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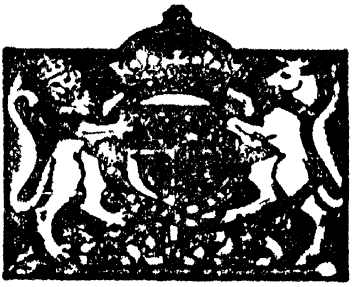

REPORT

ON

AN ENQUIRY INTO CONDITIONS OF LABOUR IN THE COTTON MILL INDUSTRY IN INDIA

BY

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Member, Labour Investigation Committee.

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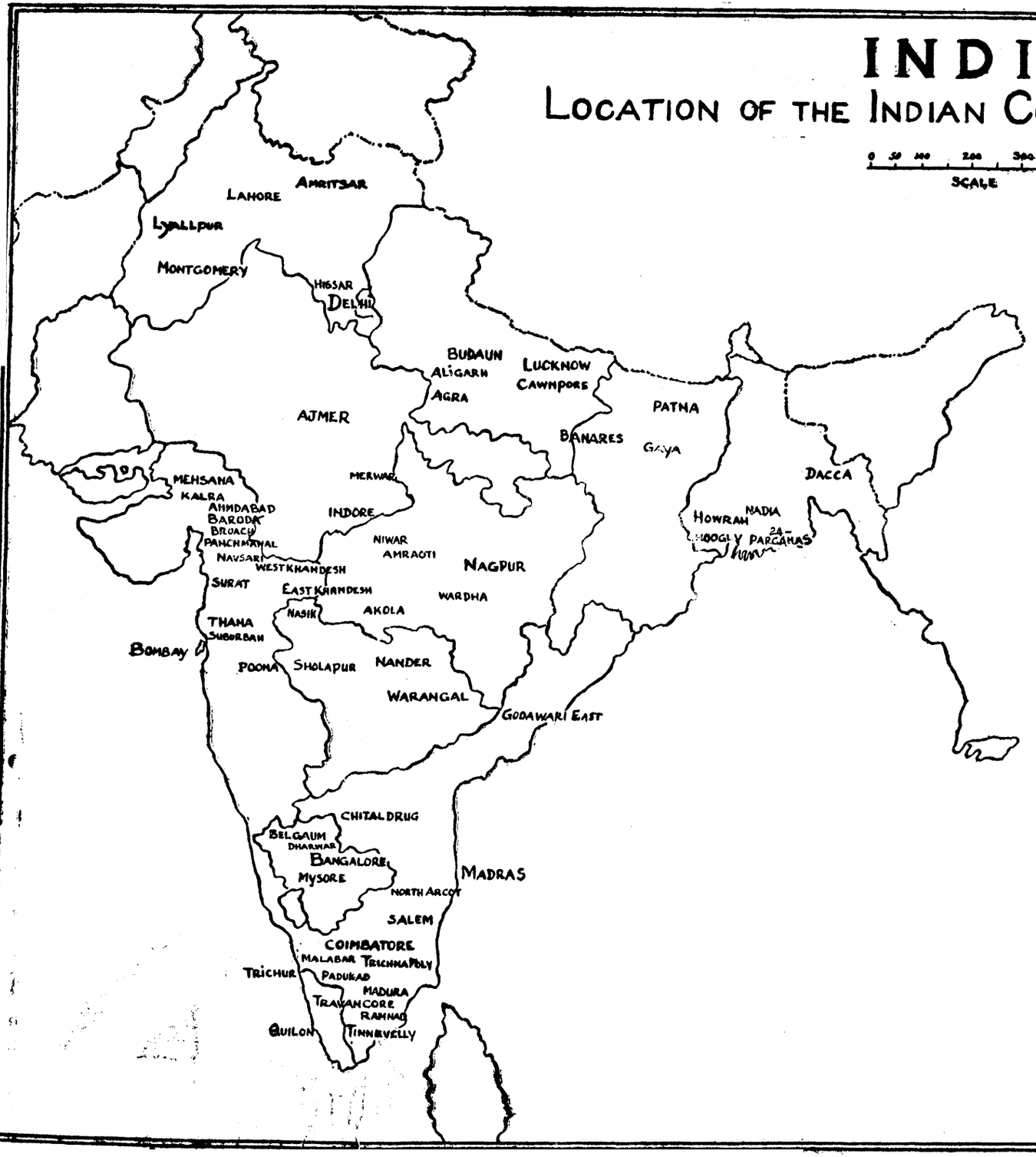
INDIA

LOCATION OF THE INDIAN COTTON MILL INDUSTRY



DISTRICTS AND CENTRES (SHOWN IN THE MAP) IN WHICH MORE THAN 500 PERSONS ARE EMPLOYED.

1. Bombay	201520	33. Niwar	2931
2. Ahmedabad	123910	34. Akola	3271
3. Broach & Panch-Mahals	3946	35. Amraoti	2481
4. Kaira	2835	36. Patna	575
5. Surat	2351	37. Gaya	2429
6. Thana	586	38. Hissar	2565
7. Bombay Subur-ban	10143	39. Lahore	1,271
8. East Khandesh	6305	40. Amritsar	1,383
9. Nasik	656	41. Montgomery	3443
10. Poona	1696	42. Lyallpur	3830
11. Sholapur	34400	43. Delhi	14,066
12. Belgaum	2750	44. 24 Parganas	15867
13. Dharwar	5950	45. Nadia	1916
14. West Khandesh	2807	46. Hoogly	5867
15. Arcot North	616	47. Howrah	8697
16. Coimbatore	35205	48. Dacca	7733
17. Godawari East	545	49. Ajmer	2620
18. Madras	12960	50. Merwar	5,010
19. Madura	17504	51 Baroda	11,080
20. Malabar	3533	52. Navsari	5867
21. Ramnad	714	53. Mehsana	8628
22. Salem	3672	54. Bangalore	12784
23. Tinnevelly	12,047	55. Mysore	7308
24. Trichinoply	758	56. Chitaldurg	1060
25. Benares	2680	57. Indore City	26142
26 Budaun	1,139	58. Quilon	750
27. Cawnpore	44,480	59. Trichur	2500
28. Lucknow	1,736	60. Puducad	700
29. Agra	2,555	61. Nander	2467
30. Aligarh	3,105	62. Warangal	2284
31. Nagpur	16,201		
32. Wardha	5067		

PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of a machinery to investigate questions of wages and earnings, employment and housing, and social conditions generally, with a view to provide adequate materials on which to plan a policy of social security for labour. In pursuance of that resolution, the Labour Investigation Committee was appointed by the Government of India by Resolution No. L-4012, dated the 12th February 1944 to carry out the investigations. The Committee was instructed to extend its investigations generally to all industrial and semi-industrial labour covered by the Royal Commission on Labour in their Report, with the addition of certain other categories. The Committee was asked by the Government of India to decide in each case the most suitable manner of conducting the enquiry. The Government, however, considered that the method of enquiry should not merely consist of sending out questionnaires to Government agencies and Employers' and Workers' Associations, but should also comprise specific enquiries in individual concerns based on representative sampling.

2. In India, in spite of the quite comprehensive enquiries made by the Royal Commission on Labour and a few Committees appointed by the Provincial Governments, there have remained large lacunae in regard to information on labour conditions in several industries. In particular, broadly speaking, the method of direct enquiry on the spot has not been adopted on a sufficiently wide scale so as to cover the entire industrial structure. Moreover, certain industries, like cotton textiles and coal mining, have received greater attention than others, and even as regards these industries, comprehensive information on an all-India basis has not been available. With a view to making up this deficiency as well as to bringing the available information up to date, the Committee decided that *ad hoc* surveys should be carried out in various industries so as to secure a complete picture of labour conditions prevailing in each. The following industries were selected for the purpose :—

A. *Mining.* (1) Coal. (2) Manganese. (3) Gold. (4) Mica. (5) Iron Ore. (6) Salt.

B. *Plantations.* (7) Tea. (8) Coffee. (9) Rubber.

C. *Factory industry.* (10) Cotton. (11) Jute. (12) Silk. (13) Woollen. (14) Mineral Oil. (15) Dockyard. (16) Engineering. (17) Cement. (18) Matches. (19) Paper. (20) Carpet weaving. (21) Coir matting. (22) Tanneries and Leather Goods Manufacture. (23) Potteries. (24) Printing Presses. (25) Glass. (26) Chemical and Pharmaceutical Works. (27) Shellac. (28) Bidi-making, Cigar and Cigarette. (29) Mica Splitting. (30) Sugar. (31) Cotton Ginning and Baling. (32) Rice Mills.

D. *Transport.* (33) Transport Services (Tramways and Buses). (34) Non-gazetted Railway Staff.

E. *Other types of labour.* (35) Port Labour. (36) Municipal Labour. (37) Central P. W. D. (38) Rickshaw Pullers.

3. The main conception on which the *ad hoc* surveys have been based is that information should be collected on the spot by direct enquiry conducted with the help of the Committee's own staff and that this information should, as far as possible, conform to the sampling methods widely adopted in such work. Owing to great variations in the character of the different industries, however, there could not be a complete uniformity in regard to the methods which had to be adopted to suit the peculiarities of particular industries and centres. For instance while there are only a few centres and units in certain industries such as potteries, mineral oil, gold, etc., in other industries, such as

textiles, engineering, transport services, plantations, tanneries, bidi-making, etc., a very large number of centres and units in different provinces (and even States) had to be covered. Moreover, some of the industries are modern industries of the large-scale type, wherein factory legislation applies more or less entirely, while others are indigenous handicrafts or small-scale industries, where factory legislation is either inapplicable or partially applicable. Thus, information has not been uniformly available in advance as regards the size, location and ownership of industrial units, such as is necessary before decisions for sampling are taken. Consequently, the technique of representative sampling had to be modified and supplemented so as to obtain whatever information of a reliable character was available. As far as possible, however, in all industries important centres were covered. In each of these centres units were chosen on a sample basis, but it was possible in a few centres to cover all units. The final lists of centres of survey and individual establishments were made out in the light of the impressions gathered during the course of the preliminary tour and in consultation with local authorities. The guiding principle in the selection of centres of survey was to make the survey regionally representative so as to discover differences in the conditions of labour in the same industry in different parts of the country. The selection of individual concerns was generally based on considerations, in order of importance, of (a) size, (b) ownership (private or limited) and (c) whether subject to statutory regulation or not. In this connection it may be stated that the Committee were greatly handicapped in sampling the units owing to the lack of complete information regarding location and number of units in the selected industries. Unfortunately there are no all-India employers' organisations in some of the organised industries, nor are the statistics maintained by the Central and Provincial Governments at all complete. Moreover, in certain unorganised industries, such as shellac, carpet-weaving, bidi-making, etc., owing to their very nature, no such information could have been readily available in advance. In certain cases, therefore, owing to these difficulties as well as transport difficulties and other exigencies, the sampling could not be fully adhered to. Nevertheless, the Committee have been anxious to gather in the maximum possible information in the limited time at their disposal and with a view to this, they have cast their net as wide as possible. The main instruments of the *ad hoc* survey were the Questionnaires. These were of two kinds :—(a) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries such as plantations, mines, railways, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

4. For the purpose of conducting enquiries, a sufficiently large field staff consisting of 16 Supervisors and 45 Investigators, was appointed. Before the commencement of field work, all the Supervisors (with the exception of those working in Bengal) were called to the Committee's headquarters at Simla and given detailed instructions on the technique and scope of the enquiries to be conducted by them, the manner in which they were to submit their data, and the centres and units which they were to investigate. In addition, both Supervisors and Investigators were provided with written instructions regarding the

use of questionnaires, sampling of concerns (where this could not be done in advance), filling of the wage forms, etc. In particular, they were asked not only to collect information on the spot but also to draw upon every other possible source of information. In doing so, they were required to distribute copies of the questionnaires in the centres assigned to them not only amongst the sampled units but also amongst Employers' and Workers' associations in the industry and such other associations and individuals as were likely to be interested in the subject. They were also asked to get into touch with officials of Central and Provincial Governments connected with labour and obtain such facilities as might be necessary in doing their work.

5. As far as the field work in Bengal was concerned it was done by the staff of the Committee under the guidance and supervision of the Labour Commissioner, Bengal, and his subordinate officers. Members, however, paid visits to selected centres and units in Bengal to obtain first-hand knowledge of local labour conditions.

6. The Committee's survey covered all Provinces with the exception of the North-West Frontier Province where none of the industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the States of the Eastern States Agency. No Survey was undertaken in the Hyderabad State as that State preferred to appoint its own Labour Investigation Committee, with terms of reference identical to those of this Committee, for enquiry into local labour conditions.

7. In dealing with the *ad hoc* survey work, several courses were open to the Committee :—(i) the Committee, as a whole, to study each industry, (ii) the surveys to be distributed region-wise and each Member put into charge of a region, and (iii) each Member to be entrusted with a few surveys throughout India. With a view to speedy and efficient work, the third course was actually adopted. This departure from the usual procedure of the Committee as a whole dealing with the work was necessary in view of the immensity of the task and the necessity of maintaining an all-India perspective. Moreover, it was felt that this procedure would enable Members to make a specialised study of labour conditions in individual industries in different parts of the country. It was also felt that the peculiar problems of industrial labour had more an industry-wise than a region-wise dispersion and that the procedure would be helpful to future legislation which has to take into consideration the diversified conditions of each industry. It will be seen, however, that in the Reports the factual material has been presented both on an all-India and on a regional basis.

8. Thanks and acknowledgements are due to Provincial Governments, State Authorities, Labour Commissioners (and particularly the Labour Commissioner, Bengal), Directors of Industries, Chief Inspectors of Factories, Port authorities, local bodies, employers' and workers' associations, managements of the units surveyed and all others who rendered help in the collection of the data presented in these Reports.

D. V. REGE, *Chairman.*

S. R. DESHPANDE
AHMAD MUKHTAR } *Members.*
B. P. ADARKAR

TEJA SINGH SAHNI,
Secretary.

FOREWORD.

It is necessary to add a foreword to this report because of the wide scope of the present enquiry. In view of the dispersal of the cotton mill industry from Madura and Cochin in the South to Naraingani in the East and Lahore and Lyallpur in the North, in collecting information and preparing this report my obligations have naturally been as varied as they have been substantial. I am grateful to the Millowners' Association, Bombay, for having agreed to circulate the Committee's *Ad Hoc* Questionnaire to all member mills and to collect and furnish the necessary information so that instead of relying on a sample, information was available for all the mills in Bombay. I have had also the benefit of having detailed discussions on the labour problems relating to the industry in Bombay with the Commissioner of Labour, Bombay, and his officers, as also with the Officers of the Millowners' Association, Bombay. The employers in all the centres of the industry were extremely helpful and spared neither time nor effort in making available whatever information was called for. Trade Union Officials too, in most of the centres, met me personally and acquainted me with their point of view and in some cases submitted detailed memoranda. The memorandum furnished by the Textile Labour Association, Ahmedabad, was of special value. The President of the Madura Union saved neither time nor trouble in showing me the various welfare activities conducted by the mills and the Union and also in accompanying me during my inspection of the working class localities in Madura. The Trade Union Officials in Mysore and Cochin States met me several times and gave a complete picture of labour conditions in these States.

Except for Bombay Province where well-tabulated wage data exist, a wage census was conducted in all the other centres and my thanks are due to the Investigators who copied out the data from the muster rolls of the mills and to the Supervisors who supervised the work. Owing to the lack of uniformity in the method of keeping muster rolls, this work entailed long hours and much patience but both the Investigators and the Supervisors carried it out to my satisfaction. Messrs. S. R. Sundaram and D. W. Gaitonde, the Committee's Supervisors did the major portion of the survey work in regard to the Cotton Mill Industry and I am grateful to them for their assistance. Mr. D. S. Dighe, did useful work in connection with the *ad hoc* survey at Baroda, Ahmedabad and Indore. I was assisted in conducting the survey at Cawnpore by Mr. S. P. Saksena, Statistician of the Office of the Director, Cost of Living Index Number Scheme, and also by Mr. M. C. Pant, Labour Officer, Cawnpore. I am indebted to the officials of the Northern India Employers' Association for their help and advice in regard to the Wage Census at Cawnpore. The *ad hoc* survey and the wage census in Bengal were carried out under the supervision of the Commissioner of Labour, Bengal, to whom may thanks are due.

The enquiry also covered certain important Indian States such as Mysore, Baroda, Indore and Cochin. The officials of these States extended their fullest co-operation both to me and to the Committee's staff and but for their readiness to help, this investigation might not have been as complete as I have tried to make it.

Although it took more than six months to collect the material for this survey and to tabulate the results of the Wage Census, the final drafting of this report had to be completed within the space of only a few weeks. In the final stages of the preparation of this Report I have received invaluable help from Mr. S. R. Sundaram and Mr. D. S. Dighe, an Assistant in my office.

Mr. S. Ishtiaq Ali, who was in charge of the tabulation of the Wage Census data, has done his work conscientiously and well. Mr. V. Narayana Iyer, my Stenographer, took down the dictation of the whole of this Report with speed and accuracy and this has meant for him long hours of ungrudging toil.

The preparation of this Report has involved a virtual fight against time. Every possible endeavour has, however, been made to ensure accuracy and to make the report as complete as possible.

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PART I.

CHAPTER I.—SURVEY OF LABOUR CONDITIONS IN THE INDIAN COTTON MILL INDUSTRY.

Introduction.

The Indian Cotton Mill Industry is now nearly a century old. Since 1851 it has been making progress and by the end of the 19th century the total number of mills had increased to 156 with 36,000 looms and over 40 lakhs of spindles. By 1914 the number of mills had increased to 257 with about 90,000 looms and over 60 lakhs of spindles and India had attained the position of being the fourth largest cotton manufacturing country in the world. During World War I, owing to restricted imports, the industry got a great opportunity to consolidate its position and to make large profits. Upto the advent of the great depression of 1929, the industry made steady progress. Thereafter, it continued to be in a depressed condition till about 1937-38. The outbreak of World War II and particularly the entry of Japan in the War, however, completely altered its position in so far as owing to the almost complete stoppage of imports, a colossal home market was at its door and it was called upon to execute heavy orders for army purposes. There was also no effective price control till the year 1943 and this enabled the industry to make unprecedented profits.

The following table shows the growth of the industry in recent years.

TABLE I.

Progress of cotton mills in British India and States since 1929.

Years ending 30th June.	Number of mills.	Number of Spindles installed.	Number of Looms installed.	Average No. of Hands employed daily.	Approximate quantity of Cotton consumed.	
					Cwts.	Bales of 392 lbs.
1929 ..	344	89,07,064	174,992	346,925	7,564,081	21,61,166
1930 ..	348	91,24,768	179,250	384,022	9,007,999	25,73,714
1931 ..	339	93,11,953	182,429	395,475	9,216,118	26,33,176
1932 ..	339	95,06,083	186,341	403,226	10,189,424	29,11,264
1933 ..	344	95,80,658	189,040	400,005	9,930,053	28,37,158
1934 ..	352	96,13,174	194,388	384,938	9,463,965	27,03,994
1935 ..	365	96,85,175	198,867	414,884	10,931,940	31,23,418
1936 ..	379	98,56,658	200,062	417,803	11,134,963	31,81,418
1937* ..	370	97,30,798	197,810	417,276	11,013,632	31,46,752
1938 ..	380	10,020,275	200,286	437,690	12,819,268	36,62,648
1939 ..	389	10,059,370	202,464	441,949	13,337,569	38,10,734
1940 ..	388	10,005,785	200,076	430,165	12,879,559	36,79,874
1941 ..	390	99,61,178	198,574	459,509	14,878,577	42,51,022
1942 ..	396	10,026,425	200,170	480,447	16,592,527	47,40,722
1943* ..	401	10,130,568	200,890	502,650	17,115,763	48,90,218
1944 ..	407	10,222,107	201,761	505,562	..	48,44,564†

* Excludes Burma and Ceylon.

† Bombay Cotton Annual, 1943-44, page 129.

A striking feature of the above table is that as compared to 1938, in 1944, twenty seven new mills came into existence inspite of the difficulty of getting machinery. The table also shows that while the increase in the number of spindles and looms as compared to 1938 is about 2 per cent. and 0.7 per cent. respectively, the quantity of cotton consumed and the number of persons employed have risen by 33.5 per cent. and 15.5 per cent. respectively. These increases are largely due to the fact that during the last few years double shift working has been almost universal in the industry.

As regards the location of the industry, Bombay Province continues to occupy the pride of place, although the industry has not expanded in this Province since 1929 and the number of units has actually declined from 219 in 1929 to 203 in 1943. Of all the Indian Provinces, Madras has made the largest progress in recent years, the number of mills and the number of spindles and looms having gone up from 12 mills with 440,360 spindles and 3,139 looms in 1929 to 65 mills with 1,480,000 spindles and 6,492 looms in 1943. The industry in Madras is predominantly spinning. As pointed out in the Location of Industry, " the development of electric power resources has helped the emergence of a large spinning industry in Southern India ". In Madras, the most important centres of the industry are Madras proper, Madura and Coimbatore. Bengal is another Province in which the industry has made rapid progress in recent years. For instance, while in 1921 there were only 13 mills with 362,000 spindles and about 3,000 looms, in 1943, there were 34 units with 476,000 spindles and nearly 11,000 looms. Bengal has thus come to occupy the third place among cotton manufacturing Provinces in India. The United Provinces and Central India are among the other important centres of the industry.

The industry has made very rapid progress in recent years in many of the Indian States except in Indore. The important centres of the industry in Indian States are Indore, Baroda, Bangalore, Hyderabad and Cochin.

The industry is the largest consumer of Indian cotton and consumed in 1944, over 48 lakhs of bales out of a total production of slightly over 60 lakhs of bales.

As the table already given shows the number of persons employed in the industry rose from 346,925 in 1929 to 437,690 in 1938 and to 505,562 in 1944 or by 15.5 per cent. as compared to 1938.

According to the Location of Industry (page 21) " During the period between 1921 and 1939 the number of workers employed in cotton spinning and weaving factories increased by 51.4 per cent. in British India as against 297.3 per cent. in Indian States. "

The map at p. ii shows a regional distribution of the industry according to centres and districts employing 500 or more persons.

The following table shows the location of the industry in the country and the number of persons employed in the different regions of the industry.*

* Annual Report of the Bombay Mill Owners Association, 1943, Chart Part I.

TABLE II.

Cotton Spinning and Weaving Mills Working as on 31st August 1943.

