hundred and sixty.
3. Is your firm connected with any organisation of employers dealing with labour questions?	No.

II.—Wages, Hours and Conditions of Labour.

Questions.	*Answers.*
What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—	
Wages—	
Mode of payment—	All monthly.
(1) By the hour, day, or week?	Yes.
(2) By the piece?	No.
(3) By the task?	No.
Payment through sub-contractor?	
Deductions by fines or other forms of stoppage?	Deduction only for not attending work
Truck or payment in kind?	No.
Allowances in form of—	No.
Bonus?	No.
Deferred pay, such as sick, accident, pension or other insurance system?	
Free house, land, food, clothing, or other allowance or advantage?	Free house only to Foremen.
Length of notice for ending engagement?	One month.
Hours of Labour—	
Ordinary or standard hours of labour?	From 6 to 12 and from 1 to 7.
Overtime and its remuneration?	Only mechanics; they should get time and half.
Night-shifts and their remuneration?	Do. do. do.
Sunday work and its remuneration?	Do. do. do.
Weekly half-holiday or other holiday without payment?	Native feast without pay.
Conditions of Labour—	
Irregularity of employment through seasonal or other causes?	Cannot be regulated.
Safety of employment, and the lighting, sanitation, and inspection of work-places?	By Factory Inspector.
Employment of foreigners?	Only recommend the employment of English.
Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, and mutual relations of employers and trade unions generally?	Not required.

III.—Strikes and Lock-outs.

1. Can you state how many strikes and lock-outs there have been in connection with your works in each of the ten years 1880—1890 and in the current year up to date?	One.
2. Have such disputes been, during that period, more frequent than formerly, or less so?	No.
3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—	
Date of commencement and termination?	May 10th to May 12th, 1891.
The chief immediate causes of each such dispute?	Because one man struck another.
Number of workers in your employment directly engaged in such dispute?	200.
Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute?	285.
Attitude of associated employers towards the dispute?	None.
Mode of settlement?	Employés came to work of their own accord.
Advance or reduction of wages or other result of such dispute?	None.
Estimated loss to firm, direct or indirect, occasioned by dispute.	Very little loss.

IV.—General Questions.

Questions.	Answers.
1. Does any system exist in your trade in your district providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes?	None.
2. Has any system of co-operative production, industrial partnership, or profit-sharing been attempted by your firm, and, if so, with what results?	None.
3. Are the Government, or local authorities, employers of labour in your trade and district, and, if so, with what results as to remuneration, and other conditions of employment?	No.
4. Can you supply information as to any agency in your district for finding or providing work for the unemployed?	Only the tanneries and cotton and coffee works.
5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or, in your opinion, should be collected and published by Government?	No.
6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour?	No.
7. Have you any other statement or suggestion to make for the information of the Commission?	No.

From Secretaries and Treasurers, Madras United Spinning and Weaving Mills Company (Limited), to the Chief Secretary to the Government of Madras, dated Bombay, 19th May 1892.

With reference to your printed circular, No. 783-A, of the 13th day of April last, forwarding us for our answer a copy of the syllabus of subjects to which the Committee of the Royal Commission on labour will devote particular attention as regards [illegible] with Lancashire in the textile trades, we have the honour to lay before the Government some information regarding the condition of the said

labour [illegible] upon our trade of the textile fabrics in the Presidency. Such of the subjects in the said syllabus as are not dealt with by us in the present representation are not within the province of our individual trade upon which we can offer any comments for the guidance of the said Committee in their deliberation as being foreign, as far as we know, to the said trade in general.

2. There are in fact, alike those of Lancashire, ever extant either in this Presidency or on this side of India where we have at work several cotton mills, no trades' differences between the employers and the employed, as originating from causes affecting several questions that are framed in the said syllabus as bearing connection with the subject of trades' differences in the textile fabrics in general. Since the mill industry was imported into India, it has never been brought to our knowledge that the scale of wages and the mode of their payment, hours of labour and the continuity of employment, distribution and classification of works and such other matters as come under clauses D, E, F, G, H, I, J, K, L, M, and N, of the said subject, have ever given rise to a complaint on the part of the labourers to strike work or go for the settlement of disputes and differences between them and the employers in regard thereto or any of them to their or the Employers' Trades Associations or combinations dealing with the labour questions and which such associations or combinations do not owe any existence in the Presidency.

3. Upon questions falling under the category B of the said syllabus as questions addressed to the employers, it may be observed that this Company is an incorporated body, having been registered under the Indian Companies Act, with a cotton manufacturing mill at Madras working daily on an average with 667 males and 38 females. The Company had never had before, nor have at any time now, any connection whatever with any organisation of the employers dealing with the labour question, inasmuch as the very fact as to the necessity or otherwise as to the formation of such a body is entirely unknown to the traders of the Presidency, in consequence of there having arisen no serious problems on labour question ever presented themselves for solution to the employers in general. Under the system at present in vogue, our mill-labourers are, as monthly servants, paid by us regularly every month and not through any sub-contractor, whose agency we have had no occasion to resort to. Deductions are, however, made from such monthly payments on account of fines and when there are stoppages for more than the usual monthly holidays allowed to them, such monthly payments being regulated by a calculation wrought out from the probable quantity of work a particular labourer or a class of labourers is capable of doing during so many days the mill works; but provision, however, being made to grant them sometimes a bonus, and in case of his or their meeting with an accident, while in the performance of works, a deferred pay in the shape of compensation; but save as hereinbefore mentioned, no such allowances are given them as are enumerated under clauses 2 and 3 of the Class (*f*), Sub-division II, of the Subject B of the said syllabus. The Indian Factories Act XV of 1881 as amended by Act XI of 1891 of the Legislative Council of the Government of India has made such ample provisions in that behalf for the regulation of hours and condition of labour as to render it on our part quite superfluous to advance any further information consistent with the present condition of the textile labours in the Presidency. During the period intervening between 1881 and 1890, there have been no strikes or lock-outs in connection with our works so that several questions bearing on this subject can call for any answer on our part.

4. The second paragraph of the present representation deals out fully the reasons as to non-existence of trades' differences, as a necessary sequence for the solution of problems arising from labour questions between the employers and the employed; as to which any system providing conciliation, arbitration or other means of preventing or arranging disputes, can owe its origin. No such system of co-operative production, industrial partnership or profit-sharing has ever been worked by us in co-operation with others similarly posted in the trade like ourselves as any result, either profitable or otherwise, accruing therefrom, can be brought home to the knowledge of the Government in order that the true condition of the trade in textile fabrics can be arrived at. We do not know whether the Government or any of the local authorities have ever acted as employers of labour in our trade or district, and with our limited

knowledge no suggestion of remedy can be given or supply of information can be made leading the Government to find out an opening for the unemployed to find works. Within our business experience of so many years it is established beyond doubt that whenever either in a town or district there rises a mill-industry, there comes from the surrounding places, as a necessary result, an influx of labouring classes to seek in the mill an employment which, by reason of procuring them more comforts and easy mode of life, seems to them more lucrative than the indigent and unremunerative works they get in their native place.

5. In order that a country may be made prosperous commercially and with a view that the traders may form, within their reach for their guidance, those statistics as bear particular relation to the trade they are engaged in, it is our belief that there should be published, every year, from each of the departments of the Government upon whom such a duty is cast, (a) a forecast in the beginning of the season, giving the area of the land cultivated, the future condition of the crop, and the approximate quantity such a crop would yield by the area of such land cultivated at the end of the season, and (b) at the end of the year, a comparative statement setting forth, so far as the information at the disposal of the Government is concerned, the actual outturn the said crop yielded, giving reasons as to increase or decrease thereof as compared with the past years, and setting forth also the quantity used by mills and other handicraft works of the Presidency and exported into the foreign parts, and such other information as the nature of the trade requires and which the Government deems necessary in the interest of the trade to embody therein.

6. We submit that there appears no reason why India—and particularly this Presidency—should compete with Lancashire into foreign markets in the trade of textile fabrics so far as the spinning of finer yarn and cloth by the latter is concerned. Whatever motion that might have been made by them on the subject of this competition must have its origin out of a selfish motive on their part to hamper India in its legitimate trade, and must have been based upon exaggerated facts and statistics which, in the absence of their not forthcoming before us, we are unable to meet with in the present representation.

(Signed) MOOLJEE, JAITHA and Co.,
Secretaries and Treasurers.

From the Chairman, Madras Trades Association, Madras, to the Chief Secretary to Government, dated 201, Mount Road, 16th May 1892.

I have the honour to state that your letter of the 12th April 1892 on the subject of the textile trades of India, with regard to their competition with Lancashire, has been placed before the members of the Association, and that no information is forthcoming, owing to the fact that they are in no way connected. I have also to state that the object of the Association is for the promotion of unanimity of purpose amongst its members on all subjects involving the interests of the trade. No industries [illegible] represented save workshops in [illegible] and coach-building. With regard to wages they are paid by piece, or by the day, payment in most cases being made fortnightly. Strikes and lockouts are happily unknown to the members.

(Signed) C. SETON,
Chairman.

From the Officiating Deputy Secretary to the Government of India, Home Department (Judicial), dated Simla, [illegible] June 1892, No. 773.

From the Manager of the Malabar Spinning and Weaving Company, Katuparamba, Calicut, to the Chief Secretary to Government, dated Calicut, 12th June 1892.

The Malabar Spinning and Weaving Company's mills are situate at Katuparamba, near Calicut. Spinning and reeling alone are carried on at these mills. The number of spindles working are 17,000 and the total number of hands employed at the mills is 580 as follows:—

Adults	406	Boys and learners	76
Females	21	Unskilled labourers	77

2. The owners are not connected with any organization of employers.

3. The hands are paid part of them by piece and part by fixed wages, viz., the card-room hands and reeling-room hands are paid by piece, whereas the remainder of the hands including spinning department are paid by day wage and paid also for days when the mill is stopped. The reeling hands are paid each fortnight or twice a month, viz., on the 8th and 20th of the month, whereas the rest of the mill hands are paid on the 15th of each month, and are paid by myself, the manager.

4. Advances are made to the hands between payments according to my own discretion. The average amount paid in wages monthly at these mills is about Rs. 4,850.

5. Our daily outturn of yarn is from 6,000 to 6,500 lb. mixed counts or equal to 6,700 lb. average 20s.

6. The hours we work are not fixed, but from daylight to dark is the time.

7. This mill has been working now 4 years, and up to date no dispute of any mention between masters and men has taken place.

8. I beg to apologise for my not complying sooner, but I have been unable owing to sickness. Trusting this will suit your requirements for the present—I beg to remain, &c.

(Signed) A. ASHWORTH,
Mill Manager, Calicut.

From the Secretaries and Treasurers of the Bellary Spinning and Weaving Company (Limited), to the Chief Secretary to Government, dated Bellary, 10th June 1892.

With reference to your letter, No. 724-A, dated 12th April 1892, we respectfully beg to submit our answers * to a series of questions addressed to us as employers of labour (Section B of your letter).

2. We exceedingly regret that owing to the absence of the senior member of our firm and his indisposition for some time past, we were not able to reply to your letter earlier, for which we beg to apologise.

(Signed) A. SABAPATHY MOODELIAR.

* Sent separately by book post duly registered.

ENCLOSURE.

QUESTIONS with reference to the Chief Secretary to the Government of Madras' letter, No. 724-A, dated the 12th April 1892, answered.

EMPLOYERS.

I.—INDUSTRY.

(1) Spinning and weaving are the business in which our firm is engaged. It is situated in Bellary—

16,392 spindles for spinning.
14[illegible] looms for weaving.

(2) Number of work-people engaged in our firm particularised as follows:—

(a) Male	382
(b) Female	62
(c) Apprentices, &c.	20
(d) Unskilled labourers	15
Total ..	479

(3) Our firm is not connected with any organisation of employers dealing with labour questions.

II.—WAGES, HOURS AND CONDITIONS OF LABOUR.

(1) *Wages*—

(*a*) Wages which are paid monthly range from—

Rs.	6 to 30	a	month	(male).
,,	4 to 10	,,	,,	(female).
,,	3 to 6	,,	,,	apprentices and young persons.
,,	6 to 7½	,,	,,	unskilled labourers.
,,	60 to 150	,,	,,	spinning, carding and weaving masters, each.
,,	300 to ..	,,	,,	Manager.
,,	150 to 300	,,	,,	Engineer.

There have been no fluctuations in wages.

(*b*) (1) Most of the hands are paid monthly. This mode of payment is the one generally preferred by the work-people and employers. Some are paid by day. Only in case of overtime the workmen are paid by hour.

(2) By the piece.

(3) No task work system is in vogue.

(*c*) No payment is made through sub-contractor as this system is against the interest of both the employers and the work-people.

(*d*) Fines are inflicted when absolutely necessary. Absence without leave for one day is punishable with stoppage of two days' wages except under medical certificate from the Company's medical officer, when only one day's wages is deducted for the day's absence.

(*e*) Payment is always made in specie and not in kind.

(*f*) (1) No allowances in the form of bonus.

(2) In case of accidents the wages or pay, as the case may be, is continued until discharged from the hospital. In case of severe hurt or serious accident which render the operative unfit for further service to which he is accustomed, he is given light work on a lower salary. *No pension or insurance system* or any other advantage for the servants.

(3) Free house is allowed to all covenanted servants and to workmen coming from distant places. No food, clothing or any other allowance or advantage except free medical aid.

(*g*) One full month's previous notice for ending the service is insisted on. This course is found absolutely necessary.

Hours of Labour—

(*a*) 10½ hours a day ordinarily, with an interval of one hour's leisure in the midday.

(*b*) Overtime is always paid by hour at the workmen's usual rate of wages or salary per day.

(*c*) No night-shifts.

(*d*) Our mill is not closed on Sundays, but it is closed on the "*Shandy*" or *fair day* generally. No remuneration is paid on holidays to those who do piece-work on work days and to the day labourers if the mill is closed the whole day. No deductions are made in the case of persons who are paid by month and who form the majority of the mill operatives.

(*e*) When half-holiday is allowed, remuneration is paid for the whole day for day labourers.

Conditions of Labour—

(*a*) The work is carried on throughout the year; but the labourers, who are drawn mostly from the agricultural classes as a rule, absent themselves for long periods, especially during sowing and harvesting seasons. Their places are taken up by others.

(*b*) Guards are employed to protect the persons of mill operatives who work *near* belting, shafting, &c., in the mill.

The work is carried on only between sunrise and sun-set. When urgent repairs have to be done during nights, proper lighting is kept up, no mineral oil being used on any account.

Sanitation is looked after by a medical officer in the service of the mill.

The work place is periodically inspected by a local Magistrate who is ex-officio Inspector of Factories in the district. He sees that sanitation is maintained and he also inquires into the grievances, if any, of the mill servants. In short, this Government official satisfies himself that everything is done in the mill in conformity with the Factory Act.

(*c*) In case of accidents, the persons hurt are paid their usual pay or wages so long as they are under the surgical treatment in the hospital. If in consequence of the accident, the men—*i.e.*, work-people—become unfit for further service, they are given light work and put on lower pay.

(*d*) Blacksmiths, carpenters, moulders, fitters, tinkers, turners, cobblers, work short hours on salaries ranging from Rs. 10 to 30 per mensem.

