

INSTITUTE OF PLANT INDUSTRY AT INDORE, INDIA, HAS MEANT SPEEDING UP OF LABOR

(By Frederick J. Haskin in Boston Traveler).

Washington, D. C. — Among the list of impossible tasks, that of hurrying the east has been placed practically at the top. So deliberate is the pace of the life of the Orient that it has proved the despair of many an occidental innovator. The efficiency expert works his heart out for a while and then either quits in disgust and comes home or is absorbed into eastern ways.

"A Miracle"

Yet at this late date comes an official report to the effect that a system of accelerating the leisurely pace of industry in India has been discovered. The official making the report seems not to be ignorant of the magnitude of the claim made, for he prefaces his report with the statement that "the miracle of speeding up Indian labor has been achieved."

Coming coincidentally with the visit of Mahatma Gandhi to London, an event in itself sufficient to startle students of India, the report necessarily rivets attention on the process. It is felt occupation or perhaps as the invasion that there must be a trick in it.

The report indicates that the only tricks has been recognition of the native of India, employed in industry, a traveller's baggage from the rail—as an individual capable of appreciating a square deal rather than as a part of the white man's burden, to be dealt with in the mass.

This epochal experiment in hurrying the east was made under the auspices of the Institute of Plant Indus-

try at Indore, an organization supported by the Indian central cotton committee and by contributions from the cotton states of central India and Rajputana. An important part of the institute's work is in carrying on agricultural experiments in cotton culture.

The workers of India, like those of the United States, are difficult to keep down on the farm after they've seen the bazaars of such a city as Indore. At Indore there are nine huge textile mills employing 12,000 workers at fairly high and steady wages. Farm work pays less as a rule and a problem arose in connection with getting hands on the experimental farms which are located near the city. The jobs in the city mills proved a powerful attraction with which the farms had difficulty in competing.

Unskilled Labor

An age-old curse of India has been the handling of unskilled labor. The institution of what amounts to contract labor is as old as the English of Alexander the Great. Labor is cheap, and if there is a job to be done consisting of no more than carrying a traveller's baggage from the rail-

was to the station to his hotel, the chances are the work will be undertaken by a foreman with a corps of assistants.

The foreman occupies a commanding position in a petty way. He is quite a czar, even though his rule be

over no more than two or three less fortunately situated Indians. He gets what he can for any job and then pays as little as possible to his helpers, who perform the real labor. The system has been difficult to break up in any Indian industry, even in modern times.

So the very first step taken by the institute in its effort to get farm workers was to establish a fixed rate of wage payable not to the foreman, but directly to the worker. This, of course, was an unpopular move with the foreman, but pleasing to the individuals. It made each of them feel like a foreman, even although only over himself. Regularity of payment also was established. The English industries have observed regularity, but payment has been to the foreman, who, exercising their characteristic wiles, have established their own days, quite irregular in nature, for paying their men. Furthermore, the foreman established systems of fines for minor infractions of a semi-imaginary discipline. This was for the purpose of deducting the most possible from the wage due the worker. Direct payment has abolished these fines, none of which went to the employer.

Indian Tricks Eliminated

Some companies under partial native control or even wholly owned by natives, kept company stores similar to those maintained by coal companies in the United States. Employees often were required to buy from these stores or even required to take their pay in goods. The foremen were intermediaries here, too, oftentimes, those strategically placed individuals managing to take profits on goods handled.

In short, all the long established Indian tricks have been eliminated. The worker gets his money and may spend it as he pleases.

Perhaps as great an innovation came in the change in hours. The hot sun of India conduces to laziness, the vast number of available workers and the cheapness of their services to an indolent pace. A 10-hour day has been fairly standard in modern industries, but in some an even longer day is observed. The longer the inclusive hours worked, however, the slower the pace.

The hottest season is in April, May and June. The institute made the startling experiment of cutting the day to six hours in these months. The first shift worked from 6 o'clock in the morning until 10 o'clock. Then, adopting a system which for some time has been in vogue among American business men, the workers took six hours for lunch. Two more hours were worked during the afternoon, from 4 o'clock until 6.

They all laughed—that is the old timers—when the institute inaugurated this scheme, but it has worked so well that now the institute has gone on a 7½ hour schedule for the entire year excepting for the planting season at moonsoon time. At that period everyone works 10 hours as it is a race against time. The workers do this cheerfully and when the crop is in, they are given one full day off with pay.

In all seasons work on the farms is halted in time to enable the workers to get home before dark. The thoughtfulness of the management in this respect is appreciated by the native. He regards it important to reach his shelter in daylight because of the snakes.

Medical attention is provided by the management for the sick and all workers' houses are fumigated and whitewashed for them once a year.