Where situated.	Number of Mills.	Number of Spindles installed.	Number of Looms installed.	Average No. of Hands employed.	Approximate quantity of cotton consumed.		Remarks.
					Cwts.	Bales of 3½ Cwts.	
Bombay City and Island (*a*)	66	28,31,328	66,269	1,29,655	51,95,617	14,84,462	(*a*) 1 Mill started working from March 1943.
Ahmedabad	73	17,94,283	43,315	76,039	19,38,398	5,53,828	
Rest of Bombay Province (including Sind) (*b*) ..	64	12,63,880	26,624	72,283	19,26,372	5,50,392	
Total: Bombay Province ..	203	58,89,491	1,36,208	277,932	90,60,387	25,88,682	
Rajputana	7	1,16,174	2,715	7,273	2,96,191	84,626	
Berar	4	68,714	1,454	4,151	1,51,340	43,240	(*b*) 1 Mill not working.
Central Provinces	7	3,03,897	5,293	19,463	5,32,084	1,52,024	
Bihar and Orissa	2	27,040	796	1,974	47,320	13,520	
Hyderabad	6	1,20,308	2,461	8,322	2,99,383	85,538	
Central India	17	3,98,908	11,084	28,115	9,66,567	2,76,162	
Bengal (*c*)	34	4,76,144	10,855	28,042	5,57,361	1,59,246	(*c*) 2 Mills not working.
Punjab	8	1,05,148	2,705	8,595	3,08,616	88,176	
Delhi Province (*d*)	6	1,12,176	3,067	6,158	3,33,158	95,188	(*d*) 1 Mill not working.
United Provinces	30	7,74,822	12,616	31,781	16,08,978	4,59,708	
Madras Province (*e*)	65	14,79,934	6,492	64,495	25,13,126	7,18,036	(*e*) 2 Mills not working.
Travancore	1	1,63,288	2,878	893	13,279	3,794	
Mysore	8	11,336	300	10,143	2,89,926	82,836	
Pondicherry	3	83,188	1,966	5,313	138,047	39,442	
Grand Total ..	401	1,01,30,568	2,00,890	5,02,650	1,71,15,763	48,90,218	

The total capital invested in the industry is about 48½ crores of rupees. The following summary statement shows the capital invested in the various Provinces and States.

TABLE III.

Statement showing the Capital invested in the Cotton Mill Industry in the various Provinces and states in India as on 31st August 1943.

Serial Number	Name of Centre.	Capital invested in cotton Mills.
		Rs.
1	Bombay City and Island	13,63,43,172
2	Ahmedabad	60,423,635
3	Rest of Bombay Province (including Sind)	60,383,926
	Total: Bombay Province ..	25,71,50,733
4	Rajputana	1,00,89,600
5	Berar	30,20,300
6	Central Provinces	2,19,79,350
7	Bihar and Orissa	22,24,745
8	Hyderabad	99,63,815
9	Bengal	3,23,21,876
10	Punjab	40,19,417
11	Delhi Province	1,69,97,010
12	United Provinces	3,17,86,126
13	Madras Province	5,25,21,414
14	Travancore	2,50,000
15	Mysore	95,15,550
16	Pondicherry	61,06,233
17	Central India	2,74,73,920
	Total ..	48,54,20,089

Table compiled from the charts appended to the Bombay Mill Owners' Association Annual Report for 1943.

Scope of the Enquiry.

Out of the 341 units in the country excluding Bombay City, 123 or 36.07 per cent. of the total were covered for purposes of this enquiry. The information contained in the regional survey which follows is based on the replies given by the mill managements to the Committtee's Questionnaire supplemented by personal investigations on the spot made by the officials of the Committee and in some cases by me personally. In regard to Bombay City, in view of the writer's close acquaintance with the industry for a number of years it was not felt necessary to ask the Supervisors of the Committee to make a sample survey. This deficiency was, however, more than met in view of the fact that at my request, the Bombay Millowners' Association circulated a selection of the questions from the Committee's *ad hoc* survey Questionnaire (App. 1a) to member mills and sent the Committee consolidated and well tabulated data regarding the various questions arising out of the Committee's terms of reference.

In view of the almost complete lack of informaion regarding wages, earnings, etc., in the industry except for the Province of Bombay, a Wage Census was conducted on a sample basis in all the important centres of the industry.

The form used for the wage census will be found in Appendix Ib. The number of units covered was 137 located in 23 centres employing about 2,22,000 workers or about 98 per cent. of the total employed in these centres. In regard to Bombay centres the published data have been utilised and brought up-to-date for purposes of comparison with other centres.

In analysing and presenting the material collected for this Report, the plan followed is to give more details regarding all centres about which the public is comparatively ignorant owing to the absence of published literature. Any striking feature noticeable in a particular centre has also been described in detail irrespective of the importance of the centre in order that such a feature should attract attention of the whole industry with a view to its adoption. This has led to a seeming lack of balance in the length of the various sections which is explained by the considerations set out above regarding the plan of the report. The outstanding features and trends in the industry are, however, dealt with in the last chapter of this report.

PART II.

Regional Survey of Conditions of Labour.

(i) British India.

CHAPTER II.—BOMBAY PROVINCE.

INTRODUCTORY.

From the table given in the introductory chapter of this Report, it is clear that Bombay Province is the most important Province in the country, both from the point of view of the quality of cotton consumed and also from the number of persons employed. In this Province, there are as many as 203 mills out of a total of 407 in the country. The three major centres of the industry are Bombay City, Ahmedabad and Sholapur. There are, however, cotton mills in East and West Khandesh, in Surat, Nadiad, Broach and Viramgam in the Gujarat, and at Poona, Hubli, Barsi, Gadag and Gokak.

The average size of the unit in Bombay is larger than in Ahmedabad. Most of the concerns in the Province do both spinning and weaving. There are two important organisations of the employers, namely, the Bombay and the Ahmedabad Millowners' Associations. Some mills outside Bombay and Ahmedabad are also affiliated to these Associations.

For purposes of the present survey, detailed information has been collected for the major centres, although enquiries have been made in some of the smaller ones, such as Barsi, Surat, Gadag, etc. Eight out of the 18 units in these centres have been covered for purposes of this enquiry.

No wage census was conducted in Bombay Province as reliable data were available in published reports. These data have, however, been brought up-to-date in order to facilitate comparison with other centres.

The following sections deal with conditions of labour in the important centres in Bombay Province :

A—BOMBAY CITY.

Employment.

The Royal Commission on Indian Labour have stated that the cotton mill industry in India was expanding in the country in all centres except Bombay*. Since the Commission's Report, the industry has shown considerable contrac-

*Report of the Royal Commission on Labour in India, p. 7.

tion judged by the number of mills, number of spindles and the number of looms installed, although, during the War period, owing to the increased night shift working, the volume of employment is much larger than it was ever before. The following table is of interest in this connection† :—

TABLE IV.

Year ending 31st August.	Number of mills.	Number of spindles installed.	Number of looms installed.	Average daily No. of workers employed. (day shift only).
1929	81	34,47,433	76,375	1,06,710
1930	81	34,30,733	76,697	1,36,774
1931	81	34,27,000	76,975	1,29,057
1932	81	34,41,856	76,950	1,29,534
1933	78	33,09,678	73,269	1,19,943
1934	75	31,69,700	69,802	95,007
1935	74	29,90,088	68,385	1,11,147
1936	74	29,85,357	68,348	1,09,670
1937	69	28,89,509	66,753	1,09,479
1938	69	29,06,202	67,294	1,18,993
1939	68	28,50,774	67,235	1,13,338
1940	65	27,48,644	65,177	1,04,890
1941	64	27,89,080	65,292	1,15,903
1942	66	28,19,832	66,120	1,22,025
1943	66	28,31,328	66,269	1,29,655

As compared to August 1939, employment in the Bombay mills has gone up from 1,45,691 to 2,20,681 or by 51.4 per cent. The following table gives the number of men and women workers in August 1939 and November 1944 and also shows the number of those on time and piece rates :—

TABLE V.

August 1939		November 1944	
Number of workers on piece-rates		Number of workers on piece-rates	
Men	56,378	Men	82,754
Women	17,203	Women	20,937
Number of workers on time-rates		Number of workers on time-rates	
Men	67,556	Men	1,11,143
Women	4,554	Women	5,847
Total	1,45,691	Total	2,20,681

The percentage of women workers in November 1944 to the total number of workers, which was 12, was slightly lower than it was in August 1939, apparently because the increase in the volume of employment is due to night shift working and women are not allowed to work during the night.

It will be seen from the table that the proportion of women workers on piece rates to time workers is much higher than in the case of male workers. This is due to the fact that women are mostly employed in the winding and reeling departments which are piece-work occupations.

†Annual Report of the Mill Owners' Association, Bombay, for 1943.

Statistics of the number of mills working night shifts and the number employed are published monthly in the Bombay Labour Gazette. The following table contains the figures for the month of January during the Years 1937 to 1945 :—

TABLE VI.

Year.		Number of mill working night shift.	Number of workers employed.
January	1937	38	26,362
,,	1938	48	47,524
,,	1939	51	46,894
,,	1940	47	41,762
,,	1941	57	58,927
,,	1942	59	75,569
,,	1943	62	81,413
,,	1944	63	84,406
,,	1945	62	81,621

The industry in Bombay City draws its labour force mostly from the neighbouring districts of Konkan, Satara and Sholapur. A certain proportion of the workers also comes from the Deccan and the United Provinces.

The workers in the industry have still maintained a link with their village homes and repair to the villages once a year or once in two years during the marriage and harvesting seasons. That is not to say, however, that they are merely birds of passage. As a matter of fact, gradually the labour force is getting more stable and is almost wholly dependent for its sustenance on the industry.

Classification of Workers.

The classification of workers in the industry is governed by the Standing Orders settled under Section 26 (6) of the Bombay Industrial Disputes Act, 1938. They are classified into the following five classes :—

(1) Permanent,
(2) Probationary,
(3) Badlis,
(4) Temporary, and
(5) Apprentices.

All these classes of workers are provided with tickets.

Under the Standing Orders, permanent workers are entitled to 14 days' notice of discharge or 13 days' wages in lieu of notice, while no notice is required in the case of other classes of workers.

The proportion of *badlis* to permanent workers is generally about 15 to 20 per cent. The Millowners' Association, Bombay, started in 1935, the *badli* control system with the object of decasualising such labour. According to this system workers in need of work register their names at the mills in a special register kept for the purpose. Such fresh recruits are employed as substitutes in the first instance. The chief merit of the system is that it gives *badlis* regular employment and eliminates the power of the Jobbers in the recruitment of labour. It also diminishes labour turnover and thus increases the efficiency of work.

In recent years the idea of appointing Labour Officers for recruitment of labour and enquiring into their grievances has caught on in Bombay and there are no fewer than 34 Labour Officers in 47 mills. Fifteen mills have appointed no Labour Officers and in these the managements themselves look

into the grievances of the workers. The Association itself has appointed its own Labour Officer who represents individual mills in all proceedings under the Bombay Industrial Disputes Act. The Government of Bombay have also appointed their own Labour Officer under the Act and it is open to the workers to approach him in regard to their complaints. Where the workers decide not to elect their own delegates in conciliation proceedings, the Government Labour Officer can represent them.

Two kinds of apprentices are entertained in the mills. Those trained in the Textile Technical School of the Bombay Social Service League and those trained under the apprentice training scheme of the Government of Bombay. The mills pay the fees of the former and the number of apprentices trained comes to about four to five hundred. Under the latter scheme, about 70 to 80 apprentices are trained every year.

Most mills in Bombay now maintain a service card for their operatives containing particulars of their past service, wages, absence due to sickness and other causes, etc.

Labour turnover.—According to the figures supplied by the Association it would appear that, while in August 1938, the turnover of labour was 1.75 per cent., in July 1943 it was 2.05 per cent.

The Bombay Labour Office has been publishing now for a number of years figures of absenteeism in the cotton mill industry on the basis of returns made by the mills. The following summary statement shows the percentage of absenteeism in the Bombay Cotton Mill Industry from 1939 onwards :—

TABLE VII.

Year.		Percentage of absenteeism.
1939	Annual Average	10·50
1940	,, ,, ...	8·95
1941	.. ..	9·61
1942	,, ,, ...	14·0
1943	,, ,, ...	10·8
1944	,, ,, ...	11·35
1945	January	10·20
,,	February	11·85
,,	March	10·47

It will be seen from the above figures that absenteeism is of the order of about 10 to 11 per cent. The higher figure of absenteeism during the year 1942 was due to the exodus of mill operatives from Bombay City owing to panic created by rumours that the city would be bombed by the Japanese. This exodus created, for a period of nearly four months, very great dislocation in the industry during the month of March to June 1942.

It is reported that generally absenteeism is greater in the night shift than in the day shift. It is also greater on days immediately following the pay day and holiday. The Bombay Textile Labour Enquiry Committee has made the following observations on the subject of absenteeism* :—

" Among the causes of absenteeism are fatigue, sickness and industrial accidents ..... Sometimes attendance bonuses are offered to discourage absenteeism but such bonuses have not been found to be effective. Proper conditions of work in the factory, adequate wages, protection from accidents and sickness and facilities for obtaining leave for rest and recuperation constitute the most effective means of reducing absenteeism ".

*Report of the Textile Labour Inquiry Committee, Bombay, pp. 364-365.

Working Conditions.

Hours of work and shifts.—There are wide disparities as between mill and mill in regard to working conditions inside the departments. On the whole, however, they are not unsatisfactory. Air conditioning has been introduced in over a dozen mills.

According to the Report of the Chief Inspector of Factories for the year 1941, as a result of the installation of an air-conditioning plant in the weaving shed of a mill the efficiency of the shed went up by 2.25 per cent. in the hottest months of the year. A few mills have also installed vacuum stripping plants for removing cotton dust. Some mills have spray chambers and electric fans in their departments. On the whole, particularly in the newer units, the general layout of the machinery is very satisfactory from the point of view of the workers.

Rationalization by way of introduction of efficiency schemes in order to reduce the number of operatives per machine has made the largest progress in the cotton mill industry in Bombay city, as compared to other centres of the industry in the country. The introduction of such schemes dates back to the year 1926. Since then, many mills in Bombay have adopted them in certain departments. Most of the mills have introduced these schemes particularly in the spinning department by asking one worker to mind two sides of the ring frame. In weaving, even before 1926, a worker used to manage two looms but since then there is a tendency to ask him to mind three or even four ordinary looms. In the Frame Department, two hopper feeders and two scutchers are being given to one man and in Drawing, two men mind three heads. In Roving, two roving frames are now being attended to by one operative.

A few mills have recently replaced their sanitary arrangements by more modern ones. In most of the mills these arrangements are in accordance with the provisions laid down in the Factories Act.

The system of supplying cool water to the workers is by no means universal although few mills do so. There are complaints on the part of the workers that the arrangements for the supply of water in some mills are unsatisfactory. The Bombay Textile Labour Inquiry Committee has recommended that* " The Government of Bombay should modify the Factories Rules in such a way as to make it compulsory for all factories, where more than 100 workers are employed, to arrange for an adequate supply of cool drinking water according to standards to be prescribed by the Chief Inspector of Factories and for the supply of such water in or near all the departments of a factory."

Sixteen out of 64 mills have provided rest shelters for the employees. The dimensions of these vary from 30 ft. × 10 ft. to 50 ft. × 45 ft. Most of these are not, however, maintained in too good a condition, with the result that the workers prefer to rest and eat either in the departments or in the mill compounds.

Hours of Work and Shifts.

All the units in Bombay City, with the exception of three, work more than one shift. Three shifts are worked in certain departments in 12 mills, the hours of work per shift being 7½. There is a relay system in four units but is confined only to certain departments, such as the blow room, card room, etc. The working hours in 56 mills are from 8-30 a.m. to 6-30 p.m. with an

* Report of the Textile Labour Inquiry Committee, Bombay, page 302.

hour's interval. Nine mills commence work at 8 a.m. The night shift hours are 7 p.m. to 5 a.m. with an hour's interval in all the mills, except twelve in which the night shift begins at 6-45 p.m. and closes at 4-45 a.m. The daily hours of work are 9 in most cases but in the spinning departments of twelve mills the working hours are 10 per day.

Until July 1943, the mills used to observe Sunday as the weekly closed day except when there was another holiday during the week. Since then, however, owing to the introduction of the scheme of staggering of holidays by the Government of Bombay, in order to relieve the pressure on the supply of electric power, there is no one particular day on which all the mills remain closed although each mill observes a weekly holiday.

The mills have been divided into seven groups roughly according to the areas in which they are located and each group observes a different day of the week as its weekly holiday instead of the usual Sunday.

There is no system of granting holidays with pay. According to the Standing Orders fixed by the Industrial Court under the Bombay Industrial Disputes Act, however, workers who have completed service for a total period of 12 months qualify for a month's leave with or without pay, subject to the exigencies of work and the discretion of the management. Under the Standing Orders the operatives are also entitled to casual leave up to 10 days in a year but not ordinarily exceeding three days at a time.

Wages and Earnings.

It is unnecessary to deal in detail with the position regarding wages and earnings in the cotton mill industry in Bombay City because, as pointed out already in the introductory para. of this chapter, reliable and detailed data on the subject are available in the Reports of the Bombay Textile Labour Enquiry Committee, as also in the various publications of the Bombay Labour Office. So far as the basic wages are concerned, the wage structure in the industry has remained more or less the same since 1937 except for the alterations which were brought about as a result of the adoption in the year 1938 of the following recommendation of the Bombay Textile Labour Enquiry Committee regarding increases in wages.

Wage Category.	Rate of increase.
Below Rs. 13-8 p.m.	as. ·3 in the Rupee.
Rs. 13-8 and below Rs. 25	as. 2½ in the Rupee.
Rs. 25 and below Rs. 35	as. 2 in the Rupee.
Rs. 35 and below Rs. 40	as. 1½ in the Rupee.
Rs. 40 and below Rs. 75	as. 1 in the Rupee.

The increases that were granted were subject to certain maxima in each category.

It was estimated by the Committee that as a result of granting increases on the above scale the wages-bill of the industry would increase by 11.9 per cent.

For purposes of comparison with other centres of the industry it may be of interest to reproduce here a table published by the Committee on pages 24-25 of their Report showing the average daily earnings in selected occupations.

TABLE VIII.

Occupations.	Average daily earnings in Oct. 1934.	Average daily earnings (Piece workers) and average daily rates (Time workers) in July 1937.
	Rs. as. p.	Rs. as. p.
Drawing Tenters (M.P.)	1 0 6	0 15 11
Slubbing Tenters (,,)	1 2 0	1 1 0
Inter Tenters (,,)	1 0 10	0 15 6
Roving Tenters (,,)	1 0 2	0 14 10
Ring Siders (,,)	0 13 7	0 13 8
Do. (W.T.)	0 13 2	
Tarwallas (M.T.)	0 12 10	0 12 11
Do. (W.T.)	0 11 11	
Doffers (M. & W. T.)	0 10 2	0 10 5
Weavers-2 Loom (M.P.)	1 6 1	1 5 8
Winders Grey (W.P.)	0 9 11	0 9 11
Winders Colour (W.P.)	0 13 5	0 12 8
Reelers (W.P.)	0 10 2	0 8 11

In reading the above figures due account must be taken of the increases referred to already. Through the courtesy of the Bombay Millowners' Association, it has been found possible to obtain more up-to-date data regarding the earnings in some of the principal piece-time occupations. These figures are set out below :—

TABLE IX.

Occupation.	Average Earnings. 1937	1944
	Rs. a. p.	Rs. a. p.
1. Drawing Tenters single	25 3 1	27 9 0
2. ,, ,, double	29 4 10	31 0 0
3. Slubbing Tenters	28 4 11	28 14 0
4. Inter Tenters	25 13 4	26 1 0
5. Roving Tenters Single	24 8 0	25 1 0
6. ,, ,, Double	32 0 3	33 1 0
7. Two-loom Weavers	35 11 6	39 10 0
8. Four-loom Weavers	51 8 0	54 10 0
9. Six-loom Weavers	52 9 6	60 11 0
10. Warpers	43 15 3	49 10 0
11. Drawers-in.	43 1 10	45 8 0
12. Gery Winders	15 14 9	18 10 0
13. Colour Winders	19 5 0	21 1 0
14. Universal Winders	17 12 6	18 10 0
15. Reelers	18 11 4	18 6 0

The above figures are exclusive of the increases given in February 1938 already referred to. It will be seen that in some of the principal piece-time occupations such as weaving, the earnings have gone up in spite of the fact that there have been no radical changes in the wage structure as such. This is presumably due to the fact that when, owing to changes in the character of production, etc ; the workers earned low wages they often placed this matter before the Conciliator and individual mills sympathetically considered these cases and allowed higher rates in certain occupations. Moreover, this was probably also due to improvement in the working efficiency of the workers.

It would be of interest here to compare the above figures with those for July 1937. Taking an important occupation such as of a two-loom weaver, it will be seen that for 26 days' work he earns Rs. 39-10-0 from his basic wage. Weavers falling as they do in the earning category Rs. 35 to Rs. 40 are entitled to an interim increase of 1½ annas in the rupee, that is to say, a weaver earning Rs. 39-10-0 would get about Rs. 3-11-5 by way of the increase. Thus, his earnings for 26 days would amount to Rs. 43-5-5 exclusive of dearness allowance. On the other hand, in July 1937 his earnings amounted to Rs. 35-11-6 only.

So far as workers on time-rates are concerned, the Millowners' Association, Bombay, adopted a schedule of minimum wages in the year 1934 for unrationalized occupations. A copy of this schedule is attached as appendix i(c). This schedule is the minimum below which no member mill is allowed to go although, in several cases, a wage higher than the minimum is being paid. The rates of wages and earnings of time workers have not materially changed since 1937.

Adding the 1938 increases and the dearness allowance to the wages of time and piece workers in principal occupations, the position regarding wages and earnings in 1944 would appear to be as follows :—

TABLE X.

Occupation.	Monthly Basic Wage.	Interim Increase.	Dearness Allowance.*	Total Earnings.
Doffers	16 14 10	2 10 3	31 5 0	50 14 1
Ring Siders	22 3 4	3 7 6	31 5 0	56 15 10
Tarwallas	20 15 10	3 4 6	31 5 0	55 9 4
Drawing Tenters (Single)	27 9 0	3 7 0	31 5 0	62 5 0
Grey Winders	18 10 0	2 14 3	31 5 0	52 13 3
Colour Winders	21 1 0	3 4 6	31 5 0	55 10 6
Reelers	18 6 0	2 13 9	31 5 0	52 8 9
Two-loom Weavers	39 10 0	3 11 5	31 5 0	74 10 5

* Average for the 12 months of the year 1944.