(*e*) A workshop is attached to the mill. Nearly all work required for the mill is done here. No work is given to the work-people to be done at their homes.

(*f*) Children between the ages of 7 and 12 are worked not more than 9 hours a day.

(*g*) Apprentices are taken in all departments of the mill including workshop and foundry on salaries ranging from Rs. 3 to Rs. 6 a month. They are at liberty to leave the work when they become fair workmen and not bound to serve the Company for any stated period.

(*h*) Foreigners are employed when equally able and skilled natives could not be had.

(*i*) Every opportunity is seized to introduce cheap and efficient labour-saving machinery, such as thread extractor, &c.

(*j*) Always materials, machinery and plant of approved quality alone are supplied.

(*k*) No trade unions; no black list. Relations between employers and tradesmen are always good.

(*l*) Disputes arise when the Hindu and Muhammadan festivals are not recognised as holidays by employers, so these festival days are always recognised as holidays. As a rule for the convenience of the mill owners, all Hindus are allowed holidays on nearly all the important festival days of the Muhammadans and the Muhammadans on all the important Hindu festival days.

III.—STRIKES AND LOCK-OUTS.

1. There had been no strikes or lock-outs in the history of the mill since it commenced work in 1883 up to date.

2. *Nil*, *i.e.*, no disputes.

3. *Nil*.

A to L.—*Nil*.

IV.—GENERAL QUESTIONS.

1. Trade disputes are generally settled by arbitration or *conciliation*, but *such* are very scarce.

2. No *co-operative* production, industrial partnership or profit-sharing system has been attempted.

3. Government and Railway Company are employers of labour in this district but not in *our trade*. *Results as to remuneration are more satisfactory* in the mill than with Government or Railway servants.

4. We know of no agency for finding work for the unemployed in this district except Emigrant agencies.

5. Government collects and publishes statistical and other information relating to our trade, but they are not easily available.

6. Cordial relations between Capital and Labour could be maintained by kind treatment, such as liberal and regular payments, some holidays with or without remuneration or pay, medical aid, provision in case of accidents and some sort of Government supervision

7. All Spinning and Weaving Companies and other factories coming under the operation of the Indian Factory Act should be compelled by Government to make provision for the maintenance of persons rendered unfit for further work by accident to their person while in discharge of their duty in the mill premises.

Provision must also be made for supply of medical aid for all the work-people in factories coming under the Factory Act.

ORDER—dated 6th July 1892, No. 1243, Judicial.

The following letter will be despatched to the Government of India.

2. The thanks of Government will be conveyed to the gentlemen who have furnished information.

[Here enter No. 1244, dated 6th July 1892.]

(True Extract.)

Chief Secretary.

Exd. A. Raitt.

Govt. of {1892} Madras.
JUDICIAL.

Issued

Recd.　　Ent.

G.O., 6th July 1892, No. 1243.

JULY.

Textile Trades.

Directing that the Government of India be furnished with such information as has been collected in this Presidency concerning the condition of labour in — asked for by the Royal Commission on Labour, and conveying the thanks of Government to those [illegible] who have furnished information.

6th July 1244, Judicial.

JUDICI PARTMENT.

Letter—from
The CHIEF SECRE HE GOVERNMENT OF
FORT ST. GEORGE,

To
The SECRETARY ERNMENT OF INDIA,
Home Department.

Sir,

With advertence to Mr. H r, dated the 14th March 1892, No. 6,
Judl.—869, with which was letter from the Royal Commission on
Labour asking for information co condition of labour in the textile trades
of India, I am directed to put sion of such information as has been
collected in this Presidency. labus prepared by Committee "C"
and of the two series of questio one, to employers individually, the
other, to associations of employe urnished to seven firms engaged in
textile industries in this Presi e Madras Trades Association. The
answers received are forwarded for the information of the Government
of India, and I am also direct requested in Mr. Hewett's letter, the
accompanying memorandum wh pared from the information received
from employers. I am to add, to paragraph 2 of Mr. Hewett's letter,
that His Excellency in Council nnecessary to place an officer on special
duty for the purpose of collectin partly because the textile industries of
this Presidency are insignifica and partly because the conditions of
labour here are so different fro ning in Lancashire that an exhaustive
inquiry would not be likely to sults which could be turned to account
by the Royal Commission.

e the honour to be,
Sir,
Your most obedient servant,

J. F. PRICE,
Chief Secretary.

Fort St. George,
6th July 1892.

Exd. A. Raitt.

[Appendix.

API

MEMORANDUM on the Texti

The textile industries of the Ma
1891, the Cotton-spinning and Weavin
numbered only nine and these gave e
no Trades' Unions or Associations of

Wages.—The truck system seems
paid in money. The rates vary from
report that the wages of skilled operativ
nary agricultural labourers. The Be
Rs. 30 and Rs. 7½ *per mensem* as the hi
respectively. Fluctuations in the rates
and Co. observe that the recent amendm
the working hours for children and by
had the effect of reducing the average d
engaged on piece-work, but that this
diligence on the part of the workers.
in all cases, no intermediary being
month and the piece-work system i
occasionally made as a mode of puni
matters. It is not usual to grant bon
report that they have no pension or ot
Messrs. Binny and Co., however, gra
accident and pension funds in connect
times of general distress, apparently,
&c., to the operatives. Engagements
usually terminable by a month's notic

Hours of Labour.—The usual h
females and children, the full period p
for at rates varying between the ordi
holidays appears to be remunerated at

Conditions of Labour.—The inform
is somewhat scanty. Employment i
spinning and weaving mills, but in
suspended for a variable portion of th
good and to be carefully protected,
received by Government it would app
accidents are not common. When ac
the operative concerned for life, it seem
provision for his maintenance. Ther
sanitary condition of the work-places in
work-places which fall within the scop
by Government Inspectors, whose repor
forthcoming to show the distribution o
nor as between factories, workshops an
homework is very unusual, if not alto
employed; in the Bellary Spinning and
Rs. 3 to Rs. 6 *per mensem* as salary and
the firm as soon as their apprenticeship
in the textile industries—another point
of no practical consequence in this Pres

e Madras Presidency.

are on a very small scale; in
ng one hundred hands and ever
only 7,649 persons. There are
s Presidency.

in vogue; wages are invariably
rict, but Messrs. Binny and Co.
or thrice the wages of ordi-
and Weaving Company quotes
skilled and unskilled operatives
nid to be small. Messrs. Binny
elating to factories, by reducing
n working hours for women, has
ose women and children who are
counteracted in part by greater
be paid direct by the employer
ent is made generally by the
l. Deductions from wages are
ace without leave and such-like
ple, and most of those consulted
for the benefit of their hands.
ial occasions, have Provident,
of their manufactories, and, in
nts for granting food, clothing,
loyers and the employed are

s, from sunrise to sunset, for
y. Work out of hours is paid
wice that amount. Labour on
e.

subject by the firms consulted
gular and constant in cotton-
nd coffee-works operations are
achinery in use is said to be
annual reports upon factories
ter statement is correct; serious
and result in the maiming of
th the employers to make some
suppose that the lighting and
y are unsatisfactory; the larger
ies Act are periodically visited
favorable. Particulars are not
een men, women and children
may be safely asserted that
Apprentices are occasionally
ay's Mill they receive from
sever their connection with
The employment of foreigners
rmation is sought—is a question

Strikes and Lock-outs.—S
nature of trades unionism exist
rary character and have their
Co. note that movements of t
weather agreeable; they obser
question is of such trifling im
be superfluous to discuss it fur

General.—With regard to
sought, it may be observed
ment of trade disputes; that
establish any system of sh
Government nor any local
textile fabrics for the mark
for the unemployed exists

in Madras, but nothing of the
ns of labourers are of a tempo-
ievances. Messrs. Binny and
ur when food is cheap and the
en less frequent of late. The
this Presidency, that it would

on which information has been
for the prevention and *arrange-*
d appears to have attempted to
loyés; that neither the local
ay way in the *manufacture of*
ny importance for finding work

[illegible] 310.

HOME 1892 DEPT.

From the Government of
Fort St. George.

Letter, 5th July 1892, No. 1244.

JULY.

Textile Trades.

Furnishing such information as has been collected in the Presidency concerning the condition of labour in — asked for by the Royal Commission on Labour.

Read again G.O. of 12 April 1892 No 723-A Judl.

6 July

1243

~~June~~ 1892, No. , JUDICIAL.

GOVERNMENT OF MADRAS.

JUDICIAL DEPARTMENT.

also

READ—the following papers:—

From the Manager, Southern India Spinning and Weaving Company, Limited, to the Chief Secretary to Government, dated Madras, 28th April 1892.

With reference to your favour, No. 723-A., dated 12th instant, I beg to return the syllabus duly appended the answers to the questions asked therein.

(Signed) DASSABHOY BURJORJI,
Manag

ENCLOSURE.

SYLLABUS.

A.—TRADE DIFFERENCES BETWEEN EMPLOYERS AND EMPLOYED

I.—THEIR CAUSES.

Questions.	*Answers.*
Wages—	
How calculated—	
By piece-work? „ day work? „ task work?	By day work.
How paid—	
Direct, by employer, or by sub-contractor?	Direct by employer.
Weekly, fortnightly, or at other periods?	Monthly.
Increased by bonus, or reduced by stoppages?	Reduced by stoppages.
Truck or payment in kind?	Payment.
House, land, or other allowances?	*Nil.*
Hours of labour and continuity of employment—	
Normal hours of work?	From sun-rise to sun-set.
Overtime and how remunerated?	For quarter of a day we pay half-day wages, and for half a day we pay full-day wages.
Sunday and holiday labour, how arranged and paid for?	Sundays and holidays are fully paid for.

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—INTRODUCTORY.

Will you state the business or businesses in which your firm is engaged, and where its works are situated?	Spinning yarn at Royapuram, Madras.
What number of work people are there engaged in your firm, particularised as follows:—	
Male?	317.
Female?	22.
Apprentices or other learners or young persons?	*Nil.*
Unskilled labourers?	*Nil.*

II.—Wages, Hours and Conditions of Labour.

Questions.	*Answers.*
What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—	
Wages—	
Mode of payment—	
By the hour, day, or week?	By day work.
Payment through sub-contractor?	Payment direct by employer.
Deductions by fines or other forms of stoppage?	Yes.
Length of notice for ending engagement?	One month's notice.
Hours of Labour—	
Ordinary or standard hours of labour?	Standard hours of labour.

III.—Strikes and Lock-outs.

Can you state how many strikes and lock-outs there have been in connection with your works in each of the two years 1889—1890 and in the current year up to date?	Five strikes.
Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—	
Date of commencement and determination?	Lasted about 3 or 4 days.
The chief immediate causes of each such dispute?	Owing to mischievous and ignorant work-people.
Number of workers in your employment directly engaged in each dispute?	About 20 to 30.
Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute?	About 15 to 20.
Attitude of associated employers towards the dispute?	Mild.
Mode of settlement?	By giving consent to their unreasonable requests.
Advance or reduction of wages or other result of each dispute?	Cutting few days' wages.
Estimated loss to firm, direct or indirect, occasioned by dispute?	About 2 to 3 thousand rupees at each strike.

C.—QUESTIONS ADDRESSED TO EMPLOYERS' ASSOCIATIONS.

I.—Introductory.

What particular branch or branches of industry does your association represent?	Spinning.
To what districts does your association extend?	Only in Madras.
Can you state the number of employers or establishments connected with your association?	Four in number.
Can you state the aggregate number of work-people employed by such employers or establishments?	About 200 each.

II.—Wages, Hours, and Conditions of Labour.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—	
Wages—	
Mode of payment—	
By the hour, day, or week?	By day work.
Payment through sub-contractor?	Payment direct by department.
Deductions by fines or other forms of stoppage?	Yes.
Length of notice for ending engagement?	One month's notice.

II.—Wages, Hours and Conditions of Labour—*cont.*

Questions.	*Answers.*
Hours of Labour—	
Ordinary or standard hours of labour?	Standard hours of labour.
Overtime and its remuneration?	Remunerated two days for one day's work.
Sunday work and its remuneration?	Sunday wages as ordinary days.

III.—Strikes and Lock-outs.

Can you state how many strikes and lock-outs there have been in connection with your association in each of the ten years 1881—1890 and in the current year up to date?	Five strikes.
Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—	
Date of commencement and termination?	Lasted about 3 or 4 days in each strike.
The chief immediate causes of each dispute?	Owing to mischievous workmen.
Number of work-people employed by members of your association who have been directly engaged in each dispute?	About 20 to 30.
Number of persons employed in factories or works where the dispute occurs, and who have been thrown out of work thereby, but who have not been directly engaged in the dispute?	About 15 to 20 persons.
Attitude of your association towards the dispute?	Mild.
Mode of settlement?	By giving consent to their unreasonable requests.
Advance or reduction of wages or other result of each dispute?	Cut a few days' wages.
Actual disbursements by association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute?	About 2 to 3 thousand rupees at each strike.

From Messrs. BINNY & Co., to the Chief Secretary to Government, dated Madras, 29th April 1892.

We have the honour to acknowledge receipt of your No. 123-A., of the 12th instant, addressed to the Buckingham and Carnatic Mill Companies, Limited.

2. As many of the questions asked in the schedule apply to factories other than those employed in the manufacture of cotton, we venture to address you dealing collectively with the various factories owned or worked by this firm.

3. Reference is made in your letter under reply with regard to the "competition of India with Lancashire." We are at a loss to understand how the questions asked bear on the subject or how the answers can in any way be applied.

4. We would, however, deprecate any further intervention on the part of Government. Labour in this country can bear no possible comparison with labour in Lancashire. The speed at which machinery is run in Lancashire is far greater than is possible in India and requires much more assiduous attention which the competition for employment accentuates. In this country, on the contrary, the speed of machinery is slower, also the work, being divided amongst 4 to 5 hands to 1 in Lancashire, is much lighter; this is especially the case in Madras, where the hands are not so well trained as in Bombay.

5. Factories in India are loftier, airier, better ventilated and much more wholesome than those in England.

6. Operatives do not spend their life-time in factories here, as in Lancashire; consequently, there is no diminished physique or unusual ill-health and they can well bear comparison with out-door labourers.

7. Factory hands are for the most part villagers who come to the factory entirely with the view of saving a little money and in a year or two return to their country and invest their savings, which to them are considerable, in a small plot which they cultivate, or in a small shop of some kind,

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—INTRODUCTORY.

1. The factories we represent are situated variously in Madras and Bombay Presidencies and in Mysore territory and comprise 8 cotton presses, 1 ginning factory, 3 cotton mills containing in all about 80,000 spindles and 600 looms, 1 woollen mill, 1 coffee works, 1 oil mill producing cattle foods as well as vegetable oils, together with machinery for the preparation of bone and other artificial fertilizers, and 1 soap works.

2. The approximate number of work-people finding employment is 5,000 particularized—

(*a*) Males, adult, 2,670.	(*c*) Learners and young persons, 965.
(*b*) Females, adult, 860.	(*d*) Unskilled labourers, 513.

3. We are not connected with any organization of employers dealing with labour questions.

II.—WAGES, HOURS AND CONDITIONS OF LABOUR.

