gerious and noisy, and his taste for holidays insatiable. The
funeral of his father or mother may serve half a dozen times as an
excuse for leave unless it is observed by his immediate superior.
Every new employment is bought by a bribe to the muscadum,
and the active presence of an inspector at the gate of issue at
choosing time is justified by the pillaging instincts of the men.
Pay day is a period of mingled joy and apprehension to the
mill cooie; for he knows, if he has been extravagant, that
a familiar face is waiting at the mill gate to recover instal-
ments of interest on loans that have been contracted at rates for
interest which may run up to 30 per cent. per annum. One
third of the men's pay is often sacrificed in this manner, and
the debt is hereditary. There are no Trade Unions in India,
because there is no social organisation that could collect and hold
money for such a purpose. Nevertheless, the Indian mill hands
know how to strike, and even to riot in formidable numbers. Their
savings (when they do save) go to the family plot of land or are in-
vested in jewellery which may at any time be converted into cash
at a slight loss. Many were therefore able to find a retreat when the
exodus due to plague took place last year. Those who remained
received a very great increase of wages and daily pay which they
managed to keep up by partial strikes in spite of the efforts of their
employers, long after the necessity was past. Wages are still abnor-
mally high in Bombay, and nothing but the difficulties of migration
due to quarantine, keep the mill hands together at the present
time. Higher wages do not have the same effect on the operative
here as in Europe. The standard of living among cooies remains
the same, although when money is plentiful they will squander it
in vice or luxury or temporary gratification, if they do not hoard
it. They are thus always able to live on the very smallest means
and to dispense, if need be, with a roof, for a great part of the
year. The complete separation of the mill cooie from agriculture
seems to be a necessary condition of the success of cotton
manufacture, and a higher standard of living, with more numer-
ous necessities, appears to be the only influence likely to steady
him.

By the courtesy of the manager we are enabled to illustrate
the present article by photographs of the staff and employees of
the Sassoon Spinning and Weaving Company's mills, one of the
largest and best managed mills in Bombay. The mill contains
100,000 spindles and 1,500 looms with Mr. Cowasjee D. Panday
as manager. The post is an important one, but he is fully quali-
fied for it considering his long experience of mill management, and
the thorough practical training he received in his apprenticeship days,
undercompetent European fitters and overackers. Messrs Bar-
low and Wrigley, who form the European staff of the mill, as
carding and spinning masters respectively, have had an excel-
 lent Lancashire reputation, which they have fully main-
tained. Mr. Adheree B. Shroff, M.I.M.E., has worked his way
up in the same concern which he joined some twenty years ago
as a fitter, and now has the satisfaction of being placed in charge
of the magnificent engines which drive this large mill. Mr. D.
Katra, apparently of the old school, is thoroughly practical as a
weaving superintendent and quite up to date in plain and fancy
weaving and in bleaching, finishing, dyeing &c. His connection
with the Sassoon Mills is also of a long duration.

In a future issue we hope to depict the life of a typical
mill manager and overseer in an Indian cotton mill.

Weaving Design.

This design may be used for Damask Cloth: the particulars are: 18's warp, 50's weft, 50 p.c. size, 51's reed, 56 picks; 4 dent
plain and 8 picks plain on the sides of the design.