Dearness allowance.—A dearness allowance was first granted in December 1939 on the recommendations of a Board of Conciliation presided over by Mr. Justice Rangnekar at the rate of 10 per cent. of the average wages. In 1941, the scale was revised and was linked up with the Bombay Working Class Cost of Living Index Numbers published by the Bombay Labour Office on base year ending June 1934. According to this scale, on the basis of the average wage for the industry, the workers are compensated to the extent of 76.5 per cent of the rise in the cost of living. This scale has been revised from time to time. The following table shows the index number and the monthly amount paid by way of dearness allowance to those working 26 days in the month during August 1941, July 1942, July 1943, July 1944 and September 1945.

TABLE XI.

Month.	Index No.	Amount of Dearness Allowance paid.
		Rs. A. P.
August 1941	131	6 3 0
July 1942	168	14 15 0
July 1943	235	30 13 0
July 1944	236	31 1 0
September 1945	243	32 11 0

Bonuses and other allowances.—All the mills in Bombay are paying a profit bonus since 1941. The bonus for that year was equal to 1½ months' wages and was paid in February 1942. The condition was that it would be paid to permanent workers whose names were on the rolls on 31st December 1941, as also on the date of payment. So far as *badli* workers were concerned, only those who in addition to satisfying the above conditions had worked for 75 days during the year were entitled to it. In 1941, only 18,000 out of a total of 2,18,000 failed to qualify for the bonus. In 1942 and 1943 a bonus equivalent to two months' earnings was paid. For 1944 it amounted to 1|6th of the total earnings.

Only a few mills pay a good attendance bonus to their workers in certain departments and some mills pay an efficiency bonus in certain occupations.

The wage period is a calendar month and wages are paid directly to the workers in accordance with the provisions of the Payment of Wages Act. Separate registers are maintained for recording overtime.

Fines are imposed as a disciplinary measure. Separate Fine Funds are maintained and the amounts spent on items sanctioned by the Chief Inspector of Factories.

At page 99 of the Bombay Textile Labour Enquiry Committee's Report, the history of the attempts made to standardize wages since 1891 has been given. The Committee itself framed a scheme which is published in their Report. So far, however, no final action appears to have been taken in the matter, although owing to the introduction of the minimum rates for time workers and changes in wage rates agreed to in conciliation proceedings and the adoption by all units of the same scale of dearness allowance, there are now probably smaller variations in earnings as between unit and unit than were noticed by the Departmental Committee appointed by the Government of Bombay in the year 1934*.

Housing.

The housing conditions of industrial workers in Bombay City have been a by-word and a reproach for a long time now. The large influx of population in the city during World War II and the almost entire cessation of building activity has made the position worse. Full details regarding housing conditions of industrial workers are available in the Reports on Family Budget Enquiries made by the Bombay Labour Office[1], in the Report of the Rent Enquiry Committee[2] and in the Report of the Bombay Textile Labour Enquiry Committee[3]. In order to avoid repetition, it is proposed, therefore, to deal with the subject as briefly as possible in this section.

Employers' Housing.—The position as regards employers' housing has remained the same as described in the Report of the Textile Labour Enquiry Committee. Briefly it is as follows :—

Twenty-one mills have provided quarters for their workers in 4,301 tenements. Of these, 3,354 are single-roomed, 939 double-roomed and 8 three-roomed and over. These quarters are located in buildings known locally as *chawls* of which there are 166. The size of the rooms is in the majority of

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* Wages and Unemployment in the Bombay Cotton Textile Industry—Report of the Departmental Enquiry—pages 25, and 115 to 154.

[1] Latest Report on the subject was published in the year 1935.

[2] Vol. II, Part IV.

[3] (Published in the year 1940) Pp. 267—279.

cases 10 ft. × 10 ft., being 15 ft. × 10 ft. in a few cases. In the *chawls* there are common arrangements for water supply and sanitation. A group of mills which has built *chawls* for its workers provides electric lights in the tenements. In the other *chawls* electric light is supplied only in the corridors. The *chawls* are generally located near the mills. Usually three to four persons occupy one room although, owing to the conditions created by the War, the tenements are now much more overcrowded. Sub-letting is forbidden but takes place all the same. The monthly rent per tenement varies from Rs. 3 to Rs. 5. The employers do not make the housing provided into a source of private gain because, as pointed out by the Textile Labour Enquiry Committee, the net return on the capital invested varies from 1.3 per cent. to 3 per cent. and in no case does it exceed 4 per cent. The capital expenditure incurred by the employers on workers' housing is reported to be in the neighbourhood of 57 lakhs of rupees.

Municipal Housing.—The Bombay Municipality has, for a long time now, taken interest in the housing of industrial workers and has built about 11,000 tenements and nearly 3,000 sheds. About a quarter of these are occupied by cotton mill workers. In addition, the Municipality owns 5,000 single-room quarters in the estates acquired by the Improvement Trust and of these nearly 25 per cent. are occupied by cotton mill workers. The rent per tenement varies from Rs. 5 to Rs. 10-8-0 per month and Rs. 2-8-0 to Rs. 6 p.m. per shed.

Government housing.—Owing to the prevailing unsastisfactory housing conditions in the city, the Government of Bombay launched in 1920, a programme of industrial housing with a view to providing 50,000 tenements at an estimated cost of over five crores of rupees. Actually only 16,524 tenements were built at an average cost of Rs. 2084 each. These tenements were in *chawls* built with cement and were for a long time extremely unpopular owing to their distance from the mills, lack of lighting and ventilation, structural defects, etc. Inspite of the acute housing situation in the city, therefore, many of these tenements remained vacant for a long time. In 1937, the Government of Bombay appointed a committee to suggest structural alterations and improvements in these *chawls* and in 1938 about four lakhs of rupees were spent to make the suggested improvements. As a result, the *chawls* began to attract tenants. A considerable number of cotton mill workers live in these *chawls*.

Private housing.—The majority of industrial workers in Bombay City live in houses provided by private landlords. According to the Family Budget Report published by the Bombay Labour Office in 1935, the percentage of families living in such houses was about 54. These are usually *chawls* containing one-room tenements with a common verandah and common arrangements for sanitation and water supply. Most of these, particularly, the older structures are extremely ill-lighted and ventilated with inadequate water supply and sanitary arrangements. The average floor space per person and tenement is 26.86 and 103.23 sq. ft. respectively, the average monthly rent being Rs. 6-14-4 for one-room tenement[1].

General Observations.—There are no co-operative housing societies of industrial workers in Bombay City.

From the available statistics it would appear that during recent years apart from there being any improvement in housing conditions, the position is getting from bad to worse. For instance, while in 1935 the proportion of families of industrial workers living in one-room tenements was 73.86, according to the Report of the Textile Labour Enquiry Committee published in 1940

[1] Report of the Textile Labour Inquiry Committee, Bombay, Page 273.

it was 81. The average number of persons living in such tenements was about four but the conditions created by the War have gravely accentuated the situation. Before the War, the population of the city was about 14 lakhs, while it is at present estimated to be over 20 lakhs. Owing to the shortage of building material there has been an almost complete cessation of building activity in the city and thus the increased population has to find accommodation in the pre-war housing supply. As a matter of fact, so great is the congestion and overcrowding that there has been a vast increase in the number of persons without a shelter who take recourse to the foot-paths for sleeping during the night.[1] Even before the War, as revealed by the Family Budget Enquiry referred to already, a considerable number of families had to share a single room tenement. The position has become worse since.

The Government of Bombay have passed an Act for the restriction of house rents but it is being circumvented by rapacious landlords who demand a large premium, locally known as *Pagri*, from new tenants. It is understood that as much as two to three hundred rupees are often demanded for letting out a one-roomed tenement.

In a city like Bombay, where most of the mills are located in its very heart, it is too much to expect that the employers should house all their labour. In this connection it may be stated that the Government of Bombay have now launched their Greater Bombay Scheme. One of the objects of this scheme is to provide housing, including industrial housing. It is to be hoped that when industrial housing under this scheme is undertaken the pattern followed will not be of the odius *chawl* with common arrangements for water supply and sanitation but that an attempt will be made to build houses for the workers which will ensure privacy of family life and conduce to their health and efficiency.

Welfare Work.—The Bombay Cotton Mill Industry has a long tradition of welfare work although the standards of welfare work vary from unit to unit In recent years, however, every unit in the industry has been attempting to attain a minimum standard in regard to the welfare activities conducted for its employees in matters, such as medical aid, creches, grain-shops, the provision for recreational facilities etc. Moreover, since 1939 the Government of Bombay are undertaking on a considerable scale welfare work for industrial workers and cotton mill workers forming, as they do, a large proportion of the labour force have naturally benefitted by these activities. The Labour Welfare centres in Bombay are very popular and well attended by men, women and children. A note on the subject will be found in Appendix II which has been kindly furnished to the Committee by the Government Labour Officer, Bombay, who is in-charge of the Labour Welfare Department.

All the cotton mills belonging to the Millowners' Association, Bombay, have dispensaries where free medical treatment is given. These are generally in charge of full-time or part-time medical officers. In a few cases medical officers in charge of these dispensaries also visit the workers in their dwellings.

All the mills have now opened créches for the children of their women employees. These are under the charge of a qualified nurse assisted by inferior servants. The medical officers of the mills generally supervise the créches and in a few cases Lady Doctors have also been appointed. The crèches are gaining in popularity and the women workers are making good use of them. In this connection it may be pointed out that it is one of the special responsibilities of the Lady Inspector of Factories appointed by the Government of Bombay to visit créches and to bring them up to a minimum standard of cleanliness and comfort. In a few cases baby shows are arranged.

[1] Vide "Housing Indian Labour" by Kanji Dwarkadas, 1945.

With the exception of two mills, the rest have now started canteens where tea and light refreshments are sold to the workers. Forty-four mills run the canteens themselves, while in the remaining cases they are run by contractors. Twelve of the mills have made arrangements for serving cooked meals. A number of canteens are being run at a loss, being subsidized by the managements concerned.

Even before the War, some prominent employers in the industry were maintaining provision stores for the benefit of their employees by buying wholesale and selling at cost price. Owing to the prevalence of short supplies and scarcity of essential commodities of daily consumption, all the mills have now opened grainshops and a large number of mills have also opened cloth shops. The commodities are sold at cost price and mills which have cloth shops sell it to their work people at concession rates. These shops have become extremely popular.

The Bombay Millowners' Association has recommended to member mills that the workers should be encouraged to establish co-operative societies. In Bombay mills there are in all 41 co-operative societies with a membership of about 22,000, the share capital and reserve fund being Rs. 10,50,000 and Rs. 1,35,000 respectively. These societies undertake the work of debt redemption of their members.

Some of the mills have made provision for the education of their adult workers, while others have started literacy classes and prizes are given to those who become literates within a specified period. Workers in the mills are also encouraged to attend the Textile Technical School run by the Social Service League, Bombay.

Owing to lack of space, many of the mills have not been able to make arrangements for the out-door recreation for their workers. Some mills have, however, started sports clubs for out-door games like Cricket, Hockey, etc. Athletic tournaments are also periodically arranged.

In regard to the provision for the future of the workers it would appear that only eight mills have a Provident Fund Scheme for their employees and three others have instituted a Provident Fund Scheme only for Head Jobbers and other supervisory staff. The number of process workers covered by the Provident Funds in existence is only about 5,000. It is reported that 33 mills give gratuity. Three of these pay gratuity on retirement according to Rules, while others pay a gratuity at their discretion. Two mills have a system of granting pensions.

Labour Legislation and Trade Unions.

On the recommendation of the Bombay Millowners' Association member mills have been paying since November 1942 a surcharge of 50 per cent of the total amount payable as maternity benefit. It is understood that women workers are never discharged in order to evade the obligations under the Act. In two groups of mills expectant mothers are given milk every day for a few months before and after delivery.

The incidence of fines varies from mill to mill. It is reported by the Chief Inspector of Factories that in the Province of Bombay there is more fining in the cotton mill industry than in others. In 1941, in the cotton mills in Bombay city, there were 4,52,263 cases of fining and the amount of fines realized was Rs. 1,22,647.*

According to the figures published in the Bombay Labour Gazette there were during the quarter ending December 1944, ten Trade Unions of cotton mill workers with a membership of 26 385 persons.

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*Report of the Chief Inspector of Factories, Bombay, 1941.

B.—Ahmedabad.

Next to Bombay City, Ahmedabad is the second largest cotton manufacturing centre in the country. The first cotton mill at Ahmedabad was started as early as in the year 1859. The industry has made steady progress in the centre and this progress has been particularly marked since the year 1920.

At the time of the enquiry of the Royal Commission on Labour, 1929, Ahmedabad had some 70 mills with a lakh and fifty thousand spindles and 36,000 looms, employing a little over 58,000 persons. The following table shows the progress of the industry in Ahmedabad since 1939 :—

TABLE XII.

Year.	No. of units.	Number of spindles.	Number of looms.	Men.	Women.	Children.	Total.
1939	77	1,901,872	46,853	92,308	8,633	8	1,00,949
1940	76	1,898,530	46,278	90,188	7,827	..	98,015
1941	75	1,782,968	43,513	1,06,953	9,046	..	1,15,999
1942	74	1,791,789	43,424	1,04,574	8,579	..	1,13,153
1943	73	1,794,283	43,395	1,13,892	8,741	..	1,22,633
1944	69	1,932,060	46,633	1,16,213	8,221	..	1,24,434

The employment figure given in the last column relates also to those employed in the night shifts. It will be seen that during the last 15 years or so, employment in the cotton mills at Ahmedabad has nearly doubled, while as compared to pre-war days it has increased by 23,000 persons.

There is no employment of children in the Ahmedabad mills, while the percentage of women employed to the total labour force, (6.6) is also much smaller as compared to Bombay (12).

While it is true that the bulk of the labour force employed in the Ahmedabad mills comes from outside the city there has recently been a tendency for it to settle down in Ahmedabad, although contact is still maintained with the centres from which it comes by occasional visits to the villages. The following table shows the districts of origin of the labour employed in Ahmedabad mills :—

TABLE XIII*.

District of Origin.	Percentage.
Ahmedabad (City and District)	24·36
Baroda State	24·83
Other places in Gujarat	17·48
Rajputana	11·76
Kathiawar	5·72
U. P.	4·87
Deccan	3·25
C. P.	2·24
Elsewhere	5·49

It will be seen from the above table that the principal sources of labour supply are : Ahmedabad city and districts, Baroda State and other adjoining places in Gujarat. There is very little seasonal migration for agricultural operations. Generally, the younger members of the family migrate to the city for

*Report on an Enquiry into working class Family Budgets in Ahmedabad, 1937, p. 9.

working in the mills, while the others attend to agricultural operations in their villages. Workers coming from other Provinces go generally once in two years to their homes.

Recruitment of Labour.—A noteworthy feature of the employment of labour in Ahmedabad is that side by side with directly recruited labour, labour employed through contractors is also engaged. The direct recruitment is generally done through Jobbers and heads of departments and in recent years there has been very little change in the manner of recruitment. It is understood that in the year 1938 the Millowners' Association had established a Labour Exchange as an experimental measure but that it failed to function properly. It is estimated that contract labour in the mills comes to about 10 to 12 thousand. Contract labour is generally employed in the following departments : Mixing, coal stacking and cinder removing, internal transport, tubular banding, combing, beam carrying, drawing-in, dyeing and bleaching, finishing, folding, bundling and pressing and stamping.* The Bombay Textile Labour Enquiry Committee has recommended the abolition of contract system of engagement of labour. Such labour was not entitled to dearness allowance or bonus for a long time but in the year 1942, largely as a result of the efforts of the Textile Labour Association, contract labour is now being paid dearness allowance and bonus at 2|3rds the rate paid to labour directly recruited.

Absenteeism.—The Bombay Labour Gazette publishes every month statis- survey had any system of apprenticeship and training. Since the year 1937, there is, however, in operation in Ahmedabad an Apprenticeship Scheme of the Government of Bombay. Students taking training in the R.C. Technical Institute, Ahmedabad, are admitted by the mills for training at the beginning of each year. During the course of training these apprentices are paid Rs. 15 to Rs. 20 per month. During the year 1943, there were some 48 apprentices admitted under this scheme.

Absenteeism.—The Bombay Labour Gazette publishes every month statistics of absenteeism in the Ahmedabad mills. The following summary statement gives the average percentage of absenteeism during the years 1939 to 1944 :—

TABLE XIV.

Year.	Average percentage of absenteeism.
1939	3·30
1940	3·89
1941	4·19
1942	5·18
1943	4·84
1944	5·69

The above figures show a slight increase in absenteeism since pre-war, although even the 1944 figure appears to be much lower than in many other cotton textile centres in the country. It is difficult to say whether absenteeism is appreciably lower than, say, in Bombay or whether the method of calculation of the figures differs in these two centres. In the sampled units the percentage of absenteeism was 2.5 and 4.5 during the years 1939 and 1944 respectively.

It is reported that there is greater absenteeism during night shifts owing to the strain of night work. The industry in Ahmedabad has not been able to follow the example of the industry in Bombay City of having a compulsory system of change-over from day to night shift every month.

*General Wage Census Report, Bombay, Part I, 1934, p. 16.

The increase in absenteeism in recent years is attributed to the higher earnings of the workers due to the high rate of dearness allowance paid by the Ahmedabad mills.

Labour Turnover.—No reliable statistics regarding labour turnover in Ahmedabad mills are available. The turnover of labour is, however, generally due to voluntary resignation or dismissals. In view of the fact that in the Ahmedabad mills wages are standardized, there is not much inducement for the worker to migrate from one mill to another in order to earn a higher wage. Thus, the number of cases of voluntary resignation is not likely to be large. As regards dismissal, in the first place, this is a matter which is governed by the Standing Orders which are applicable to all the mills in Ahmedabad and under these, capricious dismissal is not possible. Moreover, as a result of the existence of a strong Trade Union which, as will be seen from a subsequent section, has an elaborate machinery for looking into the workers' grievances, there will be no inducement on the part of the management to dismiss a worker light heartedly. The result is that the labour force in Ahmedabad is pretty stable. Again, as the wage level at Ahmedabad is higher than the wage level in any other centre in the Bombay Presidency the workers are anxious to keep their jobs.

Except for 3 holidays with pay on festival days and closure for an hour or two on some others, there is no system of granting leave with pay in the mills at Ahmedabad. According to the Standing Orders, however, " service for a total period of 12 months shall qualify an operative for a total period of one month's leave with or without pay according to the terms of contract, custom or usage of the mill." The grant of such leave is at the discretion of the company. The workers are also entitled to casual leave not exceeding 10 days in a calendar year, but such leave cannot be taken for a period of more than 3 days at a time except in the case of illness.

Working Conditions inside the Mills.—The mills in Ahmedabad can be classified into two broad categories, those which have been erected in recent years and those which are long established. In the newly erected mills, the machinery is new and the lay-out is up-to-date. The conditions inside the old established mills are not, however, so good. Owing to reasons of climate, almost all the cotton mills in Ahmedabad have set up humidification plants to increase the humidity in the weaving sheds. Out of the 16 mills studied for the purposes of this survey, 8 have installed air conditioning plants. Some of the units have installed vacuum stripping plants to remove the cotton dust at the source. However, in some of the mills visited, it was noticed that owing to the accumulation of cotton dust, the machinery was not too clean. Lighting and ventilation in the departments is on the whole, satisfactory particularly in the newly constructed mills. The number of seats to be provided for latrine accommodation is generally in accordance with the prescribed rules but, the up-keep and sanitation of these seems unsatisfactory. Some latrines and urinals have no roofs.

Drinking water is generally served to the workers in their departments by servants employed by the management. Water jars are used for the storage of water. Some of the mills provide ice water during summer months.

All mills provide dining sheds for workers but generally they are not sufficiently large to accommodate all the workers. Generally, dining sheds are erected for the different communities and in one mill compound one could see as many as two or three of these. The dining sheds are made of brick walls with corrugated iron roofs. They are generally open but are properly paved.

The compounds of some of the mills are very dirty and water logged.

Hours of work and shift.—Out of the 16 mills surveyed, only 2 were working three shifts and the remaining two shifts. The shift hours are 9 per day, the spreadover being one of 10 hours. The day shift usually starts at 8 A.M. and closes at 6 P.M., while the corresponding timings for the night shift are 6 P M. to 4 A.M. with an hour's interval for rest. In mills working three shifts per day the working hours are usually from 8 A.M. to 4 P.M. 4 P.M. to 12 midnight and 12 midnight to 8 A.M., with half an hour's interval in each shift. No overlapping shifts are worked in any of the mills.

Relay system.—The 'Relay system' has been introduced in most of the cotton mills in Ahmedabad. According to this system there is continuous work even during the rest intervals. Such continuous work is secured by dividing workers into two or more groups with different rest intervals, so that while one group is having rest, the work of that group is carried on by the others in addition to their own. Those employed in the ring spinning department and other time workers are paid 5 per cent. of their wages for the additional work done by them in the relay system.

Night shift was first introduced in Ahmedabad in 1924 on a very restricted basis.* Since the year 1938 it has however, become general and as many as 65 mills were working night shifts in the year, 1944. The number of operatives working in the night shift in January 1945 were 48,864. The following table shows the number of mills and the number of workers working in night shifts since January 1931 :—

TABLE XV.

Period.	Number of mills working night shifts.	Number of workers employed in night shifts.
January 1931	15	5,571
„ 1932	21	6,870
„ 1933	18	6,824
„ 1934	19	6,962
„ 1935	31	12,464
„ 1936	34	14,449
„ 1937	39	19,710
„ 1938	64	35,325
„ 1939	47	27,422
„ 1940	39	23,472
„ 1941	54	36,875
„ 1942	68	48,695
„ 1943	65	45,406
„ 1944	65	47,629
„ 1945	66	48,864

No special remuneration is given to workers in the night shifts. The Textile Labour Association, Ahmedabad, have stated that night work in the existing conditions impairs the health of the workers, causes higher absenteeism and curtails the workers' opportunities for social life and also results in a greater number of accidents. The disadvantages of the night work are also being realised by the employers and recently a local mill has given notice to the Textile Labour Association, proposing a change-over between day and night workers on the ground that "continuous night work leads to deterioration of health and efficiency." The Textile Labour Association has also made a demand proposing changes in the condition of night work on the lines suggested by the Bombay Textile Labour Enquiry Committee. These chiefly relate to the limitation of the hours of work, provision of sleeping accommodation and the introduction of a system of change-over of shifts.

* The Bombay Textile Labour Inquiry Committee Report, p. 162.

Wages and Earnings.

For purposes of this enquiry no wage census was taken as it was understood that the basic wage position in the industry has not altered since 1937 except for the interim increases granted in 1938.

Prior to 1917 no concerted action was being taken by the Ahmedabad Millowners' Association in regard to wage fixation or changes in wage rates in member mills of the Association. Since then, the principle of collective bargaining has been accepted by the employers and the employees. This has been made possible owing to the existence of a strong Labour Organisation in Ahmedabad. " The fundamental principle therefore underlying the settlement of wages in Ahmedabad is that no individual mill is entitled to interfere with the scale of wages and that no reduction can be made in any case, except by virtue of a general Agreement or as the result of a general Award of the permanent Arbitration Board."* In 1917 the warpers obtained an increase of 25 per cent. in their rates, weavers were awarded an increase of 35 per cent. in 1918 and spinners were given an increase of 85 per cent. in March 1919, when weavers were also given a further increase. An Award was given in the middle of 1920 covering all the departments in which basic rates were laid down for time workers and certain percentage increases were granted to piece workers in view of the reduction in hours that had then taken place from 12 to 10. After that, the only important change that took place, till the reduction in 1923, was the grant of a dearness allowance to the spinning department. In the year 1921 this amounted to Rs. 1|10|- for a *hapta* of 16 days, i.e., 14 working days. This was subject to certain conditions regarding attendance. This has subsequently been amalgamated into wages and is being paid even now. In June 1923 wages were reduced by an all-round cut of 2½ annas in the rupee. At the end of 1929, by an Award of the Umpire, wages were restored to the extent of 8 per cent. in the spinning department and 5 per cent. in the weaving department. Actually, however, the spinning department workers got an increase on the then existing wage scale of one anna and three pies per rupee, and the weavers got an increase of 5 per cent. In January 1935 consequent on a demand for a wage cut of 25 per cent. by the Ahmedabad Millowners' Association, there was an agreement between the Millowners' Association and the Textile Labour Association, known as the Delhi Agreement. In pursuance of this Agreement there was a uniform reduction of 6¼ per cent in the wages of all time and piece workers. No reduction was, however, to be made in the case of weavers earning less than Rs. 41|4|- for 26 working days on the basis of a 10 hour day. In 1938, the wages of the weavers were standardised, which resulted in an increase of 5 per cent. in the earnings over the figure for 1935. In February 1938 the Textile Labour Enquiry Committee in their Interim Report recommended an increase in wages of all the workers on the same scale as in Bombay which has been referred to already. According to the Interim Report of the Bombay Textile Labour Enquiry Committee these increases added about 9 per cent. to the total wages bill of the Ahmedabad Cotton Industry.

This increment, popularly known as congress increment, was accepted by all the mills and the increases were paid with effect from February 1938.

Since the commencement of the present War there has been no change in the basic wage rates of the workers in the industry at Ahmedabad. The following table contains information regarding the basic wages and earnings in principal piece and time occupations.†

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* Report on Wages and Unemployment in Bombay Cotton Textile Industry, p. 14

† Information supplied by the Ahmedabad Millowners' Association.

TABLE XVI.

Occupation.	Time or piece.	Average daily wage. Rs. A. P.
Drawing tenters (Men)	T	1 0 0
" "	P	1 0 4
" (Women)	P	1 0 2
Slubbing tenters (Men) with back tenters..	P	1 1 3
Without back tenters..	T	0 15 9
" "	P	1 3 2
Single-machine Inter tenters (Men)	T	1 0 0
" " " "	P	1 12 0
Single-machine Roving tenters Men (doing own creeling,)	T	0 15 9
" " " " " "	P	0 15 10
" (not doing own creeling)	T	0 10 3
" " " "	P	0 14 7
Double-machine Roving tenters Men (doing own creeling)	P	1 5 7
" (not doing own creeling)	P	1 5 3
Single side siders (Men)	T	0 15 9
" " (Women)	T	0 15 7
Double side siders (Men)	T	1 15 10
" " (Women)	T	1 5 9
Doffers (Men & Women)	T	0 10 9
Grey winders (Men)	T	0 15 10
" "	P	0 9 11
" (Women)..	P	0 8 5
Colour winders (Men)	T	0 7 0
" "	P	0 11 4
" (Women)	P	0 10 3
Reelers (Women)	T	0 9 11
" "	P	0 8 7
Pirn winders (Men)	T	0 11 0
" "	P	0 13 0
" (Women)..	T	0 14 5
Warpers (men)	T	2 0 3
" "	P	1 15 1
Warping creelers (Men)	T	0 9 7
" (Women)	P	0 6 7
Front sizers	T	1 12 10
Back sizers	T	1 14 8
Sizing Mixers	T	0 13 10
One-loom weavers (ordinary)	T	0 12 6
" (Plains & Greys)	P	0 14 10
" (Jacquards & Blankets)	T	1 4 4
Two-loom weavers	P	1 9 1
Beam Carriers	T	0 15 8
Coolies (Men)	T	0 10 11
" (Women)	T	0 8 2

The general average of daily earnings of all adult workers on time and piece rates of wages in all occupations in the cotton textile industry in Ahmedabad comes to Rs. 1|2|11, as compared to Rs. 1|1|5 in Bombay city.* To this must be added the increase granted in 1938 which, as stated already, amounted to about 9.0 per cent. of the wages bill. Thus, so far as the average basic wage in the industry is concerned it came to about Rs. 1|4|7 per day.

Ahmedabad is the only centre in the Province of Bombay where an attempt at standardization of wages has been made with success. As the result of an Award made in 1920, the wages of warp and weft piecers, doffers, oilers and muccadams in the ring frame department were standardized. Subscquently, the wages of doffers, oilers and muccadams in the speed frame department and those of firemen and drivers were also standardized. In 1935,

* Report of the Bombay Textile Labour Inquiry Committee, page 57.

at the time of Delhi Agreement, both parties agreed on evolving a scheme of standardization of the wages of piece workers on the understanding that "such standardization should not involve any cut or increase." The wage rates for weavers were also standardized according to the agreement entered into by the Millowners' Association and the Textile Labour Association in February 1938. The wages of drawers-in and Reachers were standardized late in 1938 with the abolition of contract system in that department. This has resulted, it is understood, in the various standardization schemes covering about 70 per cent. of the workmen in the industry and about 80 per cent. of the total wage bill. Wages in occupations in the Engineering section still remain unstandardized.*

Allowances and bonuses of a permanent nature.—In addition to basic wages certain allowances are also paid to the workers. Since the year 1920, attendance bonus of Rs. -|8|- per *hapta* is paid in the spinning department on condition of regular attendance for 8 days during a *hapta*. In most of the mills efficiency bonus at the rate of Re. -|4|- per loom per worker is paid to weavers who give production above a particular level.

Dearness Allowance.—Since February 1940, Dearness Allowance is paid to the workers in accordance with the Award of the Industrial Court. It fluctuates with the rise or fall in the working class Cost of Living Index for Ahmedabad, calculated and published every month by the Bombay Labour Office. Upto July 1941 dearness allowance was paid to the workers to the extent of 66 per cent. of the actual rise in the cost of living but since then by a revision of the Award by mutual Agreement between the parties, workers were being compensated to the extent of 96.66 per cent. of the total rise in the working class cost of living. The allowance is being paid at a flat rate irrespective of the earning to all those earning upto Rs. 200 per month. The following table shows the amount paid by way of dearness allowance to all employees (except contract labour) from the commencement of the Award :—

TABLE XVII.

D. A. paid for the month of—	1940.	1941.	1942.	1943.	1944	1945.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
January	..	2 8 9	9 11 0	29 5 0	76 9 6	69 9 6
February	3 8 0	1 14 6	12 0 0	35 1 0	73 6 0	63 10 9
March	2 8 9	1 14 6	10 2 6	46 2 3	65 1 0	61 5 9
April	1 14 6	1 14 6	9 11 0	42 7 0	63 3 6	56 4 6
May	1 9 6	1 14 6	10 9 9	46 2 3	61 5 9	52 9 6
June	1 9 6	2 8 9	12 0 0	52 9 6	69 15 9	52 9 6
July	1 4 3	2 14 0	13 13 6	57 10 8	59 15 9	..
August†	2 3 9	4 9 9	17 8 6	63 10 9	60 14 6	..
September	1 14 6	6 14 9	20 5 0	63 3 3	63 10 9	..
October	1 9 6	8 12 0	23 1 2	65 0 9	68 12 0	..
November	1 14 6	8 12 0	20 5 0	71 8 3	67 13 4	..
December	1 14 6	8 12 0	22 2 0	77 0 9	68 4 9	..
Average for the whole year ..	1 15 11	4 7 2	15 1 9	54 2 5	65 11 7	..

The highest dearness allowance, namely Rs. 77|0|9 was paid in the month of December 1943 when the Ahmedabad Cost of Living Index Number on base August 1926 to July 1927 stood at 240. As compared to pre-war it was 318. Since the declaration of the end of the European war, the question of the continuation of dearness allowance had come to the forefront. As soon as the

* Bombay Textile Labour Inquiry Committee Report, Pp. 100-101.

† For August 1945 the dearness allowance amounted to Rs. 43-4-4 per month.

European war ended, the Millowners' Association, according to the Agreement, gave a notice that they would stop the grant of dearness allowance. In the event of both the parties not coming to a settlement, the matter was referred to the arbitration of the industrial court, who awarded the continuation of dearness allowance for a further period of three months. This period ended on the 8th August 1945 and the Labour Union again gave a notice asking for the continuation of dearness allowance till the index number comes down to a particular level. It is understood that the Industrial Court has given an Award continuing the allowance on the agreed scale for a further period of one year.

Annual Bonus.—By an agreement arrived at between the Millowners' Association and the Textile Labour Association in December 1941, Bonus was given to the workers for the year 1941 which, on an average, worked out to 1-1|2 months' wages. For the year 1942, Bonus was given equivalent to 2-1|2 months' salary to those working for at least 8-1|2 months in the year. For the year 1943, Bonus equivalent to 20 per cent of their yearly earnings was given to those workers whose monthly wages were below Rs. 200 and who had worked for more than 75 days in that year. Only half the amount was paid to those workers who worked for more than 32 days but less than 75 days. No bonus was allowed to those who worked for less than 32 days. As the millowners refused to pay bonus for the year 1944, the Textile Labour Association gave a notice under section 28 of the Bombay Industrial Disputes Act. Even before the case had come for hearing before the Industrial Court, the Millowners' Association made an appeal to the Bombay High Court challenging the authority of the Industrial Court to decide the matter. No decision in the matter has been reached.

Rationalization and its effect on wages.—In Ahmedabad, rationalization in the form of " efficiency systems " of work has not progressed to the same extent that it has in Bombay. Since 1935 rationalization has been introduced in the ring spinning department under the Agreement known as the Delhi Award. This Award allowed rationalization only in fine counts, that is, in counts above 18s warp and 28s weft. Workers were given two sides of the machine instead of one and for this they were given an increment of 45 per cent. in wages. Displacement of labour incidental to rationalization has been confined to (1) married women whose husbands are benefited by the rationalization process and (2) persons whose connection with the industry is less than a year's duration. In the memorandum submitted to the committee, the Ahmedabad Millowners' Association have stated that it has not been possible for them to make any effort even by way of an experiment in rationalization in departments other than Ring Spinning owing to lack of sufficient response from labour.

Wage Periods.—There is a multiplicity of wage periods in the different departments of the mill and in different mills in Ahmedabad. Six different wage periods have been noticed to exist. For instance, wages are paid for a *hapta* of 14 days commencing in all mills on Monday and ending on Sunday of the following week. Process workers in the Spinning Department are paid for a *hapta* of 16 days. Supervisory and clerical staff and those working in the Mechanics Department are paid monthly. Winders and Reelers are paid twice a month for a period of 15 days each. Certain unskilled workers working within the premises of the mills are paid weekly, while workmen engaged in a temporary capacity receive daily payment. It is difficult to understand why the industry allows these differences in the wage period to exist. It may be pointed out here that the Bombay Textile Labour Inquiry Committee has recommended that there should be uniformity with regard to the fixation of the pay period in each textile centre.

Housing.

The working classes in Ahmedabad mostly live in the outskirts of the city. The housing is supplied by (1) employers, (2) the Municipality, (3) the co-operative housing societies, and (4) by private landlords. The different categories of housing may be briefly described here. The employers' housing may again be considered under two different heads, firstly, tenements provided by individual mills and secondly, those built by the Ahmedabad mills housing societies. No information is available as to the exact number of tenements made available to the workers by individual mills but it is seen from the General Wage Census Report published by the Government of Bombay in 1932, that out of the 79 mills, 40 reported that they provided housing accommodation for the benefit of their employees. The total number of tenements provided was 3,368. Ten mills reported that they were charging rents below economic value and 24 were charging economic rents. The most common rent charged was Rs. 4 to Rs. 5, the lowest and highest being Rs. 1|1|- and Rs. 8 per month respectively. Out of the 16 mills surveyed for purposes of the present enquiry, only six had provided housing accommodation for approximately 4 per cent. of their employees and the rent charged per tenement varied from Rs. 1|8|- to Rs. 4 for a single room and Rs. 6 to Rs. 8 for two rooms. Most of these are single-room tenements with a verandah outside, the dimension of the room being 12 ft. × 12 ft. in most cases and that of the verandah 4 ft. × 12 ft. Usually these are *pucca* structures with low plinths and during the rainy season there is always a danger of water getting into these tenements. Generally, there is no drainage and the compounds are filthy. The number of latrines provided is mostly inadequate and there are no separate arrangements for the supply of water

The Ahmedabad Millowners' Association promoted the Housing Society for the purpose of building houses for cotton mill workers in 1933 with a paid-up share capital of Rs. 1,14,000 and also raised debenture of the value of Rs. 1,65,000. Under this scheme about 800 tenements have been erected. The total cost of the tenements owned by the Society is about Rs. 2,44,000 and the gross income of rent was Rs. 20,642. The rent charged by the housing society is Rs. 4|8|- per month, the accommodation provided consisting of a room 4 ft. × 12 ft., a kitchen 6 ft. × 12 ft. and an open verandah 7 ft. × 12 ft. in size. On the whole, these tenements are much better than those supplied by individual mills.

Unlike Bombay where the Government have built several working class chawls, no housing has been provided for the workers in Ahmedabad. However, the local Municipality has provided 521 tenements for the working classes. These are let out to those workers whose earnings are below Rs. 75 per month. The rent charged per tenement was Rs. 5|8|- per month in 1943 but now it has been raised to Rs. 7|8|-. These tenements consist of a room, a kitchen and a verandah. The roof is made of cement concrete and the walls are of brick and of cement lining. The floors are well-paved and on the whole, this is an improved type of housing judging from the present standards in Ahmedabad.

In the year 1941, the Standing Committee of the Ahmedabad Municipality resolved to raise a housing loan of Rs. 20 lakhs for purposes of building houses for the working classes. As, however, the Municipality was superseded in 1942, no further progress has been found possible.

A small striking feature of working class housing in Ahmedabad is the effort made by the Textile Labour Association to build a colony of some 60 tenements of improved type as a model to be followed by the Municipality.

the employers, etc. This colony was erected in the year 1931 on a co-operative basis. The houses are erected on a spacious piece of land and laid in rows with wide roads between them. The tenements consist of two rooms 14-1|2 ft. × 10 ft. and 4 ft. × 18 ft. with a kitchen 8 ft. × 7 ft., with a verandah 19-1|2 ft. × 7 ft. and a courtyard 19-1|2 ft. × 18 ft. When these houses were erected, the cost of each tenement was about Rs. 1,200. The tenements were let out to workers on a Hire Purchase System and the workers owned their homes in a period of abqut 20 years. In erecting these houses a great deal of attention has been paid to the needs and comforts of the working classes and although this colony is not as attractive as the one at Harveypatti near Madura, it is one of the best in the country.

After the establishment of this colony textile workers in Ahmedabad began to take interest in the formation of co-operative housing societies. So far, the spinners in Ahmedabad mills have formed six co-operative housing societies and constructed 400 tenements. These societies take loans from the co-operative bank and pay the debt by instalments. These tenements are of a family type consisting of one living room 15 ft. × 8 ft., a small room 8 ft. × 10 ft., a kitchen 8 ft. × 8 ft. and two covered verandahs 23 ft. × 8 ft. and 10 ft. × 8 ft.

The majority of the workers in Ahmedabad, however, live in the suburbs of the city built by private land-lords. According to the Municipal Census for the year 1941, 74.8 per cent. of these were single-room tenements. Usually, there is a verandah attached to the living room and the dimensions of the living rooms are 12 ft. × 12 ft. and the verandah 6 ft. × 12 ft. The average number of persons per tenement is about four. It is found that when a worker is living in a two-room tenement, there is a tendency on his part to sub-let it. According to the Family Budget enquiries made by the Bombay Labour Office, the average rent of one room in 1935 was Rs. 4|12|1 per month, the average for all types of tenements being Rs. 5|2|- per month. In the older type of tenement, sanitation is utterly neglected, nor is there proper provision for the supply of drinking water and very often the workers have to fetch water from taps on the road.

Some of the workers live in huts without plinth and with a low roof. The conditions in these are unspeakable.

Working class housing has, for a long time, been a by-word and a reproach but during the last 20 or 25 years, although efforts have been made by the Ahmedabad Millowners' Association and the Textile Labour Association to construct houses for the workers, the position seems to have deteriorated rather than improved in view of the very large addition to the population and also due to the greater volume of employment in cotton mills. Recently, as in other industrial centres in the country, the house problem in Ahmedabad has become extremely acute. It is reported that the percentage of working class families living in single rooms in Ahmedabad increased from 72.93 in 1926 to 76.26 in 1933-35 and that 22 or 2.2 per cent. of the families occupying single rooms were sharing a room with other families or single men. As compared to the year 1921, the population of Ahmedabad had increased by 41.4 per cent. in 1932. Since then it is reported that there has been tremendous addition to the population. The housing activity has, however, not been keeping pace with the growth in the population and since the outbreak of the War building activity is more or less at a stand-still owing to the difficulty of getting building materials and high prices which have to be paid for them. Since 1939, there is in force in Ahmedabad, a Rent Restriction Act. This has partly helped to keep down the rents although, it has in no way helped to remove the congestion and insanitary condition of the houses of the

textile workers. It is reported that the Rent Restriction Act is being freely circumvented by land-lords demanding high premia to those in search of houses. Moreover, it is reported by the Textile Labour Association that it has received a number of complaints of land-lords demanding higher rents from existing tenants and if they refused to pay, of harassing them in numerous ways.

Welfare Work.

Welfare work that is being done for cotton mill workers in Ahmedabad can be divided into three sections :—

(a) that done by the employers,

(b) that done by the Labour Association, and

(c) that done by the Government of Bombay for industrial workers generally.

(a) Under the Rules made under Factories Act, mills employing more than 100 women are required to maintain creches. As no provisions regarding the number of cradles to be maintained, the type of cradles to be installed ; the supply of milk, etc., are made in the Rules, the standard maintained in this respect differs from mill to mill. Out of the 16 mills covered by the present enquiry, only in 4, arrangements for the supply of milk and clothing to children in the creches had been made to a certain extent. In the case of 5 mills, the number of cradles provided appeared adequate. Except for one mill, all the mills have employed Nurses or Ayahs to look after the children, but there is no proper supervision over them. In two or three mill creches, baths are given to children.

Almost all the mills have one or more hotels in the mill compound to provide tea and refreshments to the workers. Majority of these hotels are run by contractors who supply tea and foodstuffs to the workers at market rates. These hotels are generally crowded, insanitary and dirty and contain little furniture. Conditions are much better in mills which run such canteens themselves. In about six mills co-operative societies started by the mills and assisted by the employers run canteens for workers. In only one or two of these canteens cooked meals are made available, others supply hot and cold drinks, chavana, etc. The profits, if any, are shared by the members of the co-operative society. In the course of the present enquiry four mills in which such canteens were run were visited and the arrangements in them were found to be satisfactory.

Most of the mills have made some provision for medical relief to their employees. Out of the 16 mills covered except for one, all are maintaining dispensaries. The staff of the dispensaries usually consists of a part-time doctor and a full-time compounder. Two mills employ a full-time doctor. The remuneration paid to the mill doctors varies generally from Rs. 40 to Rs. 75 p.m. though in some cases it exceeds Rs. 100 p.m. Most of the mills reported that they were meeting a part of the cost of the dispensaries from the Fine Funds. The Ahmedabad Manufacturing and Calico Printing Mills and the Jubilee Mills maintain hospitals for indoor patients and dispensaries for outdoor patients. A maternity ward is also attached to the hospital in Calico Mills. The Calico Mills hospital has 45 beds in the general and 20 beds in the special maternity wards. The staff in the hospital consists of a full-time Chief Medical Officer, one Resident Lady Doctor and one Resident Medical Officer, all with University degrees in medicine. An Ayurvedic Vaidya is also employed. A part-time Dentist and an Eye Specialist are also maintained for the benefit of the staff. The hospital at the Jubilee Mills has 20 beds and it has a staff similar to that in the Calico mills except that it has no

Resident Medical Officer for special night duty. Recently, the mills of the Kasturbhai Lalbhai Group, namely, Arvind, Asoka and Aruna, have started a hospital with 32 beds for the benefit of their employees.

The cheap grain shops started by the various mills have been discontinued since the introduction of rationing in Ahmedabad and at present most of the mills run shops which supply quantities of cereals at controlled prices to workers, as permitted under the rationing scheme. Cheap cloth shops started by some of the mills have also been discontinued owing to the Yarn Control Order. No mills have provided washing and bathing facilities for workers.

Only three mills have made some provision for the education of their workers' children. Out of these, one mill, namely, the Calico has started an infant class and a primary school. This mill spent about Rs. 10,000 on education in the year 1944. One of the mills gives half the expenses of a school run in its *chawl* by the Textile Labour Association.

The mills have no welfare centres for indoor or outdoor recreation.

(b) The Textile Labour Association in Ahmedabad has been doing a lot of welfare work for its members. For this purpose it is partly helped by the Ahmedabad Millowners' Association by an annual grant of about Rs. 15,000. The main activities of the Association in regard to the welfare work are : the maintenance of day and night schools, a residential boarding house for girls, study homes for boys, adult education classes, reading rooms, libraries, centres of physical culture, etc. The Association also runs a well-equipped dispensary and hospital. The hospital is utilised only for purposes of giving temporary accommodation to such patients as are unable to find accommodation in the city hospitals for want of space. A very large number of workers take advantage of the dispensary run by the Association.

(c) As will be seen from Appendix II, the Government of Bombay have been doing since the year 1938 considerable amount of welfare work in industrial centres such as Bombay, Ahmedabad, Sholapur, etc. The Labour Welfare Department of the Government of Bombay runs an industrial training workshop at Ahmedabad where the workers are given vocational training to be of assistance to them in periods of unemployment. In this Institution training is given in Tailoring, Carpentry, Smithy, Moulding, Fitting, Turning and such other trades. There is also one ' A ' type centre and four ' C ' type centres where indoor and outdoor recreational facilities are provided. The department also conducts a nursery school, reading room and a library at each of these centres.

Provision for future.—In the replies to the Committee's Questionnaire, the Ahmedabad Millowners' Association have stated that some mills in Ahmedabad have Provident Fund Schemes for skilled labourers and clerks. There is however, no uniformity in the rules regarding the contribution of the employers and the employees. In the majority of cases the employee contributes 1|12th of his salary, the rate of employer's contribution being the same. The rate of the employers' contribution in some cases relates to the profits.

It would appear that speaking generally, with the solitary exception of two or three mills, there is no provision made for safeguarding the future of the ordinary operatives in Ahmedabad mills. According to the Report of the Textile Labour Inquiry Committee, the Ahmedabad Advance Mill has been maintaining a Provident Fund scheme for all its employees since 1912. In this mill, the employee's contribution is at the rate of anna one in the rupee of earnings, the company contributing an equal amount. As this is a voluntary Fund, in October 1939 it had only 112 subscribers. The Calico Mills in Ahmedabad give a gratuity to their old employees who retire on account of old age or inability to continue work. In 1944, 169 persons were paid gratuities amounting to Rs. 86,705.

Indebtedness.

Information regarding indebtedness of industrial workers in Ahmedabad has been collected in the year 1944 in connection with the Cost of Living Index Scheme. This information shows that out of 763 families surveyed, 434 or 57 per cent. were in debt. According to the Family Budget Enquiry conducted in 1936 by the Bombay Labour Office, the percentage of indebted families to the total families surveyed came to 69. The average debt per indebted family works out to Rs. 266|8|- in 1944, as against Rs. 322 in 1936. This shows that the number of families in debt as well as the amount of debt per family has gone down during the last seven years. This might be the result of the savings from the high dearness allowance and bonuses paid every year. The 1944 enquiry reveals that about 18 per cent. of indebted families do not pay any interest on loans. In the case of those families who pay interest, the rate of interest varies from 3 per cent. to 300 per cent. The causes of incurring debts are usually sickness, festivals, marriages, funerals etc. Money-lenders, Credit Societies and friends and relatives are usually the sources from whom money is borrowed.

Only three mills have so far started co-operative credit societies. It is understood that the Textile Labour Association will shortly start a co-operative credit society, for the benefit of its members.

Trade Unions and Strikes.

Among the larger cotton textile centres in the country Ahmedabad has, perhaps, the best organized union in the whole of India. It is called the Textile Labour Association and was established in the year 1920, since when, it has been functioning very successfully and has been one of the causes of keeping in check industrial unrest and of bringing about considerable amelioration in the conditions of work and wages of the employees in Ahmedabad mills. The source of the strength of the Union has been commented upon by the Royal Commission on Indian Labour and the matter, therefore, is not proposed to be pursued further in this Report. At present, this Union has formed itself into a Federation of eight occupational Unions and has a membership of about 54,000 workers or slightly less than 50 per cent. of the total complement. The Association has been recognised under the Bombay Industrial Disputes Act as a Representative Union. The Ahmedabad Millowners' Association and the Textile Labour Association have now entered into an agreement of direct negotiation and have set up a machinery for collective bargaining such as referring certain disputes to a Board of Conciliation or to individual arbitrators or umpires. This machinery has, on the whole, worked very satisfactorily with the result that except for the stoppage of work for some months in August 1942, which was entirely due to political reasons, there have been very few strikes in Ahmedabad in recent years. As the Bombay Government's Report on Wage Cuts and Unemployment shows " one of the factors making for the prosperity of Ahmedabad in competition with the other textile centres in the Presidency is the comparative peace which it enjoys."* Recently, there have sprung up certain other Unions of a communist complexion but these have not got a very large membership and so far as the bulk of the textile workers in Ahmedabad is concerned, their interests are looked after by the Ahmedabad Textile Labour Association only.

In addition to representing the grievances of the work people before the managements, the Conciliators under the Bombay Industrial Disputes Act and before the Industrial Court, the Union also conducts welfare activities on a fairly large scale, details of which will be found in the section dealing with welfare work.

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* Wages and Unemployment in the Bombay Textile Industry, 1934. Page 60.

C.—SHOLAPUR.

Sholapur is the third most important cotton manufacturing centre in the Province of Bombay. There are five cotton mills in Sholapur which have now been working for a number of years. The total number of workers employed in the industry at Sholapur in 1943 was about 21,000 (day shift only) according to the chart published by the Bombay Millowners' Association.

For purposes of the present enquiry, four of the large units were selected. These, between them employed a total of 27,998 (including night shift) persons. One of the units is very large in size and employs nearly 14,000 workers.

No children are employed in the mills at Sholapur. The number of women employed in the four mills surveyed was 3,907. The proportion of women workers to the total in these units comes to 13.96 per cent.

Classification of workers is made in accordance with the Standing Orders settled under the Bombay Industrial Disputes Act. The bulk of the labour employed in the units surveyed is permanent. A permanent worker enjoys the following privileges :

(a) he cannot be discharged without notice or pay in lieu of notice,

(b) he is eligible to gratuity after putting in the required length of service (in one unit only),

(c) he is eligible to mill quarters, and

(d) he is entitled to become a member of the co-operative credit society (in one unit only).

In two of the mills belonging to the same management, a technical school is being conducted to train workers in skilled occupations. In the smaller unit there is no system of apprenticeship as such.

All the mills in Sholapur have Labour Officers to look after the workers' welfare and to enquire into their grievances.

In two mills, recruitment is made directly by the management while in two others it is made through departmental heads and through jobbers. In one unit, the selected workers are first taken as substitutes and subsequently made permanent if their work is found satisfactory.

No detailed information was available during the enquiry regarding labour turnover for any of the mills. According to the third Report of the General Wage Census published by the Bombay Labour Office, however, it would appear that labour turnover in Sholapur for the census month was .93. This figure took into account permanent separations only. There is not much turnover of labour in the mills at Sholapur for the reason that there are few other alternative sources of employment and also due to the fact that labour is mostly local and is drawn from the surrounding villages.

Absenteeism among the workers in Sholapur has always been slightly higher than in Bombay. The Bombay Labour Office publishes every month figures regarding absenteeism in the Cotton mills at Sholapur and the following summary table shows the annual average absenteeism during the years 1939 to 1944 and for the months of January to May in the year 1945.

TABLE XVIII.

Year.	Percentage.
1939	10·77
1940	12·19
1941	15·12
1942	15·28
1943	14·67
1944	15·43
January 1945	14·31
February ,, ...	13·80
March ,, ...	15·95
April ,, ...	15·29
May ,, ...	16·39

It will be seen that as compared to the pre-war period, absenteeism has gone up considerably. Absenteeism generally increases during the harvesting and marriage seasons and after pay days and holidays. One of the units reported that absenteeism was greater in the night shift than in the day shift.

Working Conditions, Hours of Work and Shifts.

Working conditions in the departments of the mills are satisfactory and in two of the mills air-conditioning plants have been installed. Ventilation and lighting are adequate. One unit supplies cool water during summer months. All the mills have provided rest shelters for the workers. The sanitary arrangements are adequate and flush latrines have been provided in the mills.

All the mills are working more than one shift per day. In two units two shifts of 9 hours each, with a spread-over of 10 hours, are being worked. The timings are 8 a.m. to 6 p.m. with an hour's interval and 6 p.m. to 4 a.m. also with an hour's interval.

In one unit, in addition to two straight shifts, in some departments three shifts of eight hours each are being worked. On the other hand, one unit works a single shift only except in the Spinning Department in which two shifts are worked.

The relations between the employers and workers are regulated by the Standing Orders framed under the Bombay Industrial Disputes Act.

Wages and Earnings.

In Sholapur also no wage census was taken because of the availability of well tabulated wage data published in the Reports of the Textile Labour Enquiry Committee and in the various publications of the Bombay Labour Office.

The following table reproduced from the Interim Report of the Bombay Textile Labour Enquiry Committee gives the wages and earnings in important occupations in July 1937 :—

TABLE XIX *

Occupations.		Average daily earnings (P. workers) and average daily rate (T. workers) in July 1937.
		Rs. A. P.
Drawing Tenters	M. P.	0 9 8
Slubbing Tenters	M. P.	0 11 4
Inter Tenters	M. P.	0 10 9
Roving Tenters	M. P.	0 9 8
Siders (single side)	M. T.	0 8 10
Tarwallas	M. T.	0 7 6
Doffers (Ring and Frame)	All T.	0 7 0
Weavers—One Loom	M. P.	0 10 10
Weavers—Two Loom	M. P.	1 5 11
Winders—Grey	W. P.	0 4 5
Winders—Colour	W. P.	0 5 1
Reelers	W. P.	0 4 1

In 1938, as a result of the recommendations of the Textile Labour Inquiry Committee, increases in wages were granted by the industry in Sholapur on the same scale as in other centres in the Province of Bombay. On account of the comparatively low wage level obtaining in Sholapur, however, the aggregate increase in the wages bill in Sholapur was much higher than in other centres being of the order of 14.3 per cent. So far as basic wages are concerned, there have been no major alterations in the wage structure since the adoption by the industry of the recommendation of the Textile Labour Inquiry Committee.

The mills in Sholapur are paying a dearness allowance since February 1940. It is linked up with the cost of living index number for Sholapur published by the Bombay Labour Office with base year ending January 1928. In February 1940, the index stood at 79 and was 209 in August 1945. The following is the scale of the allowance paid.

TABLE XX.

When the cost of living index number for Sholapur was.	Rate of dearness allowance per day.
	Rs. A. P.
74—85	0 1 0
86—92	0 2 0
93—100	0 2 9
101—108	0 3 6
109—116	0 4 3
117—124	0 5 3
125—132	0 6 0
133—140	0 6 9
141—148	0 7 6
149—160	0 8 6
161—172	0 9 6
173—184	0 10 9
185—196	0 12 3
197—208	0 13 9
209—220	0 15 4

* Interim Report of the Textile Labour Inquiry Committee, Bombay, p. 30.

Taking into account the 1938 increases and the dearness allowance paid the position regarding wages and earnings in important selected occupations would be as in the following table :—

TABLE XXI.

Occupations.	Daily wages or earnings in July '37.	Amount of 1938 increase for 26 days' work.	Dearness Allowance.	Total Gross earning for 26 days' work.
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Drawing Tenters	0 9 8	2 15 3	22 5 6	41 10 1
Slubbing Tenters	0 11 4	3 7 0	22 5 6	44 3 2
Inter Tenters	0 10 9	3 8 0	22 5 6	43 5 6
Siders (Single)	0 8 10	2 11 0	22 5 6	39 6 2
Doffers (Ring & Frame)	0 7 6	2 4 7	22 5 6	36 13 1
Tarwallas	0 7 0	2 2 0	22 5 6	35 13 6
Two-loom Weavers	1 5 11	3 7 3	22 5 6	61 6 7
Winders—Grey	0 4 5	1 6 0	22 5 6	30 12 2
Winders—Colour	0 5 1	1 8 9	22 5 6	32 2 5
Reelers	0 4 1	1 3 6	22 5 6	30 3 2

It will be seen that inspite of low basic wages in certain occupations no worker earns less than Rs. 30. p.m. for 26 days' work.

One of the mills pays an allowance called " Efficiency Allowance ".

All the mills pay a war bonus to the workers since 1941. The bonus for that year amounted to 1|8th of the total yearly earnings exclusive of dearness allowance and was paid to those who were in the service of the company during the month of December of the year for which the bonus was paid. The rate of the bonus for the years 1942, 1943 and 1944 was 1|6th of the annual earnings exclusive of dearness allowance.

All the mills impose fines, but the amount is credited to the separate fines fund which is utilised for the welfare of the workers.

The wage period in all the units is the calendar month and wages are paid generally before the 10th of the following month.

Housing.

All the employers have provided housing for a proportion of their workers in mill chawls. The largest unit has built 650 single-roomed *pucca* tenements in which about 20 per cent. of the workers are housed. Another unit has a workers' colony consisting of 309 tenements. The size of the rooms is generally 10ft. × 12 ft. although some of the tenements are 15ft. × 10ft. in size. With few exceptions the *chawls* are built in back-to-back rooms. There are separate sanitary arrangements for men and women. The average number of persons per tenement is a little over four. The rents charged vary from Rs. 1-8-0 to Rs. 2-8-0 per month.

In the biggest unit, mill quarters are made available only to permanent workers. If a worker employed elsewhere is a member of the tenant's family, he is charged extra rent of Re. 1 per month. Tenants are evicted only through a court of law.

The housing provided by the employers compares favourably with that of private landlords. Such houses are dark and ill-ventilated. The accommodation is extremely limited and the arrangements for water supply and sanitation leave much to be desired. Some of the workers live in huts constructed by them on municipal plots. The conditions in these are often deplorable.

Welfare Activities.

All the units have made arrangements for looking after the health of their operatives by maintaining well-equipped dispensaries in charge of qualified doctors. One of the mills has a hospital of its own for the indoor and out-door treatment of its work-people. Medical aid is also extended to the families of workers.

Crèches for the benefit of their women employees are maintained by all the units under the supervision of trained nurses. In some of the crèches children are supplied with free milk and are bathed and given clean clothes to wear.

Canteens are run in all the mills; in three, under the direct management of the company and in the fourth unit a sweet-meat seller is allowed to sell articles of refreshment within the mill premises. Refreshments are generally sold cheaper than at market rates in one of the units.

There is a sports club in the largest unit of the industry at Sholapur and provision has been made for indoor and out-door recreation.

None of the mills has instituted a Provident Fund or a Pension Scheme for its operatives. In one unit, however, there is a system for the payment of gratuity. No fixed rules have, however, been framed. Generally, the gratuity is paid on the following scale to those putting in the requisite number of unbroken and faithful service.

Service of 15 years	3 months' wages.
Service of 20 years but less than 25 years ..	4 months' wages.
Service of 25 years and over	5 months' wages.

D.—OTHER CENTRES.

Out of the 18 units in British districts of the Province, information was collected in regard to eight of them. The following table gives the number of persons employed in 1939 and 1944.

TABLE XXII.

Units.	1939.				1944.			
	Men.	Women.	Children.	Total.	Men.	Women.	Children.	Total.
A ..	1,610	1,069	..	2,679	1,668	1,007	..	2,675
B ..	1,345	106	..	1,451	1,292	107	..	1,399
C ..	1,246	166	..	1,412	1,197	167	..	1,364
D ..	940	136	38	1,114	1,370	324	50	1,744
E ..	509	447	61	1,017	704	441	53	1,198
F ..	728	365	..	1,093	899	329	..	1,228
G ..	533	211	..	744	662	294	..	956
H ..	Started in 1941		..	..	516	45	..	561
Total ..	6,911	2,500	99	9,510	8,308	2,714	103	11,125

It will be seen that in the 7 units for which comparative figures are available the volume of employment rose by 11.08 per cent in 1944 as compared to 1939. Of the total employed, 8,308 are men and 2,714 women. No children are employed except in the two units at Barsi. The Gokak mill which is the largest unit is a spinning concern only.

Labour is employed directly by the mills and no contractors are employed for the purpose. Recruitment is generally made through Jobbers by the heads of departments. Apart from the system of taking apprentices in the mechanics shop at Gokak there is no regular system of apprenticeship and training in any of these mills. The relations between the employers and employees are regulated by Standing Orders under the Bombay Industrial Disputes Act. None of these mills employs a Labour Officer.

No information regarding absenteeism is available except in Gokak and Surat where in 1944, absenteeism amounted to 18.3 and 16 per cent. respectively. It would appear that as compared to the pre-war period absenteeism in Gokak has gone up by about 4 to 5 per cent. In one centre it was reported that absenteeism on the night shift was as high as 50 per cent. owing to the workers' reluctance to work during night.

Working Conditions.

These vary greatly from centre to centre. The working conditions inside the Gokak mills are admirable while those in one unit at Barsi can only be regarded as being unsatisfactory. In the mill at Gokak there is a carrier plant in the spinning department and exhaust fans in the carding and winding departments.

Five of the units have provided rest shelters for the operatives. At Barsi separate shelters have been constructed for men and women workers. The size of the shelters varies from 15ft. × 15ft. to 110ft. × 15ft.

Except in Gokak and in two units at Barsi the arrangements for the supply of drinking water and sanitation allow for a great deal of improvement.

Hours of Work and Shifts.

All the units except the one at Gokak work two shifts per day of 9 actual hours, the hours of work in one unit being 10 per day. Work starts at 7 or 7.30 a.m. and finishes at 6 or 6.30 p.m. for the day shift, the night shift hours being from 6.15 or 6.30 or 7 p.m. to 4.15 or 4.30 or 6 a.m. In two units at Barsi the relay system is adopted. Those working on this system have a spreadover of 13 hours with a rest interval between two to four hours.

In the unit at Gokak the hours of work on week days are 9-1|2 and 6-1|2 on Saturdays with one and a half hour's interval on week days and half an hour's interval on Saturdays.

The mills in these centres usually observe Sundays as closed days except when a local holiday intervenes.

Wages and Earnings.

In none of these centres have there been any substantial changes in the basic wage structure as compared to the pre-war period. All these centres, however, have granted the increases in wages recommended by the Bombay Textile Labour Enquiry Committee in the year 1938. The present position in regard to wages and earnings in these centres would be as presented in the following table :—

TABLE XXIII.

Occupations	Centres																	
	Poona			Barsi			Gadag			Gokak.			Surat					
	Basic wages or earnings p.m. including 1938 increase	Average Dearness allowance per month	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance per month *	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance p.m. †	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance @	Total	Basic wages or earnings p.m. including 1938 increase	Dearness allowance per month*	Total			
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Drawing Tenters ..	24 9 4	29 10 6	54 3 10	16 2 11	13 0 0	29 2 11	13 8 7	8 15 0	22 7 7	25 3 8	..	25 3 8	25 4 8	42 7 9	67 12 5			
Slubbing Tenters ..	24 9 4	29 10 6	54 3 10	16 3 11	13 0 0	29 3 11	14 5 5	8 15 0	23 4 5	24 14 4	..	24 14 4	31 5 11	42 7 9	73 13 8			
Inter Tenters	25 0 10	29 10 6	54 11 4	17 1 6	13 0 0	30 1 6	11 7 1	8 15 0	20 6 1	21 8 4	..	21 8 4	24 5 7	42 7 9	66 13 4			
Roving Tenters ..	24 14 4	29 10 6	54 8 10	13 13 9	13 0 0	26 13 9	11 1 10	8 15 0	20 0 10	20 6 10	..	20 6 10	24 0 7	42 7 9	66 8 4			
Siders	21 8 4	29 10 6	51 2 10	13 6 0	13 0 0	26 6 0	12 11 8	8 15 0	21 10 8	13 13 9	..	13 13 9	22 9 5	42 7 9	65 1 2			
Tarwallas	..	..	..	9 10 8	13 0 0	22 10 8	..	..	..	..	..	..	..	..	..			
Doffers	13 8 7	29 10 6	43 3 1	8 0 11	13 0 0	21 0 11	7 9 2	8 15 0	16 8 2	9 3 0	..	9 3 0	13 8 7	42 7 9	56 0 4			
Two loom-weavers ..	28 4 11	29 10 6	57 15 5	29 15 11	13 0 0	42 15 11	16 10 5	8 15 0	25 9 5	..	..	..	13 8 7	42 7 9	56 0 4			
Grey winders	13 8 7	29 10 6	43 3 1	6 9 8	13 0 0	19 9 8	7 9 2	8 15 0	16 8 2	13 13 9	..	31 13 9	38 6 0	42 7 9	80 13 9			
Colour winders ..	12 6 7	29 10 6	42 1 1	13 8 7	13 0 0	26 8 7	..	..	..	..	..	..	9 13 3	42 7 9	52 5 0			
Reelers	8 3 6	29 10 6	37 14 0	8 3 6	13 0 0	21 3 6	6 7 1	8 15 0	15 6 1	16 0 4	.	16 0 4	14 8 1	42 7 9	56 15 10			

*D.A. represents the average for two units only.

†D. A. is calculated at the rate of 5½as. per day which represents the average of the rates paid in different occupations.

@D. A. is paid in kind, money value of which was Rs. 20 p.m. on an average during the year 1944.

The mill at Gokak pays no dearness allowance in cash but supplies a long list of commodities to the workers at pre-war prices since January 1940. It is reported that the total loss to the mill on account of the supply of commodities amounted to nearly five lakhs of rupees in the year 1944 or about Rs. 20 per worker per month. The mill at Poona bases the payment of dearness allowance on the Sholapur Cost of Living Index Number. For April 1945, the rate of the allowance was Rs. 1-2-3 per day per worker. In Gadag the allowance is paid at the rate of as. 5 per day in some occupations and at as. 6 per day in others. In two units at Barsi the rate of the allowance since September 1943 has been as. 8 per day but one of the units pays in addition as. 6 in the rupee to permanent workers only. The third unit pays a dearness allowance equivalent to two and a half times the basic wage upto Rs. 9 and twice the wages upto Rs. 11 and one and three quarters of the wages upto Rs. 21. One unit in Surat pays dearness allowance at the rate of 75 per cent. of the dearness allowance paid in the Ahmedabad mills, while the other unit pays at the rate of as. 4-8 per month of 26 working days for every rise of one point in the pre-war Ahmedabad Cost of Living Index Number.

Bonuses.—The Gokak mills paid a profit bonus equivalent to two months' wages during 1942-43 and 1943-44 while in the Poona mill the bonus was equivalent to one sixth of the wages in 1943-44 and 1945. At Gadag the bonus paid in 1944 amounted to two months' wages while at Barsi it varied from two months to three months' wages. In Surat one unit paid for 1943 bonus on the same scale as in Ahmedabad while the other paid one sixth of the basic wage for the years 1943 and 1944.

The wage period is generally a month but in Surat, weavers are paid fortnightly. In Barsi temporary workers are paid weekly.

Housing.

Only three of these units, two at Barsi and one at Gokak provide housing for their workers. About 10 per cent. of the workers at Barsi and 50 per cent. at Gokak have been housed by the employers. The mills at Gokak are situated at a long distance from the Gokak village and the employers have had, therefore, to build houses for the employees. The housing colony at Gokak is, perhaps, the best one in the Province of Bombay. The workers are provided with two-roomed tenements which are electrically lighted. The total number of tenements built is 1,230, out of which 1,081 are double-roomed and 149 three-roomed and over. There are adequate facilities for supply of filtered and chlorinated water, sanitation and drainage. A special sanitary staff is maintained to look after the cleanliness and sanitation of the colony. There are large open spaces around the buildings and adequate lighting and ventilation in the rooms. It is reported that the mill authorities take energetic measures to combat malaria by spraying stagnant pools of water with 'Malariol', scooping out small pools and by the installation of two 'Entoray' lamps for catching mosquitoes. The rent charged varies from as. 4 to Rs. 2-8-0 per month according to the type of accommodation supplied. Sub-letting is not

allowed. At Barsi, the housing provided contains one room only, the rent charged varying from Re. 1 to Rs. 2-4-0 per month.

The following summary statement[1] is of interest.

TABLE XXIV.

Centre	No. of employers providing housing	Total No. of tenements[2]	Single-room	Double-rooms	Three-rooms and over
Gokak	1	1,230	..	1,081	149
Barsi	1	116	116	..	..
Surat	2	73	23	50	..
Gadag	1	40	20	20	..

Welfare Work.

All the units except the one at Gadag maintain dispensaries, the unit at Gadag having arranged to send their workers to a local hospital for treatment. Most of these dispensaries are in charge of full-time doctors. The dispensaries at Gokak and in one of the units at Barsi are well-equipped both in medicine and staff. In Gokak and Barsi there are, in addition, maternity wards for the benefit of the workers' families.

In most of these centres there are creches in charge of a qualified nurse assisted by other staff. The creche at Gokak contains fine cradles and the children are regularly bathed and given free milk. In some of the other centres also similar provision exists.

Five of these units have canteens in which tea and light refreshments are served at prices considerably lower than the market prices except in one case in which the canteen is run by a contractor.

All the units have grain shops for supplying essential commodities of consumption as also cloth. In Barsi, however, the shop is run in one unit by a co-operative society.

Only at Gokak and Barsi educational facilities have been provided. In the former centre there are two schools, one a primary and another an English school. These schools are largely attended. In Barsi there is a school for the children of the operatives as also for half-time workers.

Two mills at Barsi and the one at Gadag have co-operative credit societies for the workers. Most of the workers at Barsi and Gadag are members of the Society. The value of a share is Rs. 5 only. At Barsi the amount advanced to a member is twice the sum of his share capital or eight times his monthly wages, whichever is less.

Only in one unit at Barsi and in the mill at Gokak has provision been made for safeguarding the future of the operatives by the institution of a scheme of Contributory Provident Fund. The fund is open to all workers irrespective of any income limit. The workers contribute 5 per cent of their wages per month and the employers contribute an equal amount. Those who have put in less than 15 years service, except in the case of incapacity or death, are not entitled to the employers' contribution. Loans are granted from the fund to members, the interest charged being 4 to 5 per cent per annum.

[1]Extracted from page 269 of the Bombay Textile Labour Inquiry Committee's Report.

[2]Includes rent-free quarters provided to some of the menial staff.

CHAPTER III.—SOUTH INDIA.

INTRODUCTION.

The growth of the Cotton Mill Industry in South India during recent years has been almost phenomenal. The number of mills in the Madras Presidency, including Indian States, has risen from 26 in 1932 to 128 in 1942, the number of persons employed having risen from 34,753 in 1932 to 1,02,774 in 1942. It is noteworthy that the increase in the number of units and the number of workers employed has been extremely marked since the year 1937 in which year there were only 47 mills employing 49,110 persons. South India possesses certain natural advantages in respect of cheap labour, raw material and specially power resources as a result of hydroelectric schemes. The districts of Coimbatore, Madura and Tinnevelly are important cotton-growing centres with a long established tradition for hand-loom weaving. Among the Indian States in South India, Mysore is favourably situated for the manufacture of cotton goods.

The development of the cotton mill industry in South India dates back to the year 1883 when a spinning mill was started in Papanasam, five miles away from Ambasamudram with about 10 thousand spindles and 400 to 500 workers. Between the years 1883 to 1932 the development of the industry was not very rapid as only 26 mills were erected with 8,26,860 spindles and 5,233 power looms. The development of electric power since 1932 gave a great impetus to the development of this industry. The completion of the Pykara Hydro-Electric Scheme and the encouragement and assistance given by the Madras and Mysore Governments in the matter of loans, etc., for the purchase of electric motors greatly assisted the development of the industry.

The following table shows the location of the industry in South India.

TABLE XXV.

Centres	Description of the industry.	No. of Mills	Total number of persons employed daily in 1942
1. Madras	Spinning & Weaving ..	1	11,979
2. Madura (including Dindigal)	Spinning	7	16,470
,, ...	Weaving	3	260
3. Coimbatore	Spinning	19	12,867
,, ...	Spinning& Weaving ..	6	11,887
,, ...	Spinning & Ginning ..	6	6,422
,, ...	Cotton Waste Spinning..	1	310
4. Tinnevelly district	Spinning	3	11,113
,, ...	Spinning, Ginning and Weaving.	1	1,085
5. Ramnad district	Spinning	1	696
6. North Arcot	Spinning	1	627
7. Trichinopoly	Spinning and Weaving	2	638
8. Malabar	Spinning	1	595
,, ...	Weaving	3	1,432
,, ...	Combined Weaving and tile factory.	1	1,869
9. Salem	Spinning	3	1,679
,, ...	Spinning and Weaving	1	1,347
10. Guntur	Weaving	1	242
11. Bellary	Weaving	1	69
12. South Kanara	,, ...	1	24
13. West Godavari	Cotton Twisting and Weaving.	1	17
14. East Godavari	Cotton Spinning and Ginning.	3	501 454

Centre.	Description of the industry.	No. of Mills.	Total number of persons employed daily in 1942
Indian States.			
15. Mysore	Spinning	1	1,200
	Spinning and Weaving..	7	13,192
	Combined Weaving, dyeing, etc.	47	1,799
16. Cochin	Spinning	2	2,500
	Spinning & Weaving ..	1	
17. Travancore	Spinning	2	1,000
18. Pudukota	Spinning	1	500
		128	1,02,774*

The South Indian Cotton Mill Industry concentrates more on spinning than on weaving and it is seen that of the total spindles in India, about 16 per cent are to be found in South India. Only about 4.7 per cent of the total loomage in India is to be found in the South Indian mills.†

It will be seen from the above table that from the point of view of the numbers employed in the 18 odd cotton manufacturing centres, Coimbatore, Madura, Madras and Tinnevelly are important. Among the Indian States in South India, Mysore is by far the largest centre of the cotton spinning and weaving industry. It is noticeable that Mysore State has now 55 units engaged in the spinning and|or weaving of cotton goods. In Cochin State the two important centres of cotton manufacture are Trichur and Pudukad, and in Travancore, Quilon where there is a spinning mill and Alwaye where a spinning mill is under erection and a small dyeing factory.

Of the 128 units in South India, 40 are purely spinning concerns, 9 purely weaving concerns and the remainder combined spinning, weaving and ginning factories.

Of the total labour force of slightly over a lakh of workers, about 19 per cent are women and 1 per cent children.

For purposes of the present enquiry, 41 mills employing about 86,500 workers or 81.6 per cent. of the total labour force were surveyed as shown below :—

TABLE XXVI.

Name of Centre.	No. of Mills surveyed	No. of workers (in round figures).
1		
Madura	2	15,500
Madras	1	14,000
Coimbatore	26	31,000
Mysore State	8	17,000
Cochin State	3	2,500
Tinnevelly District	1	6,500
	41	86,500

While the *ad hoc* survey related to 41 mills only, a wage census was conducted in 67 units employing about 99,000 workers or 93.4 per cent. of the total. The census related either to the month of January or April 1944. The

*Figures taken from the Printed Return of Large Industrial Establishments published by the Government of Madras for 1942. The total number of persons employed in 1944 is about 1,06,000.

†Bombay Cotton Annual 1943-44, pages 128-129.

following summary table gives the details regarding the number of units covered for purposes of the wage census in the selected centres.

TABLE XXVII.

Name of Centre	No. of Mills covered by the Wage Census
1. Madras	1
2. Madura	9
3. Coimbatore	34
4. Salem	1
5. Tinnevelly	3
6. Mysore State	8
7. Cochin State	3
8. Pudukotah State	1
9. Travancore State	2
10. Ramnad and Trichinopoly	5
Total ..	67

The largest cotton manufacturing centre in South India namely, Coimbatore has a well knit organization of employers, called the Southern India Mill Owners' Association registered on 2nd September 1933 under the Indian Companies Act, VII of 1913, of which many of the mills in Coimbatore and a few mills in other centres in South India are members. The Buckingham and Carnatic Mills, Madras, are under the management of Messrs. Binny and Co., and so is the largest cotton spinning and weaving unit in Bangalore, while those at Madura, Tuticorin and Ambasamudram are under the direct management of Messrs. Harvey & Co. Two fairly large units of the Industry in Mysore State namely, the Mysore and Minerva Mills in Bangalore are under the management of Messrs. N. Sirur & Co., Bombay.

A. MADRAS.

Employment.

In Madras proper there is only one cotton mill, namely, the Buckingham and Carnatic Mills. It is a combined spinning and weaving concern with 1,18,972 spindles and 2,752 looms. The mill is divided into two units.

A detailed *ad hoc* survey of the conditions of work in this mill was conducted and a wage census on a sample basis was also taken for the month of April 1944.

Since the outbreak of the War, the volume of employment in this concern has gone up by nearly 61 per cent. as will be seen from the following statement :—

TABLE XXVIII.

	Buckingham Mill		Carnatic Mill		Total	
	August 1939	April 1944	August 1939	April 1944	August 1939	April 1944
Men	4,454	9,273	3,115	4,763	7,569	14,036
Women	..	..	..	..	..	..
Children	621	..	421	..	1,042	..
Grand Total ..	5,075	9,273	3,536	4,763	8,611	14,036

A noticeable feature is that this mill does not employ any child labour and although it employed prior to the War about a thousand children, the employment of children has now been completely discontinued. No women are employed.

There is no contract labour in these mills.

About 58 per cent of the workers are permanent and the rest temporary. Permanent workers are entitled to certain benefits which are not given to temporary workers. Details regarding these will be discussed in the appropriate sections of this Report. It is understood that under normal conditions all the workers are treated as permanent. The employment of temporary workers has been a war time development.

About 29 per cent of the workers are on piece-rates and the remaining 70 per cent on time-rates.

There is very little absenteeism in the mill, being of the order of about 1 to 2 per cent only and the turnover is reported to be about 5 per cent. An examination of the figures of the length of service of the workers in this mill shows that among the permanent workers, about 67 per cent have a service of over 10 years, 13.7 per cent between 5 and 10 years and the remaining below 5 years. The following statement is of interest in this connection.

TABLE XXIX.

Length of service	Permanent workers	Temporary workers	Total
Operatives between 0 and 1 year	103	2,360	2,463
Operatives between 1 and 5 years	1,467	3,311	4,778
Operatives between 5 and 10 years..	1,073	..	1,073
Over 10 years	5,176	..	5,176
Total ..	7,819	5,671	13,490

There is no system of apprenticeship and training for the ordinary operatives. In the Engineering Department, however, there is an apprenticeship scheme for a period of 5 years for fresh recruits. This period is counted for service.

Recruitment.—Labour is recruited through a special Recruiting Officer. Applications are received by this office and interviews arranged. Applicants for skilled jobs are subjected to a test. If the applicant is found to be good in the interview and the test, he is subjected to a medical examination and employed if the medical report is favourable. In making the selection the Recruiting Officer also ensures that the applicant has gone up to the third Vernacular standard.

Working Conditions.

Hours of Work and Shifts.—Ventilation, lighting, etc., inside the departments of these mills are very satisfactory. Fans are also provided in certain departments to assist natural ventilation. The machinery is well laid-out and there is plenty of moving space for the workers in the departments.

The mills have erected three spacious tiffin sheds which can accommodate at a time about four thousand persons. In one of the sheds, concrete tables, 6 ft. high, have been provided.

Ample water supply is available throughout the year.

Latrines and urinals are provided on the scale laid down under the Factories Act. They are flushed by tank water and are maintained in a sanitary condition.

In order to cope with the heavy orders resulting from War conditions the mill works multiple shifts in the process departments. The working hours are 8 to 9 with a spread over of 10 to 13 hours. There is also a general shift of 9 hours in all the departments with a spread-over of 10 hours, the working hours being 7-30 a. m. to 12 noon and 1 p. m. to 5-30 p. m. In addition, night shifts are arranged in different departments in which the working hours vary from 8 to 9.

The mill has Standing Orders for its operatives which govern questions such as leave, holidays, attendance, resignation, discharge, etc.

There is no Labour Officer in the mill, but the grievances and the complaints of the workers are enquired into by the Welfare Superintendent. There are departmental welfare committees which represent the workers' grievances to the Central Welfare Committee.

Wages and Earnings.

This mill has introduced a standard basic wage scheme since 1st January 1942. Its salient features are as follows :—

(1) Fresh recruits to be paid at the new rates ;

(2) Those in service on 31st December 1941 have their wages divided in two parts, (a) basic wage plus (b) the percentage, the latter being the difference between the December 1941 wage and the basic wage ;

(3) On the 1st of January every year after 1941, an increase of one per cent. on the basic wage is added to the percentage. The increase is given to all permanent workers who were in service on the 30th of June of the preceding year ;

(4) Temporary workers are treated in the same way as permanent workers for purposes of the increase, provided they have worked for six months continuously immediately preceding the 1st of January ;

(5) A worker on transfer to a higher job receives his new basic wage and in addition, a percentage sufficient to bring his gross earnings up to those of a worker of similar total service already employed in the job.

Under the Scheme the minimum wage of a cooly is as. 12 per day.

A wage census was conducted in this mill for the month of April 1944, and the following table contains information regarding wages and earnings in principal occupations in the mill :—

TABLE XXX.

Table showing average daily wages and earnings in selected occupations in the Buckingham and Carnatic Mills, Madras.

Occupation.	Sex	Piece Time rate	Number of hours work per shift.	Number of workers	Average daily Basic Wages earned	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	T	9	100	1 3 1	2 0 6
Slubbing Tenter	M	P	9	29	1 8 8	2 6 4
Intermediate Tenter	M	P	9	44	1 7 5	2 5 8
Roving Tenter (Single) ..	M	P	9	86	1 1 11	1 15 2
Roving Tenter (Two Frames) ..	M	P	9	6	1 10 8	2 9 2
Ring Piecer (Siders)	M	P	9	497	0 12 6	1 9 11
Roving Doffer	M	T	9	109	0 11 11	1 10 0
Frame Doffer	M	T	9	61	0 9 11	1 7 9
Ring Doffer	M	T	9	622	0 10 9	1 7 11
Grey Winder	M	P	9	64	1 1 8	2 0 3
Cone Winder	M	P	9	25	1 0 11	1 15 4
Pirn Winder	M	P	9	410	1 5 8	2 4 4
Reeler	M	P	9	80	1 5 11	2 2 4
One-Loom Weaver	M	P	9	94	1 4 9	2 5 2
Two-Loom Weaver	M	P	9	493	1 5 11	2 5 2
Twelve-Loom Weaver	M	P	9	80	2 3 0	3 7 4
Cooly	M	P, T	9	3,170	0 12 9	1 10 8
			Total ..	5,970		

The figures in the above table should be read in the context of the fact that in certain departments of this mill such as drawing, slubbing. etc., efficiency schemes of work have been introduced. So far as basic wages are concerned, it will be seen that different types of tenters have an average basic wage varying from Rs. 1-1-11 to Rs. 1-10-8 per day. Ring Piecers average Rs. 0-12-6 per day while Roving and Frame Doffers average Rs. 0-11-11 and Rs. 0-9-11 respectively. Ring Doffers average as. 0-10-9 per day. The average basic wage of winders varies from Rs. 1-0-11 to Rs. 1-5-8 per day while reelers average Rs. 1-5-11 per day. In this mill, the majority of the weavers are on two-looms and a fairly large proportion are also on automatic 8-looms. There are one-loom weavers, two-loom weavers, three-loom weavers, four-loom weavers, six-loom weavers, eight-loom weavers, ten-loom weavers and also twelve-loom weavers. One-loom weavers earn from their basic rates Rs. 1-4-9 per day, while two-loom weavers earn Rs. 1-5-11 per day. The average daily basic wage of 12-loom weavers, of whom there were 80 at the time of the enquiry was Rs. 2-3-0. Coolies have an average basic wage of Rs. 0-12-9 per day.

So far as net earnings are concerned, it will be seen that the lowest net earning is Rs. 1-7-9 per day in the case of a doffer. The highest earning is of 12-loom weavers who average Rs. 3-7-4 per day. The average daily earning of two-loom weavers comes to Rs. 2-5-2. The following summary table gives the frequency of wages and earnings in the different wage and earning groups. In preparing the frequency certain occupations in addition to those shown in the above table have been taken into consideration and it relates to a total of 6,475 workers.

TABLE XXXI.

Wage groups.	Percentage of workers whose average daily basic wages and net earnings were :—	
	Basic wages	Net earnings :
Under as. 4	..	..
As. 4 & under as. 8	..	..
As. 8 & under as. 12	11·64	..
As. 12 & under Re. 1	60·18	..
Re. 1 & under Rs. 1/4	6·82	..
Rs. 1/4 & under Rs. 1/8	9·91	7·41
Rs. 1/8 & under Rs. 1/12	3·49	61·67
Rs. 1/12 & under Rs. 2	6·72	6·01
Rs. 2 & under Rs. 2/4	1·24	5·08
Rs. 2/4 & under Rs. 2/8	..	8·63
Rs. 2/8 & under Rs. 2/12	..	1·65
Rs. 2/12 & under Rs. 3	..	8·12
Rs. 3 and over	..	1·43
	100·0	100·0

It will be seen from the above table that so far as basic wages are concerned, nearly 60 per cent fall within the wage category as. 12 and Re. 1 while 61.67 per cent are in the earnings category Rs. 1-8-0 and under Rs. 1-12-0.

Dearness Allowance.—The scale of dearness allowance paid is linked to the official cost of living index number for Madras. The scale provides for the payment of the allowance at as. 4 per point above 108 and up to 131 points. From 131 points to 160 points it is paid for at the rate of as. 3 per point and thereafter at as. 2 per point. The reason for reducing the scale of the allowance with the increase in the index number is not understood, but it is reported that a lower scale after 131 was fixed, because, it was felt that the original

scale of as. 4 per point was excessive. In June 1944, when the index number stood at 204, the dearness allowance paid amounted to Rs. 18-6-0 per month.

This mill pays in addition a number of allowances and bonuses. These are as follows :

Temporary War Production Allowance.—This is being paid since January 1940 to permanent workers of the mill at 6 pies per rupee of wages earned.

Shift Allowance.—Before the outbreak of the War, very few workers were engaged on night shifts. The number has now greatly increased and those employed on night shifts are, therefore, paid at the rate of 1¼ times the normal rates of wages.

Production Bonus.—This is paid only to weavers and assistant weavers on automatic looms when the production is above a specified minimum. The amount of bonus varies from 1 to 6 per cent. of the total earnings.

Attendance Bonus.—This is paid at the rate of Rs. 2-8-0 per half year ending 30th June and 31st December respectively to all permanent workers who have not absented themselves even for a single half day exclusive of privilege leave granted to them. The bonus is payable only to those whose pay is less than Rs. 100|-. Any permanent worker winning three such bonuses consecutively receives a prize of Rs. 5|- and a certificate.

Annual Profit Bonus.—At the end of every half year, profit bonus is given equivalent to the dividend declared on ordinary shares to all permanent workers. The rate of this bonus for the half-year ending 31st June 1945 was 12 per cent. of wages.

Temporary workers are not entitled to this bonus, but the Company paid such workers " a gift amount " for the half year ending 30th June 1944. The rate of this " gift amount " amounted to as. 0-1-9 per rupee of wages.

Special War Savings Gift.—The mills have also granted a special War Savings gift of 5 per cent. of wages earned (exclusive of dearness allowance, bonus and other allowances) for the calendar years 1942 and 1943 to all permanent and temporary workers who had six months or more service to their credit. The amounts have been deposited in the Post Office Defence Savings Bank in the name of each worker.

Overtime Allowance.—Overtime is paid for at 1½ times the ordinary rate.

The wage period is a calendar month and wages are paid within 10 days of their becoming due.

There is no fining in the mills.

Housing.

The company has built housing colonies for their workers in four villages situated in the vicinity of the mills. The total number of houses constructed is 487. The accommodation available to each worker consists of a verandah, a living room, a washing place and latrine. They are all *pucca* structures and neatly constructed. The villages get their water supply from the municipal mains for drinking and cooking purposes, while for washing and flushing well water is provided. The colonies have an adequate system of drainage and are maintained in a clean and sanitary condition.

About 6 per cent. of the permanent workers have been provided with housing in these colonies.

In the majority of the cases the rent charged is Rs. 1-8-0 per month, while for certain houses with larger accommodation, the rent varies from Rs. 3 to 5 per month.

Thus, while the mill has provided good housing, only a small proportion of the total employed derive its benefit. The bulk of the workers have to live in houses owned by private landlords in the vicinity of the mills. These are extremely over-crowded. The accommodation generally consists of one or two rooms and a kitchen with a floor area of 50′ × 30′. Six to eight workers are found to live in such houses. Water Supply and sanitary conveniences are unsatisfactory. For a small room 10′ × 8′ and a kitchen, a rent of about Rs. 5|- has to be paid and sometimes workers are forced to pay even Rs. 6 to Rs. 7|- per month. Some workers live in huts known as Cheris. Such huts have walls plastered with mud and roofing of leaves. Even for such Cheris, rent varying from Rs. 1-8-0 to Rs. 3|- per month has to be paid.

In addition, the Government of Madras and the Municipal Corporation have built some "lines" for some hundred workers in the mill area which consist of a room and a kitchen with common sanitary conveniences and drinking water supply.

Welfare Work.

The mill has a well-equipped dispensary which is kept open all the 24 hours. There are four full-time doctors in charge assisted by other staff. Over a thousand cases are treated daily. Workers who are unable to come to the dispensary are visited at their homes by the Company's doctors.

Maternity and Child Welfare centres have been started in the housing colonies of the workers. They are in charge of Health Visitors. Medical officers of the company conduct weekly clinics in these centres.

The occupational diseases reported by the factory are :—Chrome ulcers of the mucus membrane of the nose and chrome sores of the skin in the Bichromate plant. Considerable attention is paid to workers suffering from these diseases and there is also a periodical medical examination for them.

For half-timers employed in this mill, the mill has started a school. The school is open also to the children of the operatives. There is a night class in the school for adults and for general education.

There are Textile Technology classes for workers of the Textile Department.

The mill has an Athletic Association, a Dramatic Society and a Debating Society.

Educational facilities are also povided for the female workers in the four main villages.

The mill has large recreation grounds where football, cricket, badminton, base-ball, volley-ball are played by the workers.

The mill runs a grainshop where commodities are sold to workers. The articles controlled by Government are sold at controlled rates and in the case of other commodities only incidental charges are added to the cost price.

One special feature in this mill is the constitution of a Central Welfare Committee since the year 1922. The committee is composed of representatives of the management and the workers. The latter are returned as a result of elections by workers in the various departments. There are also 13 departmental committees. These committees meet regularly and consider matters relating to labour welfare.

The mill has a Provident Fund Scheme and also a Scheme for paying Gratuity. The qualifying period for a gratuity is 10 years. The gratuity is calculated at the rate of 5 to 7½ per cent. of the wages depending upon the length of service.

A Provident Fund Scheme was introduced in the year 1904. It was registered in 1943. Membership of the Fund is open to all full-time workers drawing Rs. 100|- or more per month. The contribution of the employee and the company is equal, being 5 per cent. of wages. With a view to replacing the Gratuity Scheme, the Company proposed a Provident Fund Scheme for workers getting under Rs. 100|-, but as the workers had not agreed to it, the company has not yet proceeded with it. The company, however, intend to introduce this scheme for new permanent workers.

There is a flourishing Co-operative Credit Society in the mill with a membership of about 3,000.

There is a registered Trade Union of the workers employed in this mill. It is reported that the membership is about 1,500 to 2,000. The Union has, however, not been recognized by the management. It has a permanent building of its own with a Printing press and prints and publishes a Tamil Journal devoted to labour matters.

B. MADURA.

Madura is an important centre of the cotton spinning industry in South India. There are nine cotton mills employing about 17,000 persons. Six of these are spinning mills employing over 16,000 persons and the remaining three are small weaving factories.

For purposes of the present survey the labour conditions in two of the largest units employing over 15,500 persons or about 91 per cent. of the total employed in this industry in the centre were covered. The largest unit surveyed was the Madura Mills employing about 13,200 persons, the other unit being the Sree Meenakshi Mills employing about 2,500 persons. Both these are spinning mills. As the Madura Mills is one of the largest concerns in the country and as the conditions in these two units differ in many respects they have been dealt with separately in the following paragraphs.

1. MADURA MILLS.

The Madura Mills was established in 1889 with a capital of over a crore of rupees. It has 2,30,552 spindles.

Employment.

As compared to 1939, employment in this factory had gone up by about 30 per cent. in January 1944, the employment figures being 10,171 and 13,230 in 1939 and 1944, respectively.

Of the 13,230 persons employed, 10,534 were men 2,645 women, 32 boys and 19 girls. Thus, about 20 per cent. of the labour force consists of women and children. It is noticeable that as compared to 1939, while there has been considerable increase in the number of men employed, there has not been a proportionate increase in the employment of women. It would appear also that this mill is gradually discontinuing child labour because, whereas in 1939, the number of children employed was 757, in January 1944, their number was only 51.

Recruitment.—A striking feature of recruitment in this mill is that there is an understanding between the management and the labour union, which is a registered body and is recognized by the management, that the vacancies should be notified to the union. The union maintains a complete register of relatives

of the work-people in the mill in search of jobs and also of the former temporary employees of the mill. On receiving the notice, the Union recommends names for the vacancies. The selection is made by the management usually from among the list supplied by the union.

There is a regular system of apprenticeship in this mill. Workers who are recruited for semi-skilled jobs are first taken as "learners" on half pay plus dearness allowance and on confirmation full pay plus full dearness allowance is given if found satisfactory after a month's trial. There is also a system for the apprenticeship and training of the supervisory staff.

The workers in this factory are classified as permanent and temporary. About 80 per cent. are permanent.

Absenteeism.—The average percentage of absenteeism during the year 1944 amounted to 14. This figure, however, includes absence due to casual and sick leave. The percentage of absenteeism not due to leave was only 3.18 in the year 1944, and it is probably the lowest in the country. The following statement is of interest in this connection.

TABLE XXXII.

Year.	Casual leave (% total number of workers on roll)	Sick leave	Absence without permission	Total
1941	4·84	3·35	1·88	10·07
1942	4·45	4·22	2·68	11·35
1943	4·46	4·48	2·16	11·10
1944	5·29	5·15	3·18	13·62

Owing to the attractive conditions of work and wages in this factory, employment is much sought after and the labour turnover is, therefore, very small being of the order of about 2 per cent. This factory has an extremely stable labour force as can be seen from the following statement of the length of service of the operatives.

TABLE XXXIII.

Service Number of years	Number of workers	Percentage
0 and 1 year	1,318	10·0
1 to 5 years	3,911	30·0
5 to 10 years	3,311	25·4
Over 10 years	4,516	34·6
Total ..	13,056	100

It will be seen that 34.6 per cent. of the workers have put in over 10 years of service, 25.4 per cent. between 5 to 10 years, 30 per cent. between 1 to 5 years and only 10 per cent. less than a year.

Working Conditions.

Hours of Work and Shifts.—Conditions inside this factory are some of the best in the country. Two of the departments have special air conditioning plants. Most of the departments are properly ventilated and lighted. The departments are kept clean and there is enough space for the workers to move about. The supply of drinking water is adequate. A tiffin shed about 119′ × 60′ with cement flooring has been provided for the workers to take their

meals during interval. The shed is kept very clean. About a thousand workers can take their meals at a time. In the Tiffin Sheds, separate arrangements have been made, where workers can deposit their tiffin carriers in lockers.

The number of latrines and urinals is adequate and they are kept in sanitary condition. Four bathing places have also been provided. The workpeople are given a cup of tea in the departments at about 11 o'clock in the morning at a nominal price of one pice each. The night shift workers are served with a cup of tea free of charge.

Hours of Work.—Except for the Engine and Boiler departments, the other departments work two straight shifts of 9 hours each with a spreadover of 10 hours. The day shift is from 8 a.m. to 12.30 p.m. and 1.30 p.m. to 6 p.m. and the night shift from 6.15 p.m. to 10.45 p.m. and 11.45 p.m. to 4.15 a.m. There is a system of weekly change-over of shifts.

Sundays are usually closed holidays. Besides Sundays, holidays are given on important local and religious festivals.

The relations between the employers and the employees are regulated by the Standing Orders of the mill which deal with attendance, redress of grievances, etc. A copy of these orders is attached as appendix III. The mill has established a separate Labour Department to attend to labour matters.

Wages and Earnings.

A Wage Census was taken in this mill on a sample basis relating to the month of January 1944. So far as wage rates and dearness allowance are concerned, this mill gives a lead to the other large units of the industry in Madura and these adopt the rates of the Madura Mills except for some of the smaller units.

Table in appendix IV contains the figures regarding average daily basic wages and earnings in selected occupations in this mill. It is seen from this table that the lowest average daily wage is Rs. 0-7-9 to be found in the case of two numerically important occupations, namely, ring doffers and spinners. Winders average Rs. 0-8-4 per day, roving doffers Rs. 0-8-8 per day, while different types of tenters average from as. 10 to 0-11-8 per day. The average basic wage of a cooly comes to Rs. 0-10-10 per day. As compared to the three other large units of the industry at Madura, this mill has a higher basic wage level. In regard to earnings it was found that during the census month the highest average earning was of slubbing tenters which was Rs. 43-3-10, the lowest being of ring doffers which was Rs. 33-15-0. The table also contains information regarding wages and earnings of workers with full attendance. The highest average earning of such samples was Rs. 43-11-0 in the case of slubbing tenters and the lowest is Rs. 38-0-0 in the case of Leesona Winders (men).

Housing.

The mills have provided housing for about 600 workers. The housing colony of this factory known as " Harveypatti Colony " is one of the most unique colonies of industrial workers in the country. Plans of the colony and of the workmen's dwellings will be found at the end of this Report.

A Housing Co-operative Society with a Board of Directors comprising of the District Collector, the President of the District Board, a workers' Director, the leader of the Labour Union and a representative of the management as

President was established in 1938. The initial capital was advanced by the company free of interest and some six hundred houses have now been built in an ideal colony which is almost self-sufficing from the point of view of amenities, such as schools, markets, dispensaries, etc. It is laid out with a park in the centre. Each block contains two houses built of pucca material with tiled roofing and cement flooring. The accommodation for a family consists of a small open space in front,. a verandah, a living room, a bed room, a kitchen, a store, a back-yard with a hand-flushout latrine and tap common for the block. The total outlay on the colony is about 8 lakhs of rupees out of which the society has borne six lakhs and the remaining expenditure has been borne by the mills.

The colony is about five miles away from the mills, but the mills have made arrangements with the Railway to run workers' specials from this colony. They have also arranged for quarterly season tickets at concession rates of Rs. 3|15|- per quarter.

Each worker is charged Rs. 600 only for the house occupied by him. The system of repayment is of the Hire Purchase System and the workman pays Rs. 4|- per month as rent. The house becomes the workman's property after a period of about 12 years. The grant of the house to the workers is subject to the following conditions :—

(1) The worker must be married ;

(2) At least two members of the family should be working in the mill ;

(3) The workers should have completed at least five years' service in the mill.

According to clause 16 of the Agreement, the tenant is entitled to a formal conveyance of the house effected in his favour immediately on payment of the amount of instalments in full. Thus as soon as the worker has paid Rs. 600|-, the ownership of the house passes on to him.

Until recently the mills bore the cost of the dispensary, gardens, water supply, drainage, etc., amounting to Rs. 1,100 per month in the Mill Colony This has, however, now been passed to a Panchayat consisting of six members. For the upkeep of the colony, the Panchayat levies a tax of as. 5 per house per month while the mills contribute Rs. 400|- per month to the upkeep fund.

Welfare Work.

Apart from its excellent housing scheme which has been described above, these mills are following a very forward policy in regard to welfare work. Certain items of welfare included in the welfare programme of these mills are unique in character and are, therefore, discussed in some detail in this section.

Medical Aid.—The company maintains a well-equipped dispensary in charge of a full-time qualified doctor assisted by registered nurses. It is kept open from the commencement of the day shift to the end of the night shift. A separate dispensary has been established for the benefit of the workers' families. This dispensary is in charge of a qualified lady doctor assisted by lady compounder, etc. Ante-natal clinics are also held. There is also a dispensary in the workers' housing colony. In addition, the mills have arranged with a local hospital for the free treatment of their workers requiring hospital treatment. From time to time. large donations are given to these hospitals by the mills. The management has also made arrangements for the treatment of workers suffering from T. B., Cancer, etc.

A creche housed in a spacious building is being maintained with special accommodation for children of different ages. A kitchen is attached to the creche and the children are supplied with meals, milk, fruit, etc., free of cost.

The company maintains a tea canteen which is kept in a clean condition. A cup of tea is served, free of charge, to night shift workers, while it is supplied at a nominal cost of 3 pies to the day shift workers in the departments. The loss to the company on account of supply of tea to the workers is over Rs. 25,000 per annum.

Arrangements for tiffin sheds are made for serving coffee. These coffee hotels, as they are called, are run by outside contractors and these are periodically supervised by mill doctors. As a check on the contractor, the Welfare Committee of the Mills discusses with him the quality of the refreshments to be served and the rates to be charged.

Under the Welfare Scheme of the mill, to which reference will be made in a subsequent paragraph, a school for the workers' children has been established. Admission is restricted to the sons and daughters of the workers only. There is also a school in the workers' housing colony with over 300 children, one-third of whom are girls. The expenditure of the school is financed by the management.

Co-operative Stores.—This is perhaps the largest workmen's store in the whole country. The store which is called the 'Madura Mill Workers' Co-operative Stores, Ltd., started functioning early in 1940. The membership of the stores is over 7,000. The mills have provided a spacious building for the stores at a nominal rent of Re. 1|- per month and have, from time to time, advanced money for the purchase of commodities of consumption, cloth, etc. In the initial stages the company also gave a large subsidy to the store and continues to do so. In the year 1943 the society made a gross profit of nearly Rs. 2 lakhs and paid dividend at the rate of five per cent.

The Board of Management consists of a representative of the mill who is the President, a representative of the Union and three elected representatives of the workers.

These stores, in days of scarcity and short supply, proved a veritable boon to the workers. The business of the stores is managed in a very efficient manner and the workers have no difficulty in obtaining their supplies.

The following schemes are in operation in these mills in connection with safeguarding the future of the operatives.

Pensions are granted to workers who have put in 30 to 35 years' service. The rate of pension is equivalent to half the month's wage. In some cases special pensions are also paid and a gold medal awarded for long service of over 35 years. Pensioners are also paid dearness allowance at a flat rate of Rs. 6 per month.

Those who do not qualify for a pension are entitled to a gratuity and this is paid at the discretion of the management.

A somewhat unique system is the Workers' Savings Fund. This fund came into operation with effect from 1st January 1942. The object of the fund is to promote thrift among the workers. In consultation with the workers' representatives it was decided that half the bonus paid in 1942 should be paid in cash and the other half placed at the workers' credit in the Savings Fund. The company contributes a sum of Re. 1 to every permanent worker's account who subscribes Re. 1 per month. About 7,000 workers were members of the Fund at the end of 1943. The expenditure on account of this fund to the company amounted to over a lakh of rupees in 1944.

The remarkable success of the various activities undertaken by the mills are primarily due to two reasons : Firstly, the mills have been liberally financing these activities and trusting the workers' representatives to make the best use of the funds made available for the purpose. For financing all the welfare activities a fund has been created to be operated by an Association called " The Madura Labour Union Welfare Association ". The objects of the Scheme are :—

(1) To conduct schools for adult workers,

(2) To maintain schools for half-timers employed in the mills,

(3) To establish schools for the employees' children,

(4) To provide indoor and out-door games for the employees and pupils of the school,

(5) To provide for athletics ;

(6) To arrange excursions and picnic parties,

(7) To encourage scouting,

(8) To arrange for bhajans, music parties, etc,

(9) To organize educational lectures,

(10) To maintain a free Reading Room and a Library,

(11) To encourage handicrafts, etc.

(12) To maintain a dramatic section, and

(13) To undertake such schemes as would promote the social, educational and moral development of the workers and their children. During the year 1944 the mills spent over Rs. 2½ lakhs on welfare work.

Trade Unionism.

A novel feature in regard to labour employed in these mills is the very close co-operation between the management and the representatives of the workers' Union. This co-operation is real and effective and the Union, without being a company union, is trusted by the management and encouraged to carry on its activities with the sole object of improving the moral and material conditions of the operatives. A unique feature is that, as pointed out already when new recruits are required, they are recruited through the Union although, the final decision in the matter of appointments rests with the management. In regard to dismissals also, although the Union is not allowed to interfere, they are given a chance to review such cases. In all its welfare activities, the Union is freely consulted and the wishes of the representatives respected.

MEENAKSHI MILLS, MADURA.

The second comparatively large mill surveyed at Madura was the Sree Meenakshi Mills. This mill employs over 2,500 workers. As compared to the pre-war period, employment has gone up by 66 per cent. It is only a spinning concern. Except for about 560 workers, the rest are time-rated. Of a total complement of 2,502, 478 were women, 111 children and the rest males. The workers are recruited directly by the management They are classified as permanent and temporary. About 70 per cent. of the workers are permanent and the others temporary. There are certain privileges attached to permanent workers, such as those relating to leave, benefit of the savings funds, etc.

The labour is recruited at the gates and there is no special agency employed for recruitment.

It is reported that absenteeism in this mill is about 6 to 7 per cent. only. Labour turnover is also small. The mill maintains service cards for its operatives in which particulars regarding date of joining, service, leave taken, etc. are entered.

Apprentices are taken in the roving, ring frame and winding departments. During the period of training no wages are paid.

Working Conditions.

Hours of work and shifts.—Being a comparatively new concern, ventilation, lighting, etc. inside the departments are satisfactory. The lay-out of the machinery is also such that it leaves enough space for the workers to move about. The departments are maintained in a very clean condition.

There are two tiffin sheds for the use of the workers. Most of the workers, however, prefer to take their meals under the sheds of trees.

This mill has a system of multiple shift working and it works all the 24 hours. There are five shifts of nine hours each with a spreadover varying from 10 to 13 hours. The working hours of each shift are as follows :—

A. 7 a.m. to 11 a.m. and 12 noon to 5 p.m.

B. 11 a.m. to 4 p.m. and 5 p.m. to 9 p.m.

C. 7 a.m. to 12 noon and 4 p.m. to 8 p.m.

D. 9 p.m. to 12 midnight & 1 a.m. to 7 a.m.

E. 9 p.m. to 1.30 a.m. and 2.30 a.m. to 7 a.m.

Shifts A and B interchange with shifts D and E at the end of every week, while C is a fixed shift.

In this mill Monday is observed as a closed day.

This mill has Standing Orders for operatives which are very nearly the same as those adopted by the Madura Mills.

No Labour Officer has been appointed to enquire into the grievances of the workers but, it is reported that the workers can approach the Secretary and Managing Director direct to ventilate their grievances.

Wages and Earnings.

The wage rates in this mill are practically the same as those prevailing in the Madura mills which have already been discussed. The scale of dearness allowance is also the same as in the Madura Mills.

Workers on night shifts are paid Re. 1 per month subject to the condition that the worker has worked for at least 10 nights. Commission on production and bonus are paid at the same rates as in the Madura Mills. Fines are imposed but, these are not very heavy. There is no separate Fine Fund but money realized from fines is credited to the welfare fund.

Housing.

This mill has made no provision for housing the workers. It is understood that the mill is anxious to house a large proportion of its operatives but that it is unable to secure the land. The workers of the mill live in huts or in rented buildings in the vicinity of the mills. The conditions in these are extremely unclean and insanitary.

Welfare Work.

Welfare work done by this mill consists of a dispensary in charge of two full-time qualified doctors, a creche with a trained nurse and other staff, a tea canteen under the supervision of the Tea Marketing Expansion Board, a school for the workers' children, a workers' co-operative store and a co-operative building Society. This co-operative store which has a membership of nearly 2,000 workers is partly subsidized by the mills. In addition to supplying provision, the store runs a coffee hotel in which light refreshments and coffee are sold to the workers during the day at rates considerably lower than those prevailing in the bazaar.

This mill has also instituted a Savings Fund on the same lines as the Madura Mills. During the year 1944-45 the mill spent nearly Rs. 50,000 on welfare work.

There is no Provident Fund Scheme for workers, but it is understood that in deserving cases, pensions are granted.

Wages and Earnings in Madura.

For purposes of the Wage Census seven units of the industry in Madura were covered. The table in appendix V contains information regarding basic wages and earnings in selected occupations in these units. These averages are weighted averages. Being spinning mills, naturally the largest single occupation is of reelers. It is seen that so far as basic wages are concerned, a male reeler earns Rs. 0-7-1 per day and a woman reeler 0-7-3 per day. In the second largest occupation, namely spinning full siders average Rs. 0-11-5 per day while woman full-siders average 0-7-2 per day. In the mills at Madura, men, women and children work as ring doffers. The average daily basic wage of male ring doffers comes to Rs. 0-7-5, of women doffer Rs. 0-7-0 and of children Rs. 0-3-9 per day. So far as winders are concerned, the average daily basic earnings vary according to the type of winding, being the lowest in the case of Pirn winders and the highest in the case of Lessona winders. The latter average a daily basic wage of Rs. 0-8-4. In the case of coolies the average basic wage is Rs. 0-9-2.

As has been stated in the foregoing section the mills at Madura pay a dearness allowance amounting to about Rs. 24 per month. The result, therefore, is that in many cases the earning is about three times the basic wage, such as, for instance, in the case of reelers who earn an average basic wage of Rs. 0-7-1 but have a daily earning of Rs. 1-5-3. In the spinning department the highest daily earning namely Rs. 1-9-9 is to be found in the case of full siders.

The following table gives the frequency of wages and earnings in the Madura mills covered by the Wage Census. It will be seen that a vast majority of workers or 78.68 per cent. of the total are to be found in the wage categories 6 as. to 10 as. per day. In this connection it should be remembered that in the mills at Madura the proportion of women and children employed to the total is about 20 per cent. So far as basic wages are concerned, only 1.19 per cent. are to be found in the wage group as. 12 to as. 14 and none above this. Here again, it should be pointed out that unlike the mills covered in other centres, these are, with the exception of one small unit, all spinning concerns.

As regards earnings a still larger concentration than in the case of basic wages is to be found in two earnings categories namely Rs. 1-4-0 to Rs. 1-8-0 and Rs. 1-8-0 to Rs. 1-12-0 and between the two it is seen that nearly 89.96 per cent. of the workers are accounted for. The table shows that about slightly

over 5 per cent. of the workers in the mills at Madura earn less than a rupee per month. Such workers are, however, to be found only in the three small units of the industry in Madura which have a low basic wage level and also pay comparatively small dearness allowance.

TABLE XXXIV(a).

Frequency table showing the average daily basic wages in selected occupations in cotton mills, covered by the wage census in Madura.

Occupation	Number of workers whose average daily Basic Wages are :—							
	Under -/4/-	-/4/- & under -/6/-	-/6/- & under -/8/-	-/8/- & under -/10/-	-/10/- & under -/12/-	-/12/- & under -/14/-	Total.
Drawing Tenter	..	..	23	137	305	..	465
Slubbing Tenter	..	..	5	9	128	..	142
Inter Tenter	..	..	..	19	267	..	286
Roving Tenter	..	..	..	55	398	35	488
Roving Doffer	..	..	107	478	..	..	585
Ring Doffer	302	64	2,398	..	..	..	2,764
Spinning Full Sider	..	276	3,175	177	..	..	3,628
¾th Siders	..	..	17	..	..	..	17
½ Sider	..	25	..	..	..	..	25
Reeler	..	747	542	2,937	..	..	4,226
Winder	..	14	..	415	..	..	429
Cone Winder	..	..	44	168	..	..	212
Pirn Winder	..	..	10	..	..	..	10
Lessona Winder	..	..	..	517	..	..	517
Single Loom-Weaver	..	..	..	..	11	..	11
Double Loom-Weaver	..	..	..	..	..	139	139
Cooly	..	32	89	161	383	..	665
Total ..	302	1,158	6,410	5,073	1,492	174	14,609
Percentage to total ..	2·07	7·93	43·88	34·72	10·21	1·19	100

TABLE XXXIV(b).

Frequency table showing the average daily net earnings in selected occupations in cotton mills covered by the wage census in Madura.

Occupation	Number of workers whose daily Net Earnings are :—							
	Under -/8/-	-/8/- & under Re. -/12/-	-/12/- & under Re. 1/-/-	Re. 1 & under Re. 1/4/-	Re. 1/4/- & under Re. 1/8/-	Rs. 1/8/- & under Rs. 1/12/-	Rs. 1/12/- & under Rs. 2/-/-	Total.
Drawing Tenter	..	..	8	..	48	409	.	465
Slubbing Tenter	..	..	5	..	9	39	89	142
Inter Tenter	..	.	..	5	19	262	..	286
Roving Tenter	..	..	..	12	43	433	..	488
Roving Doffer	.	25	..	47	513	..	..	585
Ring Doffer	43 Boys	302 Ch.	..	3	2,416	..	..	2,764
Spinning Full Sider ..	..	..	86	323	484	2,735	..	3,628
,, ¾th Sider ..	..	17	..	..	..	..	..	17
,, ½ Sider ..	..	25	..	..	..	..	..	25
Reeler	144	..	..	181	1,574	2,327	..	4,226
Winder	..	..	14	..	..	415	..	429
Cone Winder	..	..	..	5	39	168	..	212
Pirn Winder	..	..	..	10	..	..	..	10
Lessona Winder	..	..	..	..	..	517	..	517
Single Loom-Weaver	..	..	..	..	11	..	..	11
Double Loom-Weaver	..	..	..	..	..	139	..	139
Cooly	..	..	90	32	488	55	..	665
Total ..	187	369	203	618	5,644	7,499	89	14,609
Percentage to total ..	1·28	2·53	1·39	4·23	38·63	51·33	0·61	100

C.—COIMBATORE.

Coimbatore has now become one of the important cotton spinning and weaving centres in the country. Although the first mill was started in Coimbatore as early as 1888, the industry had not developed much at the time of the visit of the Royal Commission on Indian Labour, because in the year 1929, there were six cotton mills in Coimbatore employing about 5,600 persons. The following summary statement shows the growth of the industry since 1932

TABLE XXXV.

Particulars.	1932	1937	1944
Number of mills	8	20	34
Number of spindles installed	177,408	352,040	474,000
Number of looms installed	989	1,260	1,500
Total number of workers employed daily	6,793	14,228	35,000

It will be seen that in the year 1944, there were as many as 34 cotton mills in Coimbatore with 474,000 spindles and 1,500 looms and the industry employed on an average about 35,000 workers, or 33.3 per cent of the total employed in the industry in South India.

As compared to the pre-war period, employment in the industry, judging from the figures for the 26 units surveyed, has gone up by 24 per cent. Three of the mills surveyed are located in the town itself while others are outside the municipal limits within a distance of 3 to 5 miles.

The cotton mill industry in Coimbatore was the subject of an exhaustive enquiry by the Court of Enquiry constituted by the Government of Madras in the year 1937. The conditions of work and wage obtaining since 1939 in the mills are generally in accordance with the recommendations of the Court of Enquiry and the communiques of the Government of Madras, dated 19th May, 6th August and 4th October 1938 and these may, therefore, be briefly summarised here. As the terms of reference of the Court of Enquiry dealt with labour conditions generally in the industry, its important findings are set out below :—

(1) Definite rules in the matter of suspension, dismissal and discipline, provision of medical relief, educational facilities, and housing, and introduction of Provident Fund on a contributory basis will afford reasonable security of service to workers and are sufficient safeguards against voluntary exits of workers.

(2) Nine days' sick leave and 6 days' casual leave with pay are recommended.

(3) The multiple shift system should be abolished.

Night shift work should not exceed eight hours and 20 per cent. extra wages should be paid to night shift workers.

(4) The wage rates in the Coimbatore district are low compared with those paid in other textile centres in Madras Province. An increase in the wages should be given in all sections.

(5) It is necessary to standardize wages.

(6) A more efficient system of granting certificates to the adolescents and for the periodical inspection of factories by certifying surgeons is necessary.

(7) Legislation to provide for sickness insurance is recommended as also the establishment of a Wage Fixation Board.

The Government of Madras in their communique dated 19th May 1938 commended to the millowners in Coimbatore such of the recommendations of the Court as did not involve legislation and amendment of the rules in force and, in particular, recommended an increase in the wage rates and grant of casual and sick leave to the workers.

As regards standardization of wages, the Government had the question examined by the Commissioner of Labour and in the light of his report, recommended for adoption the wage rates set out in the schedules accompanying their communique dated 6th August and 4th October 1938. This will be found in Appendix VI.

Employment.

The 26 mills surveyed employed between them, 30,747, persons as against 24,640 during the pre-war period, thus representing an increase of about 24 per cent. in the volume of employment. Labour is drawn mostly from the villages in the vicinity of the mills. Of the 30,747 persons employed, 22,662 were men 7,961 (or 25.8 per cent. of the total) women and 124 children. About 37 per cent. of the workers are on piece-rates and the rest on time-rates.

Recruitment.—In some of the mills recruitment is made directly by the managers, while in most of the cases it is made through Jobbers and Time Officers. In some mills, relatives of the workers are given preference.

In six mills, all the workers are treated as permanent. In seven mills, there are no classification of workers as permanent and temporary and in the other mills a large proportion of the workers were treated as permanent. Temporary workers, however, in all the mills get many of the privileges of permanent workers, such as dearness allowance, bonus, cheap grain concession, etc. but are not entitled to any notice of discharge. In some of the mills, temporary workers are made permanent after three months' satisfactory service.

No proper records of absenteeism are maintained but it would appear that the absenteeism varies from 2 per cent. to 10 per cent. in some cases. At the time of the enquiry, however, many of the cotton mill workers were leaving the mills due to the attraction of higher wages being paid on military projects. This had led to abnormal absenteeism in the industry. A majority of the mills reported that labour turnover was of the order of 5 per cent. to 10 per cent. This, however, appears to be an under-estimate especially during the War period. It has already been stated that the Court of Enquiry had recommended the framing of rules governing conditions of service. The Southern India Mill-owners' Association of which all the cotton mills in Coimbatore are members, have accordingly framed Standing Orders which have been adopted by the mills surveyed. A copy of these orders will be found in Appendix VII.

It will be seen from the appendix that these Orders provide for the proper classification of workers, grant of leave and holidays, attendance and late coming, the manner of redressing workers' grievances, procedure to be followed in respect of voluntary exits and discharges or dismissals, etc. In the absence of any effective legal machinery like the one provided by the Bombay Industrial Disputes Act as also in the absence of Labour Officers appointed by the mills, it is understood that the workers have not been able to derive the full benefits resulting from the framing of Standing Orders.

Working Conditions.

There are wide differences in the working conditions inside the mills erected before 1929 and the newer constructions. In some of the older mills, the departments are dirty and full of dust. The lay-out of the machinery is unsatisfactory and there is not enough moving space for the workers. Lighting and ventilation also leave much to be desired. However, as stated already, the industry has developed since 1932 and it can be said that, on the whole, the working conditions inside the mills are satisfactory.

With the exception of one or two mills, the others have constructed rest shelters for their workers. But the tendency on the part of the workers is to go to their homes for eating their afternoon meals.

Hours of work and shifts.—Twelve of the mills surveyed work two straight shifts : one day shift and one night shift of 9 hours each with a spread-over of 10 hours. The others, in addition to a general shift of 9 hours, work all the 24 hours in multiple and over-lapping shifts of 8 hours each with a spread-over of 12 to 13 hours.

The rates of wages for day and night shift work are the same ; nor is any allowance paid for night shift work. There is, however, a system of weekly change-over in all the mills.

The weekly holiday varies from mill to mill. There is staggering of holidays with a view to reducing the electric load.

Wages and Earnings.

The mills in Coimbatore have now accepted the scale of wages to be paid in the different occupations suggested by the Madras Government which is given in Appendix VI. The wages in the industry are thus more or less standardized although it would appear that the scale suggested is the minimum one and that certain mills which were paying higher than the minimum continue to do so.

A wage census, on a sample basis, of workers in selected occupations in all the mills in Coimbatore was taken for the month of January 1944 and in the following table are given the weighted averages of wages and earnings in selected occupations in them.

TABLE XXXVI.

Table showing wages and earnings (weighted average) of cotton mill workers in Coimbatore in selected occupations for the month of January 1944.

Occupation.	SEX	Piece or Time Rate	Number of hours of work per shift.	Number of workers	Average daily Basic Wages earned.	Average daily net earnings
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	10,9	327	0 8 6	0 15 8
	M	T	10,9	142	0 7 11	0 14 5
Slubbing Tenter	M	P	10,9	234	0 10 3	1 2 10
	M	T	10,9	13	0 10 1	1 2 0
Inter Tenter	M	P	10,9	280	0 10 11	1 4 1
	M	T	10,9	2	0 8 11	1 1 9
Roving Tenter	M	P	10,9	797	0 10 4	1 2 8
	M	T	10,9	17	0 8 9	1 0 6
Tarwalla	M	T	10,9	114	0 10 10	1 4 9
Frame Doffer	M	T	10,9	246	0 6 2	0 12 6

TABLE XXXVI—*contd.*

Occupation	SEX	Piece or Time Rate	Number of hours of work per shift	Number of workers	Average daily Basic Wages earned.	Average daily net earnings
Spinning Doffer ..	M	T	10,9	2301	0 4 9	0 8 0
	F	T	10,9	72	0 3 8	0 6 9
Roving Doffer	M	T	10,9	700	0 6 3	0 11 5
	M	P	10,9	70	0 7 0	0 13 8
Double Sider	M	T	9	73	0 13 7	1 7 8
Single Sider	M	T	9,10	3448	0 9 7	1 1 8
	F	T	9,10	127	0 7 11	0 14 2
Half-Sider	M	T	9,10	1442	0 5 5	0 10 1
	F	T	9,10	35	0 5 2	0 10 2
¾-Sider	M	T	9,10	2655	0 6 8	0 12 6
	F	T	9,10	45	0 6 0	0 11 5
Winder	M	T	9,10	6	0 6 9	0 14 7
	M	P	9	5	0 4 10	0 8 8
	F	P	9,10	115	0 6 3	0 12 8
Colour Winder ..	M	T	9	2	0 7 10	0 13 8
	F	P	9	3	0 7 8	0 13 7
Grey Winder	M	P	9	33	0 6 9	0 12 2
	F	P	9,10	91	0 6 10	0 11 10
Universal Winder ..	M	T	10	3	0 4 11	0 9 10
Cone Winder	M	T	9	12	0 7 5	0 13 0
	F	P	9	57	0 5 0	0 8 10
Pirn Winder	M	P	10	25	0 5 1	0 9 2
Cheese Winder ..	F	P	9	39	0 5 10	0 10 5
Single-Loom Weaver ..	M	P	9,10	1391	0 10 6	1 2 8
	F	P	9,10	25	0 6 2	0 11 0
Two-Loom Weaver ..	M	P	9,10	340	0 15 1	1 10 0
Reeler	M	P	9,10	94	0 7 8	0 13 6
	F	P	9,10	6345	0 6 1	0 10 6
Cooly	M	T	9,10	919	0 7 6	0 13 11
	F	T	9,10	154	0 3 8	0 7 11
		Total	..	22,799		

Taking Spinning Doffers, it is seen from the table that the average daily wage is Re. 0-4-9 for men and Re. 0-3-8 for women, the average daily earning being Re. 0-8-9 and Re. 0-6-9, respectively. The wage recommended by Government for Ring Doffers is Rs. 8|- per month for adolescents and Rs. 11 p.m. for adults.

As regards full-side piecers, 3|4 side piecers and half-side piecers the rate recommended by the Government varies from Rs. 15|8|- to Rs. 17|- per month for the first and Rs. 11|- and Rs. 9|- respectively for the second and the third categories. It will be seen that the average daily basic wages of full-side piecers come to Re. 0-9-7 and Re. 0-7-11 respectively for men and women, the corresponding figures of earning being Rs. 1-1-8 and Re. 0-14-2 respectively. The average basic wage for piecers managing 3|4 of a side is Re. 0-6-8 for men and Re. 0-6-0 for women, the corresponding earnings being Re. 0-12-6 and Re. 0-11-5 respectively. The wage recommended by Government for Drawing and Roving Tenters is Rs. 14|- per month. The present enquiry shows that the average earnings of Roving tenters from the basic wage was Re. 0-10-4 per day for piece-workers and Re. 0-8-9 for time workers, the earnings being Rs. 1-2-8 and Rs. 1-0-6 respectively. As in many others centres of the industry, a large bulk of the workers in the Reeling Department are women. It is seen that women reelers earn Re. 0-6-1 per day from their basic wages, their total earnings being Re. 0-10-6 per day. A very large proportion of the weavers in the Coimbatore mills tend only one loom. They earn on an average Re. 0-10-6 per day, their average daily net

earnings being Rs. 1-2-8. A few women workers are also reported to be tending looms and their average net earnings from the basic rates come to Re. 0-6-2 per day, their net earning including allowance, etc., amounting to Re. 0-11-0 per day. In regard to two-loom weavers, their average daily earnings from basic wages come to Re. 0-15-1 per day, their net earning amounting to Rs. 1-10-0 per day. So far as coolies are concerned, male coolies earn about Re. 0-7-6 per day and women coolies earn Re. 0-3-8 per day from their basic rates, their net daily earning being Re. 0-13-11 and Re. 0-7-11, respectively.

From a comparative study of wage levels in South Indian centres, it is clear that, leaving aside some of the South Indian States, such as Cochin and Travancore, the basic wage level in most of the occupations appears to be the lowest in Coimbatore as compared to other centres.

Dearness Allowance.—The dearness allowance that is being paid in the Coimbatore mills is linked to the official cost of living index number for Coimbatore. In order to ensure uniformity, the Southern India Millowners' Association intimates to its member mills the allowance to be paid each month. Originally, it was laid down that when the index number moved between 101 and 150, the allowance should be paid at the rate of As. 8 for every five points. Thereafter, half-an-anna in addition should be paid for the rise of every three points, subject to a maximum of Rs. 15|- per month. When the index reached 178, the scale laid down was as follows :—

TABLE XXXVII.

178 — 184	75% cash plus	5% in kind
185 — 190	,,	10% ,,
191 — 194	,,	15% ,,
195 — 199	,,	20% ,,
200 — 204	,,	25% ,,
205 — 209	,,	30% ,,
210 — 214	,,	35% ,,
215 — 220	,,	40% ,,
221 — 225	,,	45% ,,

The allowance in kind is adjusted by allowing a discount on the total purchases made in the Mills' store or co-operative society.

It is understood that some mills have released the upper limit of Rs. 15|- p.m. (cash) and have been paying slightly more.

Bonus.—An annual bonus called the profit or prosperity bonus is being paid by all the mills. It amounted in 1943 to two months' wages and in 1944 to three months' wages. In some mills, out of the bonus paid, a sum equivalent to one month's wages has been invested either in Defence Savings Certificates or in the Share Capital of the mills' co-operative society.

Many mills have a system of fining the workers for breach of the Standing Orders. Some mills have a Fine Fund which is used for purchasing medicines, while in some cases, the amount realised from fines is spent on the ceremonies during the Dasara holidays.

The wage period is a month in the mills surveyed and wages are paid within 10 days of their becoming due.

As stated already, according to the Standing Orders the workers are entitled to six days' casual leave and 7 days' sick leave with pay during the year.

Housing.

In Coimbatore, although it is a comparatively new centre of the industry, there are no well thought-out schemes for supplying housing accommodation to the operatives, with the result that like some of the older centres of the industry, namely, Bombay, Ahmedabad, Cawnpore, etc., slums have come into existence. Only 9 out of the 26 mills surveyed have provided housing for about 16 per cent. of their workers. The houses are built of brick in mud or lime and tiled with Calicut tiles, and in most cases, they are provided with electric lights. Some mills have constructed only single-room tenements, the rental of which varies from Re. 1|- to Rs. 2|- per mensem, while others have built single-room, double-room, three-room and five-room quarters with a verandah and a kitchen. Latrines are common in the case of single and double room quarters, while in the larger quarters separate latrines are provided. The rent of two-room quarters varies from Rs. 3 to Rs. 5 p.m. and of bigger units from Rs. 5|- to Rs. 7-8-0 per month. In the smaller quarters, common water taps are provided. Sanitation, on the whole, is good. It is stated that there is not much demand for houses as most of the workers prefer to live in the nearby villages. The Court of Enquiry referred to has observed as follows in regard to housing conditions in Coimbatore :

> "I visited some of the areas where the workers are put up in Coimbatore. The conditions are insanitary and unhealthy. The description given by the Royal Commission on Labour in 1931 is as true today as then but in a more intensified degree owing to the increase of population."*

Welfare Work.

Except in the case of one of the newer mills, welfare work is not much in evidence in the cotton mill industry in Coimbatore. The unit referred to has, however, a well constructed and well-equipped hospital with ten beds, while the other mills have a small dispensary or keep first-aid kit in charge of part-time doctors. A recent development, however, has been that every mill maintains a canteen where tea and sometimes cooked meals are served.* This has been one of the war time developments arising out of the scarcity of rice, etc. In some of the mills night shift workers are supplied with a cup of tea free of charge, while day shift workers get it at a nominal cost.

All the mills have started either co-operative stores or cheap grain shops, where articles of daily consumption are supplied at rates lower than in the bazaar. The loss on this account is usually met by the mills.

The mills in Coimbatore are subject to the provisions of the Indian Factories Act, The Payment of Wages Act, the Workmen's Compensation Act and the Madras Maternity Benefit Act. Like Bombay, the Government of Madras has also appointed an Inspectress of Factories particularly to look after the health and welfare of women employees in the mills.

Trade Unions.

There are in Coimbatore two Trade Unions one of which has been in existence nearly for 23 years. It has, however, not been recognised by the mills.

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* Report of the Court of Enquiry, Coimbatore, pages 8 and 9.

* In these canteens when cooked meal is supplied, it usually takes the form of providing rice, a vegetable and a curry. It is packed up in banana leaf and sold to the workers at a cost of about anna one to annas three.

This union was at one time recognized by the Southern India Millowners' Association, but the recognition has been withdrawn since 1942. Trade unionism in Coimbatore is, however, not effective.

In none of the mills is any provision made for safeguarding the future of the operatives.

D.—PAPANASAM—(AMBASAMUDRAM)

In the Tinnevelly District there are four cotton mills employing over 12,000 persons. Of these, three are spinning concerns and one a weaving mill. The largest unit among these is the one at Papanasam, 5 miles from Ambasamudram. A water fall has been harnessed to supply part of the motive power to this concern. Being the largest unit in this District, it was sampled for purposes of the *ad hoc* survey and the following paragraphs deal with the conditions of work and wages in this unit.

Employment.

At the time of the enquiry this unit was employing nearly 8,000 workers. The following table shows the composition of the labour force in August 1939, January 1944 and July 1945 :—

TABLE XXXVIII.

	August 1939	January 1944	July 1945
Men	3,849	4,787	5,740
Women	1,516	1,510	1,868
Children	101	264	346
Total ..	5,466	6,561	7,954

It will be noticed that this factory employs a considerable number of women and that the number of both women and children employed has considerably increased since the war.

A vast majority of the workers in this mill are on time rates of pay, being 76.2 per cent. of the total employed in the mill.

Workers are classified as permanent, substitute and casual. About 83 per cent. of the workers are permanent. Such workers are entitled to leave with pay, dividend, bonus and membership of the savings fund, details of which will be given in subsequent sections.

Recruitment.—The labour is drawn from the surrounding villages and recruited through the Labour Union as in the case of the Madura Mills, Madura.

There is very little absence from work without permission and as the following figures show, in 1944, the percentage of such absenteeism amounted to only 0.59. Taking into account, however, absence due to casual leave, sick leave, etc., the percentage of absenteeism comes to 12.70 per cent.

TABLE XXXIX.

Year.	Casual leave.	Sick leave.	Absence without permission.	Total.
	(Percentage to total)			
1939	6·41	4·25	1·50	12·16
1943	5·46	4·53	0·51	10·50
1944	4·82	7·29	0·59	12·70

No figures regarding labour turnover are available but, it is reported that this is very low. This is probably explained by the fact that there are no alternative occupations in the village in which the mill is situated.

Working conditions, Hours of Work and Shifts.—The departments of the mills are well ventilated and lighted and there is ample moving space for the workers in the departments.

The mill works two straight shifts of 9 hours each with a spreadover of 10 hours in all the departments, except a few, such as Boiler Department, Electrical Department, etc. The working hours are as follows :—

Day shift : 8 a.m. to 12·30 p.m. & 1·30 p.m. to 6 p.m.
Night shift : 6·30 p.m. to 11 p.m. and 12 midnight to 4·30 p.m.

Two tiffin sheds have been provided. They are spacious, with cement flooring and corrugated iron sheet roofing. About 1,300 workers can take their meals at a time in these two sheds.

The mill has Standing Orders for regulating the relations between the employers and the employees.

No Labour Officer has been appointed so far, but the grievances of the workers are enquired into by the Manager of the mill assisted by the Labour Department of the mill.

Sunday is generally observed as a holiday.

Wages and Earnings.

The wage rates for the different occupations have been standardized, as in the case of the Madura Mill and in most of the occupations the wage rates are similar to those obtaining in the Madura Mills although in some cases they are slightly less. A Wage Census was taken in this concern relating to the month of January 1944 and the following table contains figures of wages and earnings in the principal occupations :—

TABLE XL.

Table showing wages and earnings in selected occupations for January 1944 *in the Cotton Mills at Papanasam (Ambasamudram).*

Occupation.	Sex.	Piece or Time Rate	No. of hours of work per shift.	Number of workers.	Average daily Basic wages.	Average daily net earnings including over-time allowance and bonuses.	No. of working days in the wage period.
					Rs. A. P.	Rs. A. P.	
Drawing Tenters ..	M	T	9	118	0 9 1	1 11 1	25
Slubbing Tenters ..	M	T	9	118	0 9 2	1 10 3	25
Inter. Tenters ..	M	T	9	244	0 10 4	1 11 3	25
Roving Tenters ..	M	T	9	90	0 11 11	1 11 7	25
Spinners	M	T	9	1,488	0 7 4	1 7 7	25
Ring Doffers	M	T	9	712	0 7 4	1 7 8	25
Reelers	M	P	9	191	0 7 7	1 7 10	25
Reelers	F	P	9	1,233	0 7 5	1 9 11	25
Winders	M	T	9	280	0 7 7	1 11 9	25
Coolies	M	T	9	454	0 9 9	1 9 9	25
			Total ..	4,928			

Dearness Allowance.—Dearness Allowance is paid at the same rate as in the Madura Mills on the basis of the cost of living index number worked out jointly by the management and the Labour Union. In December 1944

when the index number was 228, as compared to the pre-war period, the rate of dearness allowance was Rs. 24|- per month. Workers getting a wage of Rs. 30 to 75 per month get a fixed dearness allowance of Rs. 35|- per month, while those getting above Rs. 75|- per month get a fixed dearness allowance of Rs. 60|- per month.

This mill pays also a night shift allowance and commission on production on the following basis :—

Night Shift allowance.—Re. 1|- per month subject to a