The miracle which has been performed by this system is that produc-

MORTALITY STATISTICS SHOW HEART DISEASES MAKING RAPID GAINS

Among the most striking changes in life insurance mortality statistics during the past three decades has been the steady and comparatively rapid increase in the number of deaths due to disease of the heart, and on the other hand, an even more remarkable decrease in the toll exacted by tuberculosis.

Figures comparing the various chief causes of death were given by Dr. W. E. Thornton, medical director of the Lincoln National Life Insurance Co., Fort Wayne, Ind., in an address delivered at the annual convention of the National Fraternal Congress of America, held at Montreal last month. These statistics show that deaths due to diseases of the heart, which in 1920 accounted for 132 per 100,000 of population, have risen pretty steadily up to 207 per 1,000 in 1930. In this classification are included organic heart disease, malignancy, nephritis, which embraces uremia, and arteriosclerosis with its many manifestations, including apoplexy.

Tuberculosis Drops

The decline in the number of tuberculosis deaths reflects the great progress that has been made in medical science and the methods of fighting this dread disease. Whereas in 1900 the death rate from this cause was 200 per 100,000 of the general population, in 1930 it had fallen to 71 per 100,000, and by fairly uniform stages.

A great improvement has been effected in the great saving of infant and young lives. In fact on the whole infant mortality has been reduced 60 per cent, the death rate of children of ages one to four inclusive having declined 60 per cent, and the combined reduction in the death rates of all children, ages two to eight inclusive has been reduced 67 per cent. This vast saving of infant life has been possible by reason of the fact that the primary acute infections which were responsible for the heavy mortality 30 years ago have been countered to an increasingly successful degree by the progress of bacteriology and an improved knowledge and practice of hygiene and sanitation. Thus the ravages of typhoid fever, small pox malaria and other infectious diseases have been greatly curbed.

A decline has also occurred in the death-toll due to pneumonia, figures showing that whereas in 1900 deaths per 100,000 population attributable to this disease, numbered 180, the experience for 1930 was only 78 per 100,000.

Nervous Diseases Gain

A striking change, somewhat affecting mortality, but of more particular significance in connection with disability, is the increase in incidence of functional nervous diseases throughout the civilized world and especially on this continent. In regard to this Dr. Thornton said:

"Some pessimists would have us believe that our racial mind-quality has undergone a eugenic deterioration. With this do not agree. I believe the increase has been brought about by an increase in the rigour of the mind's environment. The ever increasing strain of modern competitive business, the added stress of periodic depressions, the excitement which the theatre and press think they must maintain, the emotionalism characteristic of our literature, the noise of the modern metropolis, our mania for speed, all these things crowd in upon our consciousness, each new stimulus adding its tap, until the more delicately balanced minds are hammered into an irritable disarray."

One of the characteristics of life insurance medicine, continued Dr. Thornton, is that it deals with ultimate prognosis and draws its conclusions from observations of large groups rather than that of the individual. True, each applicant is individually examined, but only to determine to which group or, rather, set of groups he belongs. Thereafter his identity dissolves in that of his

group and his individual behavior is unimportant. Therefore the standardization of all medical examinations and tests is of the utmost importance as is the application of these standards, especially in regard to borderline cases.

Weight Important

The commonest predisposing condition is overweight. Every medical director should periodically review that section of insurance literature which deals with build, in order to fix in his mind the unalterable law that abnormal weight invariably adds to the mortality and must be compensated for by increased premiums or other means. The next most common group of impairments are those associated with the heart and circulation.

Research study in the realm of degenerative diseases, said Dr. Thornton, has been neglected, though millions have been spent and rightly so, on preventive medicine in the infectious disease group and cancer research. A better balance was urged.

Springfield, Oct. 3.—Two draft horses, owned by E. E. Pyke, are champions by half an inch. They pulled 15,600 pounds 49½ inches after tying with another team in a six-foot pull of 15,000 pounds. The former state record was 14,600.

GOOD PROGRAM ON THE AIR THIS EVENING

WEAF NEW YORK

7.45—Swift Program.
8.00—Vermont Lumber Jacks.
8.15—Archer Gibson.
8.30—Teddy Black's Orchestra.
8.45—The Goldbergs.
9.00—Seconyland Sketches.
9.30—Voice of Firestone.
10.00—A & P Gypsy.
10.30—General Motors Program.
11.00—True Story.
11.45—The Simonize Guardsmen.
12.00—P. M. Lee Morse.
12.15—Jesse Crawford.