1. *Wages*—

(*a*) Their amount and fluctations—

Their amount is mainly regulated by the district in which the factory is situated, and the rates paid for labour in the cultivation of fields in that district. The remuneration for skilled labour varies from 2 to 3 times as much as is paid by cultivators to field labourers and varies for skilled labour from Rs. 6 to Rs. 20 per mensem.

The fluctuation in rates of payment are small and any fluctuation that takes place is directly attributable to the work-people themselves. In times of scarcity work-people by more regular attendance, or if on piece work by more arduous work, can generally increase their earnings.

In normal times we estimate the average number of absentees to be about 10 per cent. per diem and the application to work of piece-workers is far from continuous.

(*b*) Mode of payment—

(1) By the month in all factories.

(2) Piece-work is introduced into every kind of industry as far as is practicable. This mode of payment cannot be so generally resorted to as in England, owing to the many minute subdivisions of labour, in many instances the number of work-people being 4 to 5 times the number that would be occupied on similar work in England, so that a thorough system of piece-work, owing to the very much larger staff of clerks that would be required for booking and checking weights and lengths, is rendered almost impossible. It is more usual only to pay the jobbers or foremen of divisions by the piece.

(3) Never.

(*c*) Never.

(*d*) Deductions by fine are made occasionally for bad workmanship, principally in the case of weavers; fining and stoppages, except for absence from work without leave, are exceptional.

(*e*) Payments are made in specie, without exception.

(*f*) Allowances in form of—

(1) Bonuses are given to exceptionally skilled workmen on special occasions and for special work.

(2) We have Provident funds attached to some works and to others accident and pension funds are provided.

(3) Except in times of general distress, none.

(*g*) Generally a month; in some instances a fortnight.

5 Binny 15

(2)

Hours of Labour—

(*a*) Hours of labour have in a great measure been regulated by recent Factory Legislation (Act XI of 1891). The ordinary hours are from sun-rise to sun-set on the average for male adults, but they are not actually at their work, although *prime movers* may be working for more than 10 hours per diem if as much. The regular midday stopping time is generally occupied by the work-people in smoking and they usually eat their meals at such time as best suits their caste or convenience.

(*b*) Overtime is almost entirely restricted to repairs and break-downs of machinary; time and quarter is the usual allowance, a bonus is sometimes added.

(*c*) The only night-shifts employed by us are in connection with the oil mill, where 3 shifts of 8 hours each are employed, each receiving an ordinary day's pay and the shifts rotating, so that the same shifts may not be continually on the night watches.

(*d*) Sunday work unless under circumstances provided for in the new Factories Act is no longer employed, except in the case of break-down of machinery, when special allowances are made.

(*e*) Leave is given whenever the applicant is sick and in other cases when he can be spared, but without payment. A considerable number of extra hands are of necessity employed to supply the place of casual absentees and those applying for leave; the number of these as stated in reply to a previous question we estimate at 10 per cent. per diem.

Conditions of Labour—

(*a*) Employment at cotton presses and coffee works fluctuate necessarily with the season; the fluctuations in length of seasons vary from 4 to 8 months per annum, although in some cotton districts the machinery may be kept in work for 4 to 5 days per week throughout the year.

In spinning and weaving mills work is continuous throughout the year except on the holidays provided for by the Factories Act and the hours which are devoted to the cleaning of machinery; these latter in our mills are taken from what would otherwise be working hours.

(*b*) Accidents with modern machinery can seldom occur without gross callousness or curiosity on the part of the injured; all the working parts in modern machinery are well protected, and it is only by removing the protecting covers while machinery is in motion, and which is contrary to our rules, that accidents can occur.

Lighting at the oil mills—the only factory at which it is required regularly to work at night—is done by the electric light.

Inspection of work places is performed by the Government Inspector of Factories.

All factories with which we are connected are tarred and white-washed at least once annually and are swept and sweepings removed daily.

(*c*) Compensation for accidents is provided only in cases where the injured is not to blame; otherwise, the work people in this Presidency at any rate would be glad to be injured for the sake of compensation.

(*d*)

(*e*)

(*f*)

(*g*) Apprenticeships have been tried, but the apprentices and the system have not succeeded; we prefer the greater control that can be exercised by the free employment and discharge of all labour.

(*h*) We have no objections to the employment of foreigners, neither are they objected to by the work-people.

(*i*) All cotton pressing, spinning and weaving machinery employed is of the most modern construction and consequently is the most saving of labour.

(j) The machinery is all of the best quality and is for the most part the production of Lancashire and the North of England.

(k) No unions.

(l) Alterations in the hours of work or system of pay, petty tyranny on the part of overseers.

III.—STRIKES AND LOCK-OUTS.

1. Strikes and lock-outs occur at intervals generally of 2 years. We have experienced many.

2. Less frequent.

3. We can only reply generally—

(a)

(b) The causes of dispute have in most cases been trivial.

(c) In the most serious strike on our record about 400.

(d) About 800 others thrown out in consequence who were not directly engaged in the dispute.

(e) No associated employers in Madras.

(f) By the reduction of wages or by locking-out or both.

(g) Generally reduction; when justified by circumstances an advance has been given.

(h) From Rs. 300 to Rs. 3,000 per week according to the size and description of factory.

IV.—GENERAL QUESTIONS.

1. No.

2. No

3. No.

4. No.

5. No.

6. We can only suggest the closer co-operation and vigilance of the police to prevent the physical interruption of those willing to work; strikes for the most part have been the work of a few turbulent individuals who work upon their fellow workmen and who, when once they have succeeded in getting a sufficient number to strike, intimidate the remainder.

7. Strikes in this country usually take place when grains and other food-stuffs are exceptionally low in price and the weather is dry; at other times operatives much prefer being in the factories, where they are protected from rain and the heat of the sun and where they can earn far larger wages and with less toil than in the fields.

Since the introduction of the last Factory Act and the consequent reduction of working hours, with which we were for the most part in full accord, we anticipate that strikes will be of rarer occurrence, as corresponding reductions in wages have taken place in all departments paid by piece work, and labourers now work harder and have less time to devote to the organization of strikes, which have of late been much less frequent.

(Signed) BINNY & Co.,

From MESSRS. A. AND F. HARVEY, to the Chief Secretary to Government, dated Tuticorin, 29th April 1892.

We beg to acknowledge receipt of your No. 723-A, of 12th instant, addressed to us at Pápanásam and Tuticorin and to annex the following replies to questions therein referred to:—

I.—INTRODUCTORY.

(1) We are engaged in cotton spinning and our works are situated at Pápanásam, Tuticorin and Madura.

(2) At three different mills we employ work-people as follows:—

(a) Males, 1,100.

(b) Females, 400.

(3) We are members of the Bombay Mill Owners' Association.

II.—Wages, Hours and Conditions of Labour.

Wages—

(*a*) We consider the amount paid is ample, as is evidenced by the small *proportion* of the wages required by the labourers to procure their daily wants and to obtain all the comforts they are accustomed to in their class in life. The fluctuations in wages in this district are very slight.

(*b*) We generally pay wages monthly, and the "hands" are quite satisfied with this arrangement, though we find it convenient to pay weekly in the case of women employed at "piece-work" such as reeling.

(*c*) We do not approve of payment through sub-contractors, who are likely to mulct the "hands" in some way of their due.

(*d*) Fines we exact to a small extent for negligence, leaving work without permission, &c. Some such form of punishment is absolutely necessary, as few "hands" indeed—possibly not one per cent.—take any pride in doing their work well, for their own advancement as well as their employer's interest, as a large proportion of labourers do in England. They simply try to obtain the greatest wage for the least amount of work. Hence fear of punishment of some sort is nearly the only incentive to careful working.

(*e*) We disapprove of any "truck system." We pay only in cash.

(*f*) Allowances we do not approve of except in a few cases to "maistries" for extra production of goods in a given time, and to persons who meet with accidents in the course of their work. We continue their pay while in hospital, and, if maimed for life, find them permanent employment of some sort in our mills.

(*g*) Length of notice we adopt is one month.

Hours of Labour—

(*a*) Ordinary hours of labour, 6 A.M. to 6 P.M. with half-hour interval atnoon.

(*b*) (*c*) (*d*) We have no "overtime" night shifts or "sundry work" except the repairing, examining and cleaning of machinery, which is sometimes done out of the usual hours.

(*e*) Sunday, or some native holiday instead, is always a holiday.

Conditions of Labour—

(*a*) Work is regular throughout the year.

(*b*) Accidents are rare. We work only by day-light, cleanliness is particularly attended to, good latrines are provided.

(*c*) Compensation for accidents. See under the heading of "Allowances."

(*f*) Men are employed to attend the machines driven by power, women to attend reels worked by hand.

III.—Strikes and Lock-outs.

There is occasional friction between employer and the hands, but nothing that might be dignified by the name of "strike or lock-out;" such disputes never extend beyond a single department at once and are usually settled in a short time, the hands either returning to work, or a *number* of them with some new hands to replace those that leave.

IV.—General Questions.

(1) No such system exists in this district, nor is there any necessity for such, there being no serious disputes.

(2) Such is foreign to the ideas of the natives of India.

(3) There are no Government factories in this district.

(4) There is no agency, but there is plenty of work for all who wish to apply for it.

(5) No. The statistics of imports and exports of cotton and yarn are now registered in the Custom-house.

(6) No means are called for, the relations between capital and labour are, on the whole, good in this district.

(7) The only suggestion we would make for the information of the Commission is that the age at which a boy may work full time be reduced from 14 to 12 as formerly. Our reasons are—

(1) A Hindu boy from 12 to 14 years is much "older" than an English boy of the same age.

(2) Lads nearing 14 decline to earn half-wages and go to school half the day; therefore, they simply must leave the comparative comfort of in-door work and good wages of the factory and go to hard work in the fields and less pay, while their elder brothers, who have attained 14 years, enjoy good pay and easy and regular work in the factory. The so-called "friends" of Indian children are thus their worst enemies.

(Signed) A. & F. HARVEY.

From the Secretaries, Coimbatore Spinning and Weaving Company, Limited, to the Chief Secretary to Government, dated Coimbatore, 5th May 1892.

We have the honour to return to you your questions regarding condition of labour in the textile trades of India.

2. Our manager has by mistake given marginal answers to *all*, but as we are not troubled with trade unions or associations of employers, there should have been no answers to questions under Sections A and C.

3. We have little to remark to Government except that since this mill was started, no work (except occasional absolutely necessary mechanic's work) has been done on Sunday.

4. In addition to this weekly day of rest, native feasts numbering about 13 in the year are holidays in this mill.

5. Our grievance is the new Factory Act, which will press very heavily on some poor people who want to work.

6. Several hands have had to be dismissed and many boys will not work for half-a-day, and think it a great hardship that they should not be allowed to work full time.

7. The work in these Indian mills is very light compared to the work in an English mill, and we do not think the position of mill hands in this country is at all parallel to the position of mill hands at home, and it seems to us iniquitous that an English Act should be forced on the labourers of this country just to satisfy Manchester agitators!

8. Many unemployed boys of 12 years of age could find work in mills which at present are obliged to refuse to engage them.

(Signed) T. STONES & CO.

ENCLOSURE.

SYLLABUS.

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—INTRODUCTORY.

Questions.	*Answers.*
1. Will you state the business or businesses in which your firm is engaged, and where its works are situated?	Cotton-spinning only. Coimbatore, Madras Presidency.
2. What number of work-people are there engaged in your firm, particularised as follows:—	
Male?	200.
Female?	150.
Young persons?	Half times 360 hundred and sixty.
3. Is your firm connected with any organisation of employers dealing with labour questions?	No.

II.—Wages, Hours and Conditions of Labour.

Questions.	Answers.
What representations or information do you desire to offer for the consideration of the Commission under any of the following heads :—	
Wages—	
Mode of payment—	All monthly.
(1) By the hour, day, or week?	Yes.
(2) By the piece?	No.
(3) By the task?	No.
Payment through sub-contractor?	
Deductions by fines or other forms of stoppage?	Deduction only for not attending work.
Truck or payment in kind?	No.
Allowances in form of—	
Bonus?	No.
Deferred pay, such as sick, accident, pension or other insurance system?	No.
Free house, land, food, clothing, or other allowance or advantage?	Free house only to Foremen.
Length of notice for ending engagement?	One month.
Hours of Labour—	
Ordinary or standard hours of labour?	From 6 to 12 and from 1 to 7.
Overtime and its remuneration?	Only mechanics; they should get time and half.
Night-shifts and their remuneration?	Do. do. do.
Sunday work and its remuneration?	Do. do. do.
Weekly half-holiday or other holiday without payment?	Native feast without pay.
Conditions of Labour—	
Irregularity of employment through seasonal or other causes?	Cannot be regulated.
Safety of employment, and the lighting, sanitation, and inspection of work-places?	By Factory Inspector.
Employment of foreigners?	Only recommend the employment of English.
Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, and mutual relations of employers and trade unions generally?	Not required.

III.—Strikes and Lock-outs.

1. Can you state how many strikes and lock-outs there have been in connection with your works in each of the ten years 1881–1890 and in the current year up to date?	One.
2. Have such disputes been, during that period, more frequent than formerly, or less so?	No.
3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads :—	
Date of commencement and termination?	May 10th to May 12th, 1891.
The chief immediate causes of each such dispute?	Because one man struck another.
Number of workers in your employment directly engaged in each dispute?	300.
Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute?	200.
Attitude of associated employers towards the dispute?	None.
Mode of settlement?	Employés came to work of their own accord.
Advance or reduction of wages or other result of each dispute?	None.
Estimated loss to firm, direct or indirect, occasioned by dispute.	Very little loss.

IV.—GENERAL QUESTIONS.

Questions.	*Answers.*
1. Does any system exist in your trade in your district providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes?	None.
2. Has any system of co-operative production, industrial partnership, or profit-sharing been attempted by your firm, and, if so, with what results?	None.
3. Are the Government, or local authorities, employers of labour in your trade and district, and, if so, with what results as to remuneration and other conditions of employment?	No.
4. Can you supply information as to any agency in your district for finding or providing work for the unemployed?	Only the tanneries and cotton and coffee works.
5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or, in your opinion, should be, collected and published by Government?	No.
6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour?	No.
7. Have you any other statement or suggestion to make for the information of the Commission?	No.

From Secretaries and Treasurers, Madras United Spinning and Weaving Mills Company (Limited), to the Chief Secretary to the Government of Madras, dated Bombay, 19th May 1892.

With reference to your printed circular, No. 723-A, of the 13th day of April last, forwarding us for our answer a copy of the syllabus of subjects to which the Committee C of the Royal Commission on labour will devote particular attention as regards competition of India with Lancashire in the textile trades, we have the honour to lay before the Government such information regarding the condition of the said labour as bears upon our trade of the textile fabrics in the Presidency. Such of the subjects in the said syllabus as are not dealt with by us in the present representation are not within the province of our individual trade upon which we can offer any comments for the guidance of the said Committee in their deliberation as being foreign, as far as we know, to the said trade in general.

2. There are in fact, alike those of Lancashire, ever extant either in this Presidency or on this side of India where we have at work several cotton mills, no trades' differences between the employers and the employed, as originating from causes affecting several questions that are framed in the said syllabus as bearing connection with the subject of trades' differences in the textile fabrics in general. Since the mill industry was imported into India, it has never been brought to our knowledge that the scale of wages and the mode of their payment, hours of labour and the continuity of employment, distribution and classification of works and such other matters as come under clauses D, E, F, G, H, I, J, K, L, M, and N, of the said subject, have ever given rise to a complaint on the part of the labourers to strike work or go for the settlement of disputes and differences between them and the employers in regard thereto or any of them to their or the Employers' Trades Associations or combinations dealing with the labour questions and which such associations or combinations do not owe any existence in the Presidency.

3. Upon questions falling under the category B of the said syllabus as questions addressed to the employers, it may be observed that this Company is an incorporated body, having been registered under the Indian Companies Act, with a cotton manufacturing mill at Madras working daily on an average with 667 males and 38 females.

The Company had never had before, nor have at any time now, any connection whatever with any organisation of the employers dealing with the labour question, inasmuch as the very fact as to the necessity or otherwise as to the formation of such a body is entirely unknown to the traders of the Presidency, in consequence of there having arisen no serious problems on labour question ever presented themselves for solution to the employers in general. Under the system at present in vogue, our mill-labourers are, as monthly servants, paid by us regularly every month and not through any sub-contractor, whose agency we have had no occasion to resort to. Deductions are, however, made from such monthly payments on account of fines and when there are stoppages for more than the usual monthly holidays allowed to them, such monthly payments being regulated by a calculation wrought out from the probable quantity of work a particular labourer or a class of labourers is capable of doing during so many days the mill works; but provision, however, being made to grant them sometimes a bonus, and in case of his or their meeting with an accident, while in the performance of works, a deferred pay in the shape of compensation; but save as hereinbefore mentioned, no such allowances are given them as are enumerated under clauses 2 and 3 of the Class (*f*), Sub-division II, of the Subject B of the said syllabus. The Indian Factories Act XV of 1881 as amended by Act XI of 1891 of the Legislative Council of the Government of India has made such ample provisions in that behalf for the regulation of hours and condition of labour as to render it on our part quite superfluous to advance any further information consistent with the present condition of the textile labours in the Presidency. During the period intervening between 1881 and 1890, there have been no strikes or lock-outs in connection with our works so that several questions bearing on this subject can call for any answer on our part.

4. The second paragraph of the present representation deals out fully the reasons as to non-existence of trades' differences, as a necessary sequence for the solution of problems arising from labour questions between the employers and the employed; as to which any system providing conciliation, arbitration or other means of preventing or arranging disputes, can owe its origin. No such system of co-operative production, industrial partnership or profit-sharing has ever been worked by us in co-operation with others similarly posted in the trade like ourselves as any result, either profitable or otherwise, accruing therefrom, can be brought home to the knowledge of the Government in order that the true condition of the trade in textile fabrics can be arrived at. We do not know whether the Government or any of the local authorities have ever acted as employers of labour in our trade or district, and with our limited knowledge no suggestion of remedy can be given or supply of information can be made leading the Government to find out an opening for the unemployed to find works. Within our business experience of so many years it is established beyond doubt that whenever either in a town or district there rises a mill-industry, there comes from the surrounding places, as a necessary result, an influx of labouring classes to seek in the mill an employment which, by reason of procuring them more comforts and easy mode of life, seems to them more lucrative than the indigent and unremunerative works they get in their native place.

5. In order that a country may be made prosperous commercially and with a view that the traders may have, within their reach for their guidance, those statistics as bear particular relation to the trade they are engaged in, it is our belief that there should be published, every year, from such of the departments of the Government upon whom such a duty is cast, (*a*) a forecast in the beginning of the season, giving the area of the land cultivated, the future condition of the crop, and the approximate quantity such a crop would yield by the area of such land cultivated at the end of the season, and (*b*) at the end of the year, a comparative statement setting forth, so far as the information at the disposal of the Government is concerned, the actual outturn the said crop yielded, giving reasons as to increase or decrease thereof as compared with the past years, and setting forth also the quantity used by mills and other handicraft works of the Presidency and exported into the foreign parts, and such other information as the nature of the trade requires and which the Government deems necessary in the interest of the trade to embody therein.

6. We submit that there appears no reason why India—and particularly this Presidency—should compete with Lancashire into foreign markets in the trade of textile fabrics so far as the spinning of finer yarn and cloth by the latter is concerned. Whatever motion that might have been made by them on the subject of this competition must have its origin out of a selfish motive on their part to hamper India in its legitimate trade, and must have been based upon exaggerated facts and statistics which, in the absence of their not forthcoming before us, we are unable to meet with in the present representation.

(Signed) MOOLJEE, JAITHA AND Co.,
Secretaries and Treasurers.

From the Chairman, Madras Trades Association, Madras, to the Chief Secretary to Government, dated 201, Mount Road, 16th May 1892.

I have the honour to state that your letter of the 12th April 1892 on the subject of the textile trades of India, with regard to their competition with Lancashire, has been placed before the members of the Association, and that no information is forthcoming, owing to the fact that they are in no way connected. I have also to state that the object of the Association is for the promotion of unanimity of purpose amongst its members on all subjects involving the interests of the trade. No industries are represented save working in metals and coach-building. With regard to wages men are paid by piece, or by the day, payments in most cases being made fortnightly. Strikes and lock-outs are happily unknown to the members.

(Signed) C. SETON,
Chairman.

From the Officiating Deputy Secretary to the Government of India, Home Department (Judicial), dated Simla, 10th June 1892, No. 776.

From the Manager of the Malabar Spinning Company, Katuparamba, Calicut, to the Chief Secretary to Government, dated Calicut, 13th June 1892.

The Malabar Spinning and Weaving Company's mills are situate at Katuparamba, 3 miles from Calicut. Spinning and reeling alone are carried on at these mills. The number of spindles working are 17,000 and the total number of hands employed at the mills is 580 as follows:—

Adults	400	Boys and learners	70
Females	33	Unskilled labourers	77

2. The owners are not connected with any organization of employers.

3. The hands are paid part of them by piece and part by fixed wages, viz., the card-room hands and reeling-room hands are paid by piece, whereas the remainder of the hands including spinning department are paid by day wage and paid also for days when the mill is stopped. The reeling hands are paid each fortnight or twice a month, viz., on the 8th and 20th of the month, whereas the rest of the mill hands are paid on the 15th of each month, and are paid by myself, the manager.

4. Advances are made to the hands between payments according to my own discretion. The average amount paid in wages monthly at these mills is about Rs. 4,350.

5. Our daily outturn of yarn is from 6,000 to 6,500 lb. mixed counts or equal to 5,700 lb. average 20s.

6. The hours we work are not fixed, but from daylight to dark is the time.

7. This mill has been working now 4 years, and up to date no dispute of any mention between masters and men has taken place.

8. I beg to apologise for my not complying sooner, but I have been unable owing to sickness. Trusting this will suit your requirements for the present—I beg to remain, &c.

(Signed) A. ASHWORTH,
Mill Manager, Calicut.

From the Secretaries and Treasurers of the Bellary and Spinning Weaving Company (Limited), to the Chief Secretary to Government, dated Bellary, 16th June 1892.

With reference to your letter, No. 723-A, dated 12th April 1892, we respectfully beg to submit our answers * to a series of questions addressed to us as employers of labour (Section B of your letter).

2. We exceedingly regret that owing to the absence of the senior member of our firm and his indisposition for some time past, we were not able to reply to your letter earlier, for which we beg to apologise.

(Signed) A. SABAPATHY MOODELIAR.

* Sent separately by book post duly registered.

ENCLOSURES.

QUESTIONS with reference to the Chief Secretary to the Government of Madras' letter, No. 723-A, dated the 12th April 1892, answered.

EMPLOYERS.

I.—INTRODUCTORY.

(1) Spinning and weaving are the businesses in which our firm is engaged. It is situated in Bellary—

16,392 spindles for spinning.
110 looms for weaving.

(2) Number of work-people engaged in our firm particularised as follows:—

(*a*) Male	382
(*b*) Female	62
(*c*) Apprentices, &c.	20
(*d*) Unskilled labourers	15
Total ..	479

(3) Our firm is not connected with any organization of employers dealing with labour questions.

II.—WAGES, HOURS AND CONDITIONS OF LABOUR.

(1) *Wages*—

(*a*) Wages which are paid monthly range from—

Rs. 3 to 30 a month (male).
" 4 to 10 " " (female).
" 5 to 8 " " apprentices and young persons.
" 6 to 7½ " " unskilled labourers.
" 60 to 150 " " spinning, carding and weaving masters, &c.
" 300 to ... " " Manager.
" 150 to 300 " " Engineer.

There have been no fluctuations in wages.

(*b*) (1) Most of the hands are paid monthly. This mode of payment is the one generally preferred by the work-people and employers. Some are paid by day. Only in case of overtime the workmen are paid by hour.

(2) By the piece.

(3) No task work system is in vogue.

(*c*) No payment is made through sub-contractor as this system is against the interest of both the employers and the work-people.

(*d*) Fines are inflicted when absolutely necessary. Absence without leave for one day is punishable with stoppage of two days' wages except under medical certificate from the Company's medical officer, when only one day's wages is deducted for the day's absence.

(*e*) Payment is always made in specie and not in kind.

(*f*) (1) No allowances in the form of bonus.

(2) In case of accidents the wages or pay, as the case may be, is continued until discharged from the hospital. In case of severe hurt or serious accident which render the operative unfit for further service to which he is accustomed, he is given light work on a lower salary. No pension or insurance system or any other advantage for the servants.

(3) Free house is allowed to all covenanted servants and to workmen coming from distant places. No food, clothing or any other allowance or advantage except free medical aid.

(*g*) One full month previous notice for ending the service is insisted on. This course is found absolutely necessary.

Hours of Labour—

(*a*) 10½ hours a day ordinarily, with an interval of one hour's leisure in the midday.

(*b*) Overtime is always paid by hour at the workmen's usual rate of wages or salary per day.

(*c*) No night-shifts.

(*d*) Our mill is not closed on Sundays, but it is closed on the "Shandy" or fair day generally. No remuneration is paid on holidays to those who do piece-work on work days and to the day labourers if the mill is closed the whole day. No deductions are made in the case of persons who are paid by month and who form the majority of the mill operatives.

(*e*) When half-holiday is allowed, remuneration is paid for the whole day for day labourers.

Conditions of Labour—

(*a*) The work is carried on throughout the year; but the labourers, who are drawn mostly from the agricultural classes as a rule, absent themselves for long periods, especially during sowing and harvesting seasons. Their places are taken up by others.

(*b*) Guards are employed to protect the persons of mill operatives who work near belting, shafting, &c., in the mill.

The work is carried on only between sun-rise and sun-set. When urgent repairs have to be done during nights, proper lighting is kept up, no mineral oil being used on any account.

Sanitation is looked after by a medical officer in the service of the mill.

The work place is periodically inspected by a local Magistrate who is ex-officio Inspector of Factories in this district. He sees that sanitation is maintained and he also inquires into the grievances, if any, of the mill servants. In short, this Government official satisfies himself that everything is done in the mill in conformity with the Factory Act.

(*c*) In case of accidents, the persons hurt are paid their usual pay or wages as long as they are under the surgical treatment in the hospital. If in consequence of the accident, the men—*i.e.*, work-people—become unfit for further service, they are given light work and put on lower pay.

(*d*) Blacksmiths, carpenters, moulders, fitters, tinkers, turners, cobblers, work short hours on salaries ranging from Rs. 10 to 30 per mensem.

(*e*) A workshop is attached to the mill. Nearly all work required for the mill is done here. No work is given to the work-people to be done at their homes.

(*f*) Children between the ages of 7 and 12 are worked not more than 9 hours a day.

(*g*) Apprentices are taken in all departments of the mill including workshop and foundry on salaries ranging from Rs. 3 to Rs. 6 a month. They are at liberty to leave the work when they become fair workmen and not bound to serve the Company for any stated period.

(*h*) Foreigners are employed when equally able and skilled natives could not be had.

(*i*) Every opportunity is seized to introduce cheap and efficient labour-saving machinery, such as thread extractor, &c.

(*j*) Always materials, machinery and plant of approved quality alone are supplied.

(*k*) No trade unions; no black list. Relations between employers and tradesmen are always good.

(*l*) Disputes arise when the Hindu and Muhammadan festivals are not recognised as holidays by employers, so these festival days are always recognised as holidays. As a rule for the convenience of the mill owners, all Hindus are allowed holidays on nearly all the important festival days of the Muhammadans and the Muhammadans on all the important Hindu festival days.

III.—STRIKES AND LOCK-OUTS.

1. There had been no strikes or look-outs in the history of the mill since it commenced work in 1883 up to date.

2. *Nil, i.e.*, no disputes.

3. *Nil.*

A to L—*Nil.*

IV.—GENERAL QUESTIONS.

1. Trade disputes are generally settled by arbitration or conciliation, but such are very scarce.

2. No co-operative production, industrial partnership or profit-sharing system has been attempted.

3. Government and Railway Company are employers of labour in this district but not in our trade. Results as to remuneration are more satisfactory in the mill than with Government or Railway servants.

4. We know of no agency for finding work for the unemployed in this district except Emigrant agencies.

5. Government collects and publishes statistical and other information relating to our trade, but they are not easily available.

6. Cordial relations between Capital and Labour could be maintained by kind treatment, such as liberal and regular payments, some holidays with or without remuneration or pay, medical aid, provision in case of accidents and some sort of Government supervision.

7. All Spinning and Weaving Companies and other factories coming under the operation of the Indian Factory Act should be compelled by Government to make provision for the maintenance of persons rendered unfit for further work by accident to their person while in discharge of their duty in the mill premises.

Provision must also be made for supply of medical aid for all the work-people in factories coming under the Factory Act.

The Coimbatore Spinning & Weaving Co., Ld. 2

Coimbatore, 23 April 1892

1797

The Chief Secretary
Fort Saint George
Madras

CHIEF SECRETARIAT
25 APR 92

Sir,

We have the honor to own receipt of your communication regarding the Royal Commission at present enquiring into the Twist Spinning Industries of India & Lancashire, dated 12th inst. We beg to report that we are looking into the various questions raised & will write at greater length in the course of a short time.

We have the honor to be
Sir,
Your Obedient Servants
for T. Stanes & Co
H C Golden

CURRENT No. 1777

Judicial DEPARTMENT.

From The Local Secretaries
Coimbatore Spinning and
Weaving Co. Ld.

No.

Dated 23rd } April 1892
Received 25th }
Enclosures

SUBJECT.

Reporting that the answers to the several questions issued by the Royal Commission [illegible] into the present Spinning Industries of India will be sent in very shortly.

28

1866

The Southern India Spinning and Weaving Co. Ltd.

Royapuram
Madras 26th April 1892

The Chief Secretary
Government of Madras
Fort St. George

Sir

With reference to your [illegible] No 723 R. dated 12 instant I beg to return the syllabus duly answered the answers to the questions asked therein.

I beg to remain
Sir
Your most obedient servant
[illegible]
Manager

Chief Secretariat Apr 92

CURRENT No. 1866

2 1

Judicial DEPARTMENT.

From The Manager
Southern India Spinning &
Weaving Co. Ltd
Madras

No.

Dated 29th } April 1892
Received 29th }
Enclosures one

SUBJECT.

Returning with reference
to G.O. of 12-4-92 No. 723A the
schedules with answers to the questions asked
therein

BINNY & CO
MADRAS.

Madras, 29th April 1892.

31

CHIEF SECRETARY
29 APL 92
DEPARTMENT

The Chief Secretary to Government,
Fort St. George,
MADRAS.

Sir,

We have the honor to acknowled e receipt of your Nos. 723 A. of the 12th. instant addressed to the Buck gham & Carnatic Mill Companies Ld.

As many of the questions asked in the schedule apply to factories other than those employed in the ma facture of cotton we venture to address you dealing collectively wi e various factories owned or worked by this Firm.

Reference is made in your lett ler reply with regard to the "competition of India with Lancashi are at a loss to understand how the questions asked bear on the subj r how the answers can in any way be applied.

We would however deprecate any r intervention on the part of Government. Labour in this country ear no possible comparison with labour in Lancashire. The speed at machinery is run in Lancashire is far greater than is possible in I requires much more assiduous attention which the competition for nt accentuates. In this **country** on the contrary the speed o y is slower, also, the work being divided amongst 4 to 5 hands ncashire is much lighter, this is especially the case in Madras whe nds are not so well trained as in Bombay.

Factories in India are loftier tter ventilated & much more wholesome than those in England.

Operatives do not spend their life-time in Factories here, as in re consequently there is no diminished physique or unusual ill-health and they can well bear comparison with out door labourers.

Factory hands are for the most part villagers who come to the Factory entirely with the view of ing a little money and in a year or two return to their country & inve heir savings, which to them are considerable, in a small plot which y cultivate, or in a small shop of some kind.

B.-QUESTIONS AD ED TO EMPLOYERS.

I.- Intr tory.

1. The factories we represe are situated variously in Madras & Bombay Presidencies and in Mysore Teritory and comprise 8 Cotton Presses 1 Ginning Factory, 3 Cotton Mills containing in all about 80,000 Spindles & 600 Looms. 1 Woollen Mill 1 Coffee Works, 1 Oil Mill producing Cattle Foods as well as Vegetable Oils, together with machinery for the preparation of Bone and other Artificial Fertilizators & 1 Soap Works.

2. The approximate number of work people finding employment is 5000 particularized:

(a) Males adult 2670

(b) Females adult 860

(c) Learners & Young Persons 965

(d) Unskilled labourers 513

3. We are not connected with any organization of employers dealing with labour questions.

II.- WAGES, HOURS & CONDITIONS OF LABOUR.

1. WAGES.

(a) Their amount is mainly regulated by the district in which the Factory is situated, and the rates paid for labour in the cultivation of fields in that district. The remuneration for skilled labour varies fro to 3 times as much as is ultivators to field labourers & varies killed labour from Rs. s. 20/- per mensem.

The fluctuation in rate ent are small and any fluctuation that takes place is directly able to the work-people themselves. In times of scarcity work-pe more regular attendance, or if on piece work by more arduous wo generally increase their earnings.

In normal times we estim average number of absentees to be about 10% per diem and the ap n to work of piece workers is far from continuous.

(b) Mode of payment-

(1) By the month in es.

(2) Piece work is introduc to every kind of industry as far as is practicable, this mod of pay annot be so generally resorted to as in England, owing to the many e subdivisions of labour, in many instances the number of work peopl ing 4 to 5 times the number that would be occupied on similar work ingland, so that a thorough system of piece work, owing to the very muchrger staff of clerks that would be required for booking & checking weig & lengths, is rendered almost impossible. It is more usual only pay the jobbers or foremen of divisions by the piece.

(3) Never.

(c) Never.

(d) Deductions by fine are madecasionally for bad workmanship, principally in the case of weavers, ing & stoppages, except for absence from work without leave are exception

(e) Payments are made in specie without exception.

(f) Allowances in form of

(1) Bonuses are given to exceptually skilled workmen on special casions & for special work.

(2) We have provident fundtached to some works and to others ent & pension ~~provident~~ funds are pded.

(3) Except in times of gen distress, none.

(g) Generally a month in sinstances a fortnight.

HOURS OF LABOUR.

(a) Hours of labour have inreat measure been regulated by recent Factory legislation (Act XI of 19 The ordinary hours are from sun-rise to sun-set on the averag male adults but they are not actually at their work, although movers may be working for more than 10 hours per diemif as much. Th ular midday stopping time is generally occupied by the workpeople oking & they usually eat their meals at such time as best suits caste or convenience.

(b) Overtime is almost ent restricted to repairs & break-downs of machinery, time & quarter is al allowance, a bonus is sometimes added.

(c) The only night shifts d by us are in connection with the Oil Mill where 3 shifts of 8 hou are employed, each receiving an ordinary day's pay and the shifts ng, so that the same shifts may not be continually on the night w

(d) Sunday work unless unde stances provided for in the New Factories Act is no longer employ pt in the case of break down of Machinery when special allowances .

(e) Leave is given whenever licant is sick & in other cases when he can be spared, but withou t. A considerable number of extra hands are of necessity empl upply the place of casual absentees and those applying for lea number of these as stated in reply to a previous question we e 10 % per diem.

CONDITIONS OF LABOUR:-

(a) Employment at Cotton Pre Coffee Works fluctuate neces-

necessarily with the season, the ctuation in length of seasons vary [illegible] to 8 months per annum alt'h in some cotton districts the machinery may be kept in work for 4 days per week throughout the year.

In Spinning & Weaving Mills k is continuous throughout the year except on the Holidays provided by the Factories Act and the hours which are devoted to the cleanin machinery, these latter in our Mills are taken from what would otherw e working hours.

(b) Accidents with modern i ry can seldom occur without gross callousness or curiosity on the of the injured, all the working parts in modern machinery are well pr ed, and it is only by removing the protecting covers while machine in motion & which is contrary to our rules, that accidents can occur

Lighting at the Oil Mills ly factory at which it is required regularly to work at night is , the Electric light.

Inspection of workplaces rformed by the Government Inspector of Factories.

All factories with which connected are tarred and white-washed at least once annually & are s sweepings removed daily.

(c) Compensation for acc is provided only in cases where the injured is not to blame, other he work people in this Presidency at any rate would be glad to be for the sake of compensation.

(d)

(e)

(f)

(g) Apprenticeships hav ried but the apprentices & the system have not succeeded we prefer ater control that can be exercised by the free employment & disc f all labour.

(h) We have no objectio he employment of foreigners neither are they objected to by the w ple.

(i) All cotton pressing, spinning & weaving machinery employed is of the most modern construction and consequently is the most saving of labour.

(j) The machinery is all of the best quality and is for the most part the production of Lancashire and the North of England.

(k) No unions.

(l) Alterations in the hours f work or system of pay, petty tyranny on the part of overseers.

III.-STRIKES LOCKOUTS.

1. Strikes & lockouts occur t intervals generally of 2 years. We have experienced many.

2. Less frequent.

3. We can only reply gene y.

(a)

(b) The causes of dispute in most cases been trivial.

(c) In the most serious st on our record about 400.

(d) About 800 others thro in consequence who were not directly engaged in the dispute.

(e) No associated employe Madras.

(f) By the reduction of w r by locking out or both.

(g) Generally reduction, stified by circumstances an advance has been given.

(h) From Rs. 300/- to Rs per week according to the size and description of factory.

IV.- GE STIONS.

1 No.

2. No.

3. No.

4. No.

5. No.

6. We can only suggest the closer cooperation and vigilance of the police to prevent the physical interruption of those willing to work, strikes for the most part have been the work of a few turbulent individuals who work upon their fellow wckmen & who when once they have succeeded in getting a sufficient number to strike, intimidate the remainder.

7. Strikes in this country ually take place when grains and other food stuffs are exceptionally low price & the weather is dry, at other times operatives much prefer bein the factories where they are protected from rain & the heat of th un and where they can earn far larger wages & with less toil than in th ields.

Since the introduction of t ast Factory Act & the consequent reduction of working hours, wit ch we were for the most part in full accord, we anticipate that stri ill be of rarer occurrence, as corresponding reductions in wages have n place in all departments paid by piece work, and labourers now wor der and have less time to devote to the organization of strikes, whi e of late been much less frequent.

We have the honor to be,

Sir,

Your most Obdt. Servants

[illegible] Department

From Messrs [illegible] & Co,

No.

Dated
Received } 29th April 1892

Enclosures

SUBJECT.

Replying to G.O. [illegible]
[illegible]

A. & F. HARVEY.
TUTICORIN, VIRUDUPATI
AND SATUR.
MANAGERS OF
TINNEVELLY MILLS CO. LIMITED.
AMBASAMUDRAM
CORAL MILLS CO. LIMITED.
TUTICORIN.
MADURA MILLS CO. LIMITED.
MADURA.

Tuticorin 29th April 1892

The Chief Secretary
Government of Madras
Madras

Sir,

We beg to acknowledge receipt of yo
No 723 A. of 12th instant addressed to us
Papanasam and Tuticorin and to an
following replies to questions therein refe

I Introductory.

(1) We are engaged in cotton spinning an
Works are situated at Papanasam, Tuticorin
and Madura
(2) At three different Mills we employ work-people as follows—
(a) Males 1100
(b) Females 400
(3) We are members of the Bombay Mill
Owners' Association

II Wage Hours & Conditions of Labour

Wages

(a) We consider the amount paid is ampl
as is evidenced by the small proportion
of the wages required by the labourers
procure the daily wants and to obta

achines

all the comforts, they are accustomed to in their class in life. The fluctuations in wages in this District are very slight.

(b) We generally pay wages monthly and the "hands" are quite satisfied with this arrangement, though we find it convenient to pay weekly in the case of women employed at "piece work" such as peeling.

(c) We do not approve of payment through Sub contractors who are likely to mulct the "hands" in some way, of their due.

(d) Fines we exact to a small extent for negligence, - leaving work without permission &c. Some such form of punishment is absolutely necessary as few "hands" indeed - possibly not one per cent - take any pride in doing their work well for their own advancement as well as their employers' interest, as a large proportion of labourers do in England. They simply try to obtain the greatest wage for the least amount of work. Hence fear of punishment of some sort is nearly the only incentive to careful working.

(e) We disapprove of any "truck system". We pay only in Cash.

CURRENT No. 1867

achines

(f) Allowance we do not approve of except in a few cases to "maistries" for extra production of goods in a given time, and to persons who meet with accidents in the course of their work. We continue their pay while in Hospital and if maimed for life find them permanent employment of some sort in our Mills.

(g) Length of notice we adopt is one month.

Hours of Labour.

(a) Ordinary hours of labour 6 AM to 6 PM with half an hour interval at noon

(b) } We have no "overtime" night shifts or
(c) } "Sunday work" except the repairing
(d) } examining and cleaning of machinery which is sometimes done out of the usual hours.

(e) Sunday, or some native holiday instead is always a holiday.

Conditions of Labour.

(a) Work is regular throughout the year

(b) Accidents are rare. We work only by daylight cleanliness is particularly attended to. good latrines are provided

(c) Compensation for accidents. See under the heading of "allowances".

Judicial DEPARTMENT.

(f) Men are employed to attend the machines driven by power, women to attend reels worked by hand.

III Strikes and Lock-out.

There is occasional friction between Employer and the hands, but nothing that might be dignified by the name of "Strike or Lock out". Such disputes never extend beyond a single department at once and are usually settled in a short time the hands either returning to work, or a number of them, with some new hands to replace those that leave.

IV General Questions.

(1) No such system exists in this District nor is there any necessity for such there being no serious disputes

(2) No. Such is foreign to the ideas of the Natives of India.

(3) There are no Government Factories in this District.

(4) There is no agency, but there is plenty of work for all who wish to apply for it.

(5) No. The Statistics of imports and exports of Cotton and yarn are now registered in the Custom House.

168

(6) No means are called for, the relations between capital and labour, are on the whole good in this District.

(7) The only suggestion we would make for the information of the commission is that the age at which a boy may work full time be reduced from 14 to 12 as formerly. Our reasons are—

(1) A Hindu boy from 12 to 14 years is much "older" than an English boy of the same age.

(2) Lads nearing 14 decline to earn half wages and go to school half the day therefore they simply must leave the comparative comfort of in-door work and good wages of the Factory and go to hard work in the fields and less pay, while their elder brothers, who have attained 14 years enjoy good pay and esy and regular work in the Factory. The so called "friends" of Indian children are thus their worst enemies.

We have the honor to be
Sir
Your Most obedient Servt.
A H Hanley

CURRENT No. 1929

Judicial Department.

From The managers of the Coimbatore Mills Co. Ld. &c.

No.

Dated 29th April } 1892
Received 1st May }

Enclosures

SUBJECT.

Replying to G.O. of 12-4-92 No. 723 A & ~~containing~~ answers to the questions therein referred to

---

46

The Coimbatore Spinning & Weaving Co. Ld.

Telegraphic Address: STANES
T. STANES & Co.
COIMBATORE, BEYPORE & COONOOR

178

Coimbatore,
5th May 1892

CURRENT NO. 2004 SEC. 7 MAY 92

J. F. Price Esqre C.S.
Chief Secretary to the Government.
&c. &c.

Sir,

We have the honor to return to you your questions re condition of labor in the textile trades of India.

Our manager has by mistake given marginal answers to all, but as we are not troubled with trade unions or associations of employers there should have been no answers to questions under Sections B. & C.

We have little to remark to Government except that since this Mill was started, no work (except occasional absolutely necessary mechanics work) has been done on Sunday.

In addition to this weekly day of rest native feasts numbering about 13 in the year are holidays in this Mill.

Our grievance is the new Factory Act, which will press very heavily on some poor people who want to work.

Several hands have had to be dismissed

SUBJECT No. 1904

4b

188

and many boys won't work for half a day, and think it a great hardship that they should not be allowed to work full time.

The work in these Indian Mills is very light Compared to the work in an English Mill and we do not think the position of Mill hands in this Country at all parallel to the position of Mill hands at home, and it seems to us iniquitous that an English Act should be forced on the laborers of this Country just to Satisfy Manchester agitators!

Many unemployed boys of 12 years of age Could find work in Mills which at present are obliged to refuse to engage them.

We are
Sir,
Your most obedient Servants.
Wm. T. Strang & Co
Robt Strang

CURRENT No. [illegible]

Judicial DEPARTMENT.

From The Local Secretaries
Coimbatore Spinning &
Weaving Co., Ld.

No.

Dated 5th } May 1892
Received 7th }
Enclosures one

SUBJECT.

Replying to G. O.
d/ 2-4-92 No. 234 re: condition
[illegible] the textile trade of India

47

1
[illegible]

19

No. 723 A

FORT ST. GEORGE,
MADRAS, 12th April 1892.

To

The Manager of the Spinning and Weaving Co.
Coimbatore.

GENTLEMEN,

I am directed by His Excellency the Governor in Council to seek your co-operation in obtaining certain information regarding the condition of labour in the textile trades of India which has been called for by the Right Honorable the Secretary of State. Evidence has been given before Committee "C" of the Royal Commission on Labour with regard to the competition of India with Lancashire in the textile trades, and the Duke of Devonshire is of opinion that it would be a great assistance to the work of the Commission if information could be obtained with regard to the conditions of labour in the textile trades in this country. The Committee has prepared a syllabus of the subjects to which it intends to devote particular attention, and, in order to help itself to a conclusion on these subjects, has framed three series of questions—the first addressed to Trade Unions, the second to Employers and the third to Associations of Employers. The Government understands that no associations of labourers in connection with the textile trades exist in this Presidency and the first series of questions does not therefore call for consideration, but I am [illegible] to you a copy of the two latter series addressed to Employers and Associations of Employers and to state that His Excellency in Council would feel much obliged if you would be so good as to append answers to the questions asked. I am also to forward a copy of the syllabus of subjects for consideration by Committee "C" of which reference has been made above, and to say that any information which you can give on the various matters specified therein would be of use.

2. I am finally to request that any particulars which you are prepared to supply may be furnished within a fortnight from this date.

I have the honour to be,
Gentlemen,
Your most obedient servant,

Chief Secretary.

[Syllabus.

SYLLABUS.

TRADE DIFFERENCES BETWEEN EMPLOYERS AND EMPLOYED.

1.—*Their Causes.*
2.—*Their Development, Organisation and Conduct.*
3.—*Their Cost.*
4.—*Their Prevention or Settlement.*

1.—*Their Causes.*

A.—Wages—
- (1) How fixed. By the Manager [illegible]
- (2) How calculated—
  - (a) By piece work. some by piece
  - (b) By day work. some by day work
  - (c) By task work. none
- (3) How paid—
  - (a) Direct, by employer, or by sub-contractor. by cashier
  - (b) Weekly, fortnightly, or at other periods. monthly
  - (c) Increased by bonus, or reduced by stoppages. reduced if workpeople stay away
  - (d) Truck or payment in kind. no
  - (e) House, land, or other allowance. only to foremen house allowance
- (4) Fluctuations of wages—
  - (a) How brought about. nil
  - (b) How adjusted. nil
- (5) Differences of wages in different establishments and localities. difference of wages in various departments, only one establishment
- (6) Existence and effect of— nil
  - (a) Pensions. none
  - (b) Deferred pay. nil
  - (c) Sick insurance. nil
  - (d) Accident insurance. nil
- (7) Notice required for the termination of wage contracts. for termination of work one month's notice.

B.—Hours of labour and continuity of employment—
- (1) Normal hours of work. [illegible]
- (2) Overtime, and how remunerated. only mechanics overtime they get time and half
- (3) Night shifts, and how remunerated. — do
- (4) Short time, casual work, or other irregularity of employment. none
- (5) Sunday and holiday labour, how arranged and paid for. on native holidays no pay
- (6) Duration of days' work, and weeks' work and how regulated. every day [illegible] from 6 a.m. [illegible]

C.—Subdivision, distribution and classification of work, as between different trades, individuals, men, women, or children, whether half-timers or not, factories, workshops, or homes.

D.—Apprenticeships. [illegible]

E.—Introduction of machinery. 1890

F.—Supply and quality of the machinery and materials of production or transport. only first class spinning machinery

G.—Safety of employment, provisioning of ships, lighting, sanitation, and inspection of work-places. by inspection of the Factory Inspector

H.—Discharge for belonging to a trade union. none

I.—Refusal to work with non-unionists. none

J.—Discharge of representative delegates and use of black list. none

K.—Employment of foreigners. only Englishmen

L.—Obnoxious officials. none

M.—Sympathetic strikes. none

N.—Other causes of dispute. none

2.—*Their Development, Organisation and Conduct.*

A.—Trade associations or combinations of employers or of employed, whether permanent in character or temporary, occasional, or for special dispute purposes, their trade rules, benefits and policy. none

B.—Strikes and lock-outs. Picketing, black listing, and other methods of influencing persons concerned or not directly concerned in the dispute. none

C.—Importation of new or foreign labour, whether under contract or otherwise. none

---

20 8/

3.—*Their Cost.*

A.—Economic result of strikes and lock-outs to workers, to employers, and to the community at large. none

4.—*Their Prevention or Settlement.*

A.—Conciliation by joint committees or otherwise. nil
B.—Mediation. ~~no~~ nil
C.—Arbitration, voluntary or compulsory. nil
D.—Sliding scales. nil
E.—Profit sharing. nil
F.—Industrial partnerships. nil
G.—Co-operation. nil

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—INTRODUCTORY.
II.—WAGES, HOURS AND CONDITIONS OF LABOUR.
III.—STRIKES AND LOCK-OUTS.
IV.—GENERAL QUESTIONS.

I.—INTRODUCTORY.

1. Will you state the business or businesses in which your firm is engaged, and where its works are situated? Cotton Spinning only Coimbatore Madras Pres^y

2. What number of workpeople are there engaged in your firm, particularised as follows:—
- (a) Male. 200
- (b) Female. 150
- (c) ~~Apprentices~~ or learners or young persons. half time 56 [illegible] only
- (d) ~~Unskilled labourers.~~

3. Is your firm connected with any organisation of employers dealing with labour questions? no

II.—WAGES, HOURS AND CONDITIONS OF LABOUR.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—

1. *Wages*—
   - (a) Their amount and fluctuations.
   - (b) Mode of payment—
     - (1) By the hour, day, or week. ~~none~~ all monthly
     - (2) By the piece. yes
     - (3) By the task. no
   - (c) Payment through sub-contractor. no
   - (d) Deductions by fines or other forms of stoppage. deductions only for not attending work
   - (e) Truck or payment in kind. none
   - (f) Allowances in form of—
     - (1) Bonus. none
     - (2) Deferred pay, such as sick, accident, pension, or other insurance system. none
     - (3) Free house, land, food, clothing, or other allowance or advantage. Free house only to Foremen
   - (g) Length of notice for ending engagement. one month

Hours of Labour—
- (a) Ordinary or standard hours of labour. from 6 to 12, from 1 to 7
- (b) Overtime and its remuneration. only mechanics they get time and half
- (c) Night-shifts and their remuneration. — do — do
- (d) Sunday work and its remuneration. — do — do
- (e) Weekly half-holiday or other holiday without payment. Native feast without pay

Conditions of Labour—

(*a*) Irregularity of employment through seasonal or other causes. cannot be regulated
(*b*) Safety of employment, and the lighting, sanitation, and inspection of workplaces. by factory inspector
(*c*) Compensation for accidents.
(*d*) Sub-division of labour as between different trades.
(*e*) Distribution of labour as between factories, workshops and homes.
(*f*) Distribution of labour as between men, women and children.
(*g*) Apprenticeship.
(*h*) Employment of foreigners. only [illegible] the employment of English
(*i*) Introduction of labour-saving machinery.
(*j*) Supply and quality of materials, machinery, or other plant.
(*k*) Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, and mutual relations of employers and trade unions generally.
(*l*) Other causes of dispute. [illegible]

III.—Strikes and Lock-outs.

1. Can you state how many strikes and lock-outs there have been in connection with your works in each of the ten years 1881–1890 and in the current year up to date?

2. Have such disputes been, during that period, more frequent than formerly, or less so? [illegible]

3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—

(*a*) Date of commencement and termination. May 4th to May 13th 1891
(*b*) The chief immediate causes of each such dispute. [illegible]
(*c*) Number of workers in your employment directly engaged in each dispute. 300
(*d*) Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute. none
(*e*) Attitude of associated employers towards the dispute.
(*f*) Mode of settlement. [illegible]
(*g*) Advance or reduction of wages or other result of each dispute. none
(*h*) Estimated loss to firm, direct or indirect, occasioned by dispute. [illegible]

IV.—General Questions.

1. Does any system exist in your trade in your district providing for conciliation, arbitration, [illegible]

2. Has any system of co-operation or profit-sharing [illegible] been attempted by your firm, and, if so, with what results? [illegible]

3. Are the Government, or local authorities, employers of labour in your trade and district, and, if so, with what results as to remuneration and other conditions of employment? no

4. Can you supply information as to any agency in your district for finding or providing work for the unemployed? only the [illegible] cotton & coffee [illegible]

5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, in your opinion, should be collected and published by Government? no

6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour? no

7. Have you any other statement or suggestion to make for the information of the Commission? no

C.—QUESTIONS ADDRESSED TO EMPLOYERS' ASSOCIATIONS.

I.—Introductory.
II.—Wages, Hours, and Conditions of Labour.
III.—Strikes and Lock-outs.
IV.—General Questions.

I.—Introductory.

1. What parties or branches of industry does your association represent? Cotton spinning

2. To what district does your association extend? [illegible]

3. Can you state the number of employers or establishments connected with your association? [illegible]

4. Can you state the aggregate number of workpeople employed by such employers or establishments? [illegible]

5. Are you prepared to state what benefits, [illegible] general objects, subscriptions, and benefits of your association? yes

---

118

6. If your association deals directly or indirectly with matters of difference arising between associated employers and their workpeople, will you describe the manner in which it so acts? managed by [illegible]

7. Does your association take action, with a view to fixing rates of wages, regulating the hours of labour, or generally prescribing conditions of service for the observance of members of your association? Manager fixes wages according to the abilities of workpeople and the usual wages of the district. Hours of labour regulated by factory act.

II.—Wages, Hours, and Conditions of Labour.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—

1.—*Wages—*

(*a*) Their amount and fluctuations. as the district demands
(*b*) Mode of payment—
  (1) By the hour, day, or week. by month
  (2) By the piece. some parts
  (3) By the task. no
(*c*) Payment through sub-contractor. no
(*d*) Deductions by fines or other forms of stoppage. only for non attendance
(*e*) Truck or payment in kind. no
(*f*) Allowances in form of—
  (1) Bonus. very good if the people can understand it but they cannot
  (2) Deferred pay, such as sick, pension, or other insurance systems. [illegible]
  (3) Free house, land, food, clothing, or other allowance or advantage. [illegible]
(*g*) Length of notice for ending engagement.

Hours of Labour—

(*a*) Ordinary or standard hours of labour. Factory act hours for all
(*b*) Overtime and its remuneration. time and half
(*c*) Night-shifts and its remuneration. do
(*d*) Sundry work and its remuneration. do
(*e*) Weekly half-holiday or other holiday with or without payment. Sunday holiday all native feasts without pay

Conditions of Labour—

(*a*) Irregularity of employment through seasonal or other causes. cannot be regulated in this district
(*b*) Safety of employment, and the lighting, sanitation, and inspection of workplaces. by Factory Inspector
(*c*) Compensation for accidents. no
(*d*) Sub-division of labour as between different trades.
(*e*) Distribution of labour as between factories, workshops, and homes. no answer
(*f*) Distribution of labour as between men, women, and children. yes for children
(*g*) Apprenticeship. yes
(*h*) Employment of foreigners. only English men
(*i*) Introduction of labour-saving machinery. no answer
(*j*) Supply and quality of materials, machinery, or other plant. no answer
(*k*) Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, and mutual relations of your association with trade unions generally. no need in this district
(*l*) Other causes of dispute. [illegible] of the officials

III.—Strikes and Lock-outs.

1. Can you state how many strikes and lock-outs there have been in connection with your association in each of the ten years 1881–1890 and in the current year up to date?

2. Have such disputes been, during that period, more frequent than formerly, or less so?

3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—

(*a*) Date of commencement and termination.
(*b*) The chief immediate causes of each dispute.
(*c*) Number of workpeople employed by members of your association who have been directly engaged in each dispute.
(*d*) Number of persons employed in factories or works where the dispute occurs, and who have been thrown out of work thereby, but who have not been directly engaged in the dispute.
(*e*) Attitude of your association towards the dispute.
(*f*) Mode of settlement.
(*g*) Advance or reduction of wages or other result of each dispute.
(*h*) Actual disbursements by association on account of strike, and estimated direct or indirect loss to the firms concerned occasioned by the dispute.

IV.—[illegible]

1. Does any system exist in connection with your association providing for conciliation, arbitration, sliding scales, or other means of preventing or arranging trade disputes?

2. Has any system of co-operative production, industrial partnership, or profit-sharing been attempted in your trade, and, if so, with what results?

3. Are the Government, or local authorities, employers of labour in your trade, and, if so, with what results as to remuneration and other conditions of employment?

4. Will you send copies of any resolutions that may have been passed by your association during the last two years recommending alterations in the laws affecting labour?

5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or in your opinion should be, collected and published by Government?

6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour?

7. Have you any other statement or suggestion to make for the information of the Commission?

Exd. A. Raitt

58

The Madras United Spinning & Weaving Mills Co Ld.
धी मद्रास युनाइटेड स्पीनींग ऍंड वीवींग मील्स कंपनी लीमीटेड

HEAD OFFICE
3, TAMARIND LANE
FORT, BOMBAY

Bombay. 19th May 1892

The Honourable John Frederick Price C.S.
Chief Secretary to Govt
Fort St George
Madras

CHIEF SECRETARY
21 MAY 92

Sir,

With reference to your printed Circular No 723A of the 13th day of April last forwarding us for our answer a copy of the Syllabus of subjects to which the Committee C of the Royal Commission on Labour will devote particular attention as regards Competition of India with Lancashire in the Textile Trades, we have the honour to lay before the Government such informations regarding the condition of the said labour as bears upon our trade of the Textile Fabrics in the Presidency. Such of the subjects in the said Syllabus as are not dealt with by us in the present representation are not within the province of our individual trade upon which we can offer any Comments for the guidance of the said Committee in their deliberation deliberations as being foreign, so far as we know, to the said trade in general.

2 There are in fact, alike those of Lancashire, ever extant either in this Presidency or on this side of India where we have at work several Cotton mills, no trades' differences between the employers and the employed as originating from Causes affecting several questions that are framed in the said Syllabus as bearing connection with the subject of trades' differences in the Textile Fabrics in general. Since the mill-industry was imported into India, it has never been brought to our knowledge that the scale of wages and the mode of their payment, hours of labour and the Continuity of employment, distribution and classification of works and such other matters as come under the clauses D. E. F. G. H. I. J. K. L. M. & N. of the said subject, have ever given rise to a complaint on the part of the labourers to strike works or go for the settlement of disputes and differences between them and the employers in regard thereto or any of them to their or the Employers' Trades Associations or Combinations dealing with the labour questions and which such associations or Combinations donot owe any existence in the Presidency.

3 Upon questions falling under the category B of the said

Syllabus of questions addressed to the Employers, it may be observed that this Company is an incorporated body, having been registered under the Indian Companies Act, with a cotton manufacturing mill at Mad: is working daily on an average with 667 males and 88 females. The Company had never had before, nor have at any time now any Connection whatever with any organisation of the Employers dealing with the labour question in as much as the very fact as to the necessity or otherwise as to the formation of such a body, is entirely unknown to the traders of the Presidency, in Consequence of there having arisen no serious problems on labour question, ever presented themselves for solution to the Employers in general. Under the system, at present in vogue, our mill-labourers are, as monthly servants, paid by us regularly every month and not through any sub-contractor whose agency we have had no occasion to resort to. Deductions are, however, made from such monthly payments on account of fines and when there are stoppages for more than the usual monthly holidays allowed to them, such monthly payments being regulated by a calculation wrought out from the probable quantity of work a particular labourer or a class of labourers is capable of doing during so many days the mill works; but provision, however being made to grant them sometimes

a bonus

a bonus, and in case of his or their meeting with an accident while in the performance of works, a deferred pay in the shape of Compensation; but save as herein before mentioned, no such allowances are given them as are enumerated under clause 273 of the class (f) sub. No. II of the subject B of the said Syllabus. The Indian Factories act XV of 1881 as amended by act XI of 1891 of the Legislative Council of the Government of India has made such ample provisions in that behalf for the regulation of hours and Condition of labour, as to render it on our part quite superfluous to advance any further informations consistent with the present condition of the Textile labours in the Presidency. During the period intervening between 1880 and 1890 there have been no strikes or lock-outs in connection with our works so that several questions bearing on this subject, can call for any answers on our part.

4 The second para of the present representation deals out fully the reasons as to non-existence of trades' differences, as a necessary sequence for the solution of problems arising from labour questions between the Employers and the Employed, as to which any system providing conciliation, arbitration or other means of preventing or arranging disputes can owe its origin. So such system of Co-operative production, industrial

partnership

partnership or profit sharing has ever been worked by us in co-operation with others similarly posted in the trade like ourselves . . any result, either profitable or otherwise, accruing therefrom, can be brought home to the knowledge of the Government in order that the true condition of the trade in Textile-Fabrics can be arrived at. We donot know whether the Government or any of the local authorities have ever acted as employers of labour in our trade or district and with our limited knowledge, no suggestion of remedy can be given or supply of information can be made, leaving the Government to find out an opening for the unemployed to find works. Within our business experience of so many years it is established beyond doubt that whenever either in a town or district there rises a mill-industry, there comes from the surrounding places, as a necessary result, an influx of labouring classes to seek in the mill, an employment which, by reason of procuring them more comforts and easy mode of life, seems to them more lucrative than the ~~[illegible]~~ indigent and unremunerative works they get in their native place.

5 In order that a country may be made prosperous Commercially and with a view that the traders may have within their reach for its furtherance those statistics as bear particular relation to the trade they are engaged in, it is our belief that there

should be published every year from such of the Departments of the Government upon whom such a duty is cast, (a) a forecast in the beginning of the season giving the area of the land cultivated the future condition of the crop and the approximate quantity such a crop would yield by the area of such land cultivated at the end of the season and (b) at the end of the year, a comparative statement setting forth, so far as the information at the disposal of the Government is concerned, the actual outturn the said crop yielded, giving reasons as to increase or decrease thereof as compared with the past years and setting forth also the quantity used by mills and other handicraft works of the Presidency and exported into the foreign ports, and such other information as the nature of the trade requires and which the Government deems necessary in the interest of the trade to bring them in.

6 We submit that there appears no reason why India and particularly this Presidency should compete with Lancashire in its foreign Markets in the trade of Textile Fabrics so far as the spinning of finer yarn and cloth by the latter is concerned. Whatever motion that might have been made by them on the subject of this competition, must have its origin out of a selfish motive on their part to hamper India in its legitimate trade and must

must have been based upon exaggerated facts and statistics which, in the absence of their not forthcoming before us, we are unable to meet with in the present representation.

We have the honor to be
Sir
Your most obdt. Servants

A. J. MOOLJEE JAITHA & Co.
SECRETARIES & TREASURERS

Judicial [illegible]

From The Secretary and Treasurer
Madras United Spinning
and Weaving Mills Co. Ld.
Bombay

No.

Dated 19th } May 1892
Received 21st }
Enclosures

SUBJECT

Replying to G.O. 22.12.91
no. 7204 on condition of labour
in the textile trades of India

61

2136

57

29 P

The Trades Association
Madras

201. Mount Road
16th May 1892

From

The Chairman
Madras Trades Association
Madras

To

The Hon'ble
J. H. Price C.S.
Chief Secretary to Govt
Madras

CHIEF SECRETARIAT MADRAS

Dear Sir,

I have the honor to state, that your letter of the 12th April/92 on the subject of the textile trades of India with regard to their competition with Lancashire, has been placed before the members of the Association and that no information is forthcoming, Owing to the fact that they are in no way connected. I have also to state that the object of the Association is for the promotion of unanimity of purpose amongst its members on all subjects involving the interests of the Trade. No industries are represented save working in metals and Coach Building. With regard to wages such are paid by piece or by the day, payments in most cases being made fortnightly. Strikes and lockouts are happily unknown

unknown to the Members.

I have the honour to be
Dear Sir
Yours faithfully
C Seton
Chairman

CURRENT No. [illegible]

Judicial DEPARTMENT.

From The Chairman
Madras Trades Association

No.

Dated
Received } 16th May 1892

Enclosures

SUBJECT.

Replying to G.O. of 12-4-92 on the subject of textile trades in India with regard to their competition with Lancashire

---

62

Home Department,
(Judicial)
Simla, the 10th June 1892.

No. 776.

30 hours
[illegible]

CURRENT No. 2525

To
The Chief Secretary to the Government of Madras

Subject.

Application of the Royal Commission on Labour for information concerning the condition of labour in the textile trades of India.

* No. 369 dated 14th March 1892
~~Subsequent reminder~~
~~No. dated~~

14 JUN 92

SIR,

I AM directed to invite attention to the communication marginally noted,* and to request an early reply thereto.

I have the honour to be,
SIR,
Your most obedient Servant,

Offg. Dy. Secretary to the Govt. of India.

No. 2325

Judl. [illegible]

From
Offg. Dy. Secy. to G.I.

No. 776.

Dated 18th }
Received 19th } Jany '28

Enclosures

SUBJECT.

Re. An early reply for the application of the Royal Commission on Labour for information concerning the condition of labour in factories in India.

To Chief Secretary's Office
Fort St George
Madras.

from The Malabar Spinning
Cotoparamba
Calicut.

88
84
37
8

CURRENT NO. 2064.

Sir,

The Malabar Spinning & Weaving Co. Mills, are situate at Cotoparamba, 3 miles from Calicut. Spinning & Reeling alone are carried on at these Mills. The Number of Spindles working are 17000, & the total number of hands employed at the Mills is 580 as follows Adults 400. — females 33. — Boys & learners 70. — & unskilled labourers 77.

The owners are not connected with any organisation of Employers.

The hands are paid part of them by piece, & part by fixed wages, viz the Card room hands & Reeling Room do are paid by piece whereas the remainder of the hands including Spinning Dept. are paid by day wage, & paid also for days when the Mill is stopped. The Reeling hands are paid each fortnight or twice a month viz on the 8th & 20th of the month whereas the rest of the Mill hands are paid on the 15th of each month. & are paid by myself the Manager.

Advances are made to the hands between payments according to my own discretion; The average amount paid in wages monthly at these Mills is about ~~Rs~~ 4850-.

Our daily outturn of yarn is from 6000 to 6500 lbs mixed counts or equal to 5700 lbs average 20s

the hours we work are not fixed but from daylight to Dark is the time.

This Mill has been working over 2 yrs and up to date no dispute of any mention between Master & men has taken place.

16 JUN 92

I beg to apologise for my not complying sooner but I have unable owing to sickness Trusting this will suit your requirements for the present, I beg to remain

Yours faithfully
Albert Ashworth
Mill Manager
Calicut

Calicut
June 13/92

CURRENT No. 254

Judicial DEPARTMENT.

From The Manager,
Malabar Spinning Co.,
Kuttiparamba
Calicut

No.

Dated 13th } June 1892
Received 16th }

Enclosures

SUBJECT.

Replying to G.O.
re condition of labour in the
textile trades of India

282

No. 723 A.

FORT ST. GEORGE,
MADRAS, 12th April 1892.

To

The Manager of the South India Spinning and
Weaving Mill, Madras.

GENTLEMEN,

I am directed by His Excellency the Governor in Council to seek your co-operation in obtaining certain information regarding the condition of labour in the textile trades of India which has been called for by the Right Honorable the Secretary of State. Evidence has been given before Committee "C" of the Royal Commission on Labour with regard to the competition of India with Lancashire in the textile trades, and the Duke of Devonshire is of opinion that it would be a great assistance to the work of the Commission if information could be obtained with regard to the conditions of labour in the textile trades in this country. The Committee has prepared a syllabus of the subjects to which it intends to devote particular attention, and, in order to help itself to a conclusion on these subjects, has framed three series of questions—the first addressed to Trade Unions, the second to Employers and the third to Associations of Employers. The Government understands that no associations of labourers in connection with the textile trades exist in this [illegible] the first series of questions does not therefore call for consideration, but I am directed to forward to you a copy of the two latter series addressed to Employers and Associations of Employers and to state that His Excellency in Council would feel much obliged if you would be so good as to append answers to the questions asked. I am also to forward a copy of the syllabus of subjects for consideration by Committee "C" to which reference has been made above, and to say that any information which you can give on the various matters specified therein would be of use.

2. I am finally to request that any particulars which you are prepared to supply may be furnished within a fortnight from this date.

I have the honour to be,
Gentlemen,
Your most obedient servant,

Chief Secretary.

[Syllabus.

SYLLABUS.

I. Trade Differences between Employers and Employed.

1.—Their Causes.
2.—Their Development, Organisation and Conduct.
3.—Their Cost.
4.—Their Prevention or Settlement.

1.—Their Causes.

A.—Wages—
(1) How fixed.
(2) How calculated—
(a) By piece work.
(b) By day work. By day work
(c) By task work.
(3) How paid—
(a) Direct, by employer, or by sub-contractor. direct by Employer
(b) Weekly, fortnightly, or at other periods. monthly
(c) Increased by bonus, or reduced by stoppages. no [illegible] by stoppages
(d) Truck or payment in kind. [illegible]
(e) House, land, or other allowances. nil
(4) Fluctuations of wages—
(a) How brought about.
(b) How adjusted.
(5) Differences of wages in different establishments and localities.
(6) Existence and effect of—
(a) Pensions.
(b) Deferred pay.
(c) Sick insurance.
(d) Accident insurance.
(7) Notice required for the termination of wage contracts.
B.—Hours [illegible]
(1) Ordinary hours of [illegible]
(2) Overtime, and how remunerated. By [illegible] paying extra [illegible]
(3) Night shifts, and how remunerated. [illegible] full day wages
(4) Short time, season work, or other irregularity of employment.
(5) Sunday and holiday labour, how arranged and paid for. Sundays & Holidays
(6) Duration of days' work, and weeks' work and how regulated. are fully paid for

C.—Sub-division, distribution and classification of work, as between different trades, individuals, men, women, or children, whether half-timers or not, factories, workshops, or homes.

D.—Apprenticeships.

E.—Introduction of machinery.

F.—Supply and quality of the machinery and materials of production or transport.

G.—Safety of employment, provisioning of ships, lighting, sanitation, and inspection of work-places.

H.—Discharge for belonging to a trade union.

I.—Refusal to work with non-unionists.

J.—Discharge of representative delegates and use of black list.

K.—Employment of foreigners.

L.—Obnoxious officials.

M.—Sympathetic strikes.

N.—Other causes of dispute.

2.—Their Development, Organisation and Conduct.

A.—Trade associations or combinations of employers or of employed, whether permanent in character or temporary, occasional, or for special dispute purposes; their trade rules, benefits and policy.

B.—Strikes and lock-outs. Picketing, black listing, and other methods of influencing persons concerned or not directly concerned in the dispute.

C.—Importation of new or [illegible] labour, whether under contract or otherwise.

3.—*Their Cost.*

A.—Economic result of strikes and lock-outs to workers, to employers, and to the community at large.

4.—*Their Prevention or Settlement.*

A.—Conciliation by joint committees or otherwise.
B.—Mediation.
C.—Arbitration, voluntary or compulsory.
D.—Sliding scales.
E.—Profit sharing.
F.—Industrial partnerships.
G.—Co-operation.

B.—QUESTIONS ADDRESSED TO EMPLOYERS.

I.—Introductory.
II.—Wages, Hours and Conditions of Labour.
III.—Strikes and Lock-outs.
IV.—General Questions.

I.—Introductory.

1. Will you state the business or businesses in which your firm is engaged, and where its works are situated? Spinning yarn at Royapuram - Madras

2. What number of workpeople are there engaged in your firm, particularised as follows:—
(a) Male. 817
(c) Apprentices or other learners or young persons. Nil
(d) Unskilled labourers. Nil

3. Is your firm connected with any organisation of employers dealing with labour questions? -

II.—Wages, Hours and Conditions of Labour.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—

1. *Wages*—
(a) Their amount and fluctuations.
(b) Mode of payment—
(1) By the hour, day, or week. By day work
(2) By the piece.
(3) By the task.
(c) Payment through sub-contractor. Payment direct by Employer
(d) Deductions by fines or other forms of stoppage. No
(e) Truck or payment in kind.
(f) Allowances in form of—
(1) Bonus.
(2) Deferred pay, such as sick, accident, pension, or other insurance system.
(3) Free house, land, food, clothing, or other allowance or advantage.
(g) Length of notice for ending engagement. [illegible] notice

Hours of Labour—
(a) Ordinary or standard hours of labour. ~~[illegible]~~ standard hours of labour
(b) Overtime and its remuneration.
(c) Night-shifts and their remuneration.
(d) Sunday work and its remuneration.
(e) Weekly half-holiday or other holiday without payment.

Conditions of Labour—

(a) Irregularity of employment through seasonal or other causes.
(b) Safety of employment, and the lighting, sanitation, and inspection of work-places.
(c) Compensation for accidents.
(d) Sub-division of labour as between different trades.
(e) Distribution of labour as between factories, workshops and homes.
(f) Distribution of labour as between men, women and children.
(g) Apprenticeship.
(h) Employment of foreigners.
(i) Introduction of labour-saving machinery.
(j) Supply and quality of materials, machinery, or other plant.
(k) Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, and mutual relations of employers and trade unions generally.
(l) Other causes of dispute.

III.—STRIKES AND LOCK-OUTS.

1. Can you state how many strikes and lock-outs there have been in connection with your works in each of the ten years 1881—1890 and in the current year up to date? 5 strikes
2. Have such disputes been, during that period, more frequent than formerly, or less so?
3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—

(a) Date of commencement and termination. Ended about 3 or 4 days
(b) The chief immediate causes of each such dispute. [illegible]
(c) Number of workers in your employment directly engaged in each dispute. [illegible] 20
(d) Number of persons in your employment who have been thrown out of work thereby, but who have not been directly engaged in the dispute. about 15 20
(e) Attitude of associated employers towards the dispute. Mild
(f) Mode of settlement. by ~~[illegible]~~ Giving Consent to their unreasonable requests
(g) Advance or reduction of wages or other result of each dispute. by [illegible] four days wages
(h) Estimated loss to firm, direct or indirect, occasioned by dispute. about 2 & 3 thousand rupees at each Strike

IV.—GENERAL QUESTIONS.

1. Does any system exist in your trade in your district providing for conciliation, arbitration [illegible]
2. Has any system of co-operative production, industrial partnership, or profit-sharing been attempted by your firm, and, if so, with what results?
3. Are the Government, or local authorities, employers of labour in your trade and district, and, if so, with what results as to remuneration and other conditions of employment?
4. Can you supply information as to any agency in your district for finding or providing work for the unemployed?
5. Have you any suggestions to make as to the statistical and other information relating to your trade which is, or, in your opinion, should be, collected and published by Government?
6. Can you suggest any means of avoiding or arranging strikes and promoting cordial relations between capital and labour?
7. Have you any other statement or suggestion to make for the information of the Commission?

C.—QUESTIONS ADDRESSED TO EMPLOYERS' ASSOCIATIONS.

I.—INTRODUCTORY.
II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.
III.—STRIKES AND LOCK-OUTS.
IV.—GENERAL QUESTIONS.

I.—INTRODUCTORY.

1. What particular branch or branches of industry does your association represent? Spinning
2. To what districts does your association extend? only in Bombay
3. Can you state the number of employers or establishments connected with your association? [illegible]
4. Can you state the aggregate number of workpeople employed by such employers or establishments? about [illegible]
5. Are you prepared to state what are the constitution, general objects, subscriptions, and benefits of your association?

---

6. If your association deals directly or indirectly with matters of difference arising between associated employers and their workpeople, will you describe the manner in which it so acts?
7. Does your association take action with a view to fixing rates of wages, regulating the hours of labour, or generally prescribing conditions of service for the observance of members of your association?

II.—WAGES, HOURS, AND CONDITIONS OF LABOUR.

What representations or information do you desire to offer for the consideration of the Commission under any of the following heads:—

1. *Wages*—

(a) Their amount and fluctuations.
(b) Mode of payment—
  (1) By the hour, day, or week. By day work
  (2) By the piece.
  (3) By the task.
(c) Payment through sub-contractor. Payment direct by department
(d) Deductions by fines or other forms of stoppage. Yes
(e) Truck or payment in kind.
(f) Allowances in form of—
  (1) Bonus.
  (2) Deferred pay, such as sick, pension, or other insurance system.
  (3) Free house, land, food, clothing, or other allowance or advantage.
(g) Length of notice for ending engagement. one months notice

Hours of Labour—

(a) Ordinary or standard hours of labour. Standard hours of Labour
(b) Overtime and its remuneration. Remunerated 2 days for one day work
(c) Night-shifts and its remuneration.
(d) Sundry work and its remuneration. Some day wages as ordinary days
(e) Weekly half-holiday or other holiday with or without payment.

Conditions of Labour—

(a) Irregularity of employment through seasonal or other causes.
(b) Safety of employment, and the lighting, sanitation, and inspection of work-places.
(c) Compensation for accidents.
(d) Sub-division of labour as between different grades.
(e) Distribution of labour as between factories, workshops, and homes.
(f) Distribution of labour as between men, women, and children.
(g) Apprenticeship.
(h) Employment of foreigners.
(i) Introduction of labour-saving machinery.
(j) Supply and quality of materials, machinery, or other plant.
(k) Dismissal of representative delegates, refusal of unionists to work with non-unionists, use of black list, and mutual relations of your association with trade unions generally.
(l) Other causes of dispute.

III.—STRIKES AND LOCK-OUTS.

1. Can you state how many strikes and lock-outs there have been in connection with your association in each of the ten years 1881—1890 and in the current year up to date? 5 strikes
2. Have such disputes been, during that period, more frequent than formerly, or less so?
3. Can you enumerate the important disputes and furnish particulars in regard to each such dispute under the following heads:—

(a) Date of commencement and termination. Ended about 3 or 4 days [illegible]
(b) The chief immediate causes of each such dispute. [illegible]
(c) Number of workpeople employed by members of your association who have been directly engaged in such dispute. about 300 20
(d) Number of persons employed in factories or works where the dispute occurs, and who have been thrown out of work thereby, but who have not been directly engaged in the dispute. about 15 20 [illegible]
(e) Attitude of your association towards the dispute. Mild
(f) Mode of settlement. by Giving Consent to their unreasonable requests
(g) Advance or reduction of wages or other result. [illegible] four days wages
(h) Actual disbursements by association on account of dispute, and estimated direct or indirect loss to the firms concerned [illegible] dispute. about 2 & 3 thousand rupees at each Strike

IV.—General Questions.

1. Does any system exist in connexion with your association providing for conciliation, arbitration, sliding scales, or other means of preventing or settling trade disputes?

2. Has any system of co-operative production, industrial partnership, or profit-sharing been ever tried in your trade, and, if so, with what results?

3. Are the Government, or local authorities, employers of labour in your trade, and, if so, with what results as to remuneration and other conditions of employment?

4. Will you send copies of any resolutions that may have been passed by your association [illegible] alterations in the laws affecting labour?

5. Have you any suggestions to make as to what statistics and other information relating to your trade [illegible], or in your opinion should be collected and published by Government?

6. Can you suggest any means of avoiding or mitigating strikes and promoting cordial relations between capital and labour?

7. Have you any other remarks or suggestions to make for the information of the Commission?

Esd. A. Rast.

CURRENT No. 2595

Judicial DEPARTMENT

From The Secy of the Bellary Weaving & Spinning Co.

J.C./o 1343-44-6-7-92

No.

Dated 16th }
Received 18th } June/92
Regd 18th }
Enclosures [illegible]

SUBJECT.

Replying to G.O. No 723 A of 12th April/92.

E/
Please put up contents of file already sub. Pres.
20/6

A. SABAPATHY MOODELIAR & Co

Bellary. 2595

~~Madras~~ 16 June 1892

CHIEF SECRETARY
18 JUN 92

To

J. F. Price Esq
Chief Secretary to Govt of Madras
Madras

Sir,

With reference to your letter No 723 A d/ 12th April 92 we respectfully beg to submit our answers to a Series of questions addressed to us as employers of labour (section B of your letter)

x not generally on books. [illegible] registers

We exceedingly regret that owing to the absence of the Senior member of our firm and his indisposition for some time past we were not able to reply to your letter earlier for which we beg to apologise.

We are Sir,

Yours very obedient Servts

A. Sabapathy Moodr

Secretaries & Treasurers
The Bellary Sg & Wg Co Ld

Questions with reference to the Chief Secretary to the Government of Madras's letter No 723 A dated the 11 April 1892 answered

CHIEF SECRETARIAT
20 JUN 92

Employers.

I Introductory

(1) Spinning & weaving are the businesses in which our firm is engaged. It is situated with
16,392 Spindles for Spinning
110 Looms " Weaving

(2) Number of workpeople employed in our firm particularised as follows:—
(a) Male 382
(b) Female 62
(c) Apprentices 20
(d) Unskilled labourers 15
479

(3) Our firm is not connected with any association of employers dealing with labour questions

II Wages, Hours & Conditions of Labour.

(1) Wages.
(A) Wages which are paid monthly range from
Rs 6 to 30 a month (male)
4 to 10 do. (female)
3 to 6 do. Apprentices [illegible]
6 to 7½ do. Unskilled labourers
60 to 150 do. Spinning carding & weaving masters each
300 Rs do. Manager.
150 to 300 do. Engineer.

There has been no fluctuations in wages
[illegible] are paid monthly

re paid by day. Only in case of overtime the workmen are paid by hour.

) By the piece.

(3) No task work-system is in vogue.

) No payment is made through Sub-Contractor as this system is against the interest of both the employers and the workpeople.

) Fines are inflicted when absolutely necessary. Absence without leave for one day is punishable with stoppage of two days wages except under medical certificate from the Company's medical officer when only one day's wages deducted for the day absence.

) Payment is always made in specie and not in kind.

(1) No allowances in the form of bonus.

(2) In case of accidents the wages or pay as the case may be, is continued until discharged from the Hospital. In case of severe hurt or serious accidents which render the operative unfit for further service to which he is accustomed he is given light work on a lower salary. No pension or insurance system or any other advantage for the servants.

(3) Free house is allowed to all covenanted servants & to workmen coming from distant places. No food clothing or any other allowance or advantage except for medical aid.

(f) One full month previous notice for ending of the service is insisted on. This course is found absolutely necessary.

Hours of Labour

(a) 10½ hours a day ordinarily, with an interval of one hour's leisure in the midday.

(b) Overtime is always paid by hour as the workmen's usual rate of wages or salary per day.

(c). No night shifts.

(d) Our mill is not closed on Sundays but it is closed on the "Shanty" or fair day or holidays generally. No remuneration is paid to those who do piece work on work days and to the day labourers if the mill is closed the whole day. No deductions are made in the case of persons who are paid by month & who form the majority of the mill operatives.

(e) When half holiday is allowed remuneration is paid for the whole day for day labourers.

Conditions of Labour

(a) The work is carried on throughout
e year but the labourers who are drawn
ostly from the agricultural classes
a rule, absent themselves for long periods

specially during sowing & harvesting seas
their places are taken up by others.

(b) Guards are employed to protect the pers of mill operatives who work near beltings shaftings &c in the mill.

The work is carried on only between sun rise and sun set. When urgen repairs have to be done during nights proper lighting is kept up no mineral oi being used on any account.

Sanitation is looked after by a medic officer in the service of the mill.

The work place is periodically inspect by a local magistrate who is ex offici Inspector of Factories in this District. He sees that sanitation is maintaine & he also inquires into the grievance of any of the mill servants. In short, t Government official satisfies himself that every thing is done in the mill in conformity with the Factory Act.

(c) In case of accident the persons hurt are paid their usual pay or wages as lo as they are under the surgical treatment in the Hospital. If in consequence of the ac dent the men i.e. work people become r further service they are given light work d put on lower pay.

d) Blacksmiths, Carpenters, moulders, fitters, tinkers, Turners, Cobblers work short hours on salaries ranging from Rs 10 to 30 per mensem.

e) A workshop is attached to the Mill. Nearly all work required for the Mill is done here. No work is given to the workpeople to be done at their homes.

f) Children between the ages of 7 + 12 are worked not more than 9 hours a day.

g) Apprentices are taken in all departments of the Mill including workshop + foundry on salaries ranging from Rs 3 to 6 Rs a month: they are at liberty to leave the work when they become fair workmen + not bound to serve the Company for any stated period.

h) Foreigners are employed when equally able + skilled natives could not be had.

i) Every opportunity is seized to introduce cheap and efficient labour-saving machinery such as Thread extractor, &c.

Always materials, machinery and plant of approved quality alone are supplied.

No trade unions, no black list.

Relations between employers + tradesmen are [illegible]

Disputes arise when the Hindu + [illegible]
tivals are not recognised as holidays by
ployers, so these festival days are always re-
ed as holidays as a rule for the Convenien

of the Mill owner all Hindus are allowed holidays on nearly all the important festival days of the Mohomedans and of the Mohomedans on all the important Hindu festival days.

III Strikes and Lock outs.

(1) There had been no strikes or lock outs in the history of the Mill since it commenced work in 1883 up to date.

2 Nil as no disputes

3 Nil

a to L Nil.

IV General Questions.

1 Trade disputes are generally settled by Arbitration or Conciliation but such are very scarce

2 No co-operative production industrial partnership or profit sharing system has been attempted

3 Government and Railway company are employers of labour in this district but not in this trade Results as to remuneration are more satisfactory in the Mill than with Government & Railway servants.

4 We know of no agency for finding work for the unemployed ~~except~~ in this District except Emigrant Agencies.

5 Government collect & publish statistical & other information relating to any but they are not easily avail

6 [illegible] between Capital could be main[illegible] such as liberal & regular payment holidays with or without Remuneration or pays medical aid provisions in case of accidents some sort of Government supervision.

To the factori

7 All Spinning & weaving companies coming under the operation of the Indian Factory Act should be compelled by Government to make provisions for the maintenance of persons render unfit for further work by accidents in their person while in discharge of their duty in the mill premises.

Provisions must also be made for supply of medical aid for all the work people in Factories coming under the Factory Act.

Bellary 16th June 1892

Secretaries & Treasurers
Bellary Spinning & Weaving

75

Judicial DEPARTMENT.

~~Memorandum~~.

No 976 dt 1 June 92

~~Read the following~~

Gentlemen

I am directed to invite attention to my letter No. 723 dated the 12th April 1892 requesting that certain information may be obtained regarding the condition of labour in the textile trades in India and to request that you will be so good as to furnish the same at an early date.

I have &c

6/27 May

31 May

To

The Manager of the Spinning & Weaving Co Bellary

" " of the Malabar Spinning & Weaving Co Calicut

DESPATCHED [illegible]

Indl. DEPARTMENT.

28

Papers to be read in Proceedings:—

Again G.O., dated 12 Ap. 1892, No. 725 R. Indl.

Again G.O., dated 18 , No.

Current No. of 18 , dated from

file of replies from manufacturers.

Current No. of 18 , dated from

[Letter to be sent to those who have replied by the Chief Secy

Gentlemen,

I am directed to convey to you the thanks of H.E. the G. in C. for the information regarding the textile industries of this Presidency which you have kindly supplied.

I have etc.

Note

It seems better to adopt this course than to send copies of the G.O. to the committee & thank them in this way for the information furnished & must be regarded as of a private nature.]

3 July

4/7/92

Order 6 July 1892 No 1243

The following letter will be despatched to the Govt of India.

2. The thanks of Govt will be conveyed ~~[illegible]~~ to the gentlemen who have furnished information.

Dely. 5th of 12/7

Letter No 1244

To the Secy to the G. of I. (Rev)

Sir,

With reference to Mr. Hewett's letter dated the 4th March 1892, No 6 Indl, 369 ~~[illegible]~~ with which was forwarded a letter from the Royal Commission on Labour asking for information regarding ~~the~~ condition of labour in the textile trades of India, I am directed to put you in possession of such information as has been collected in this Presidency. Copies of the syllabus prepared by Committee "C" & of the two series of questions addressed, of the one to ~~Associations of~~ Employers individually, the other to Associations of Employers, have been furnished to seven firms engaged in textile industries in the Presidency & to the Madras Trades Association. The answers received are forwarded along with this letter for the information of the G. of I.

Weaving Company quotes R 21 & R 7½ per mensem as the highest wages of skilled & unskilled operatives respectively. ~~The fluctuation of wages~~ is said to be small & when it ~~occurs to be generally due~~.

(Fluctuations in the rates of wages are said to be small, except cases where payment is made by the piece ~~for [illegible] services by the operative~~. Messrs Binny & Co observe that the recent amendment of the Law relating to factories, by reducing the working hours per the week & by fixing maximum working hours for women, has had the effect of reducing the [illegible] piece rate wage of those who are engaged on piece work but that this effect has been counteracted in part by greater diligence on the part of the workers. Wages appear to be direct by the employer in all [illegible] no intermediary being. Payment is made generally by month & the piece-work system is largely adopted. Deductions from wages are occasionally made as a mode of punishment for absence without leave & such like matters. It is not usual to grant bonuses to workpeople & most of those [illegible] report that there are no pension or other insurance funds for the benefit of the hands. Messrs Binny & Co. however, grant bonuses on special occasions, have a Provident Account & pension funds [illegible] in connection with certain of the manufactories [illegible] special [illegible] apparently make arrangements for granting [illegible]

Indexed
6-7-92
1243
1244

INDEXED

7-7-92

Textile Trades

[illegible]

working back

[illegible] collected in the

[illegible]

செப்பனிடுவதற்காக எடுத்துக் கொள்ளப்பட்ட
ஜூன் மாதம் 1990 வருடம்
செப்பனிட்டு முடித்த
ஜூலை மாதம் 1990 வருடம்
ஆராய்ச்சி உதவியாளரின் கையொப்பம்.