CKAC MONTREAL

7.30—Maroon Club Orchestra.
8.00—Safety League.
8.30—Rex Battle's Orchestra.
8.45—Clark's Entertainers.
9.00—Baseball Scores.
9.05—Dr. Herbert Sanders.
10.00—Living Room Furniture.
10.30—Canadian National Railways.
11.00—Mme Maubourg Roberval.
11.30—"Nocturne."

WJZ NEW YORK

7.45—Literary Digest Topics in Brief.
8.00—The Pepsodent Program.
8.15—Tastyest Jesters.
8.30—Phil Cook.
8.45—Paris Night Life.
9.00—To Be Announced.
9.30—Death Valley Days.
10.00—Maytag Orchestra.
10.30—Musical Dominoes.
11.00—Gold Medal Express.
11.30—Chesbrough Real Folks.
12.30—Slumber Music.

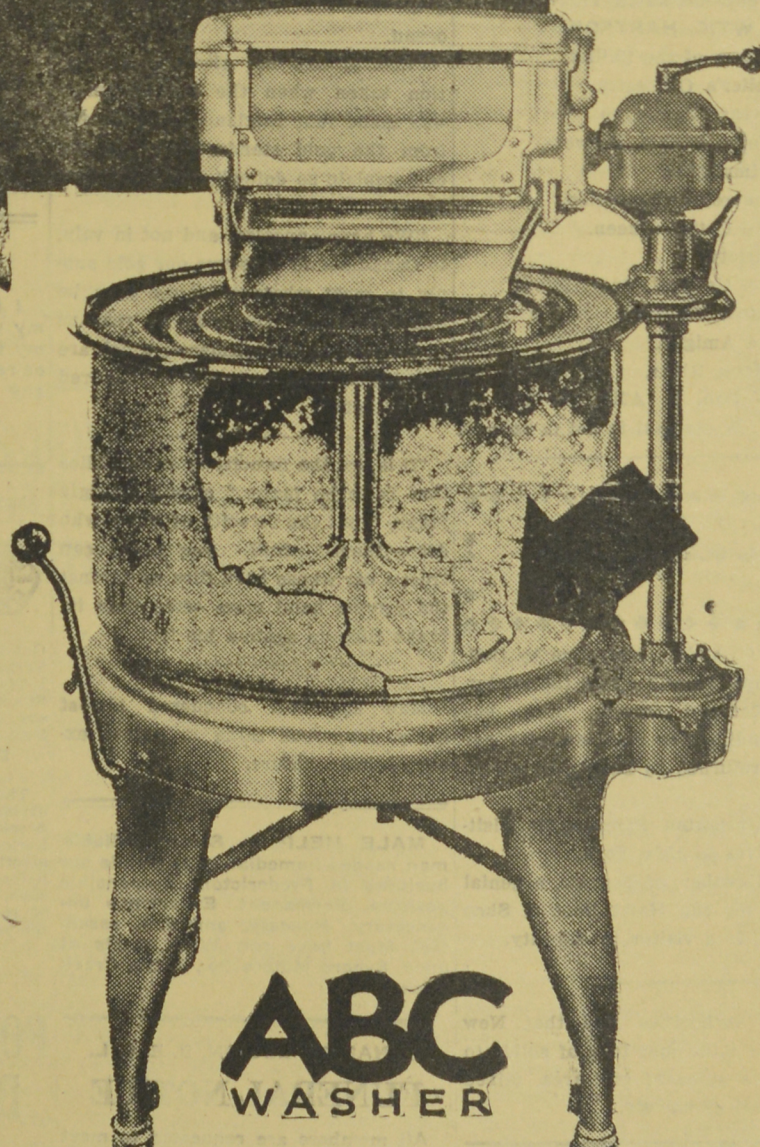
WLW CINCINNATI

7.45—Lowell Thomas.
8.00—Amos n' Andy.
8.15—To Be Announced.
8.30—Baseball Scores.
8.33—Variety.
8.45—Paris Night Life.
9.00—To Be Announced.
9.30—Hollingsworth Hall.
9.45—To Be Announced.
10.00—To Be Announced.
10.30—Musical Dominoes.
11.00—Canada Dry.
11.30—Real Folks.
11.58—Estate Weather.
12.00—Korn Parchies Program.
12.00—Sport Slices.
12.30—Chime Reveries.

WTIC HARTFORD

7.30—Memories of Broadway.
7.45—Stabbins Boys.
8.00—Vermont Lumberjacks.
8.15—Hank Keene.
8.30—Recorded Novelties.
9.00—Dramatic Skit.
9.00—James Melton.
10.00—The Gypsies.
10.30—Family Party.
11.00—Harry Salter's Orchestra.
11.30—Famous Favorites.
11.45—Harry Kogen's Orchestra.
12.00—Bulletin's Marine Forecast.
12.05—The Merry Madcaps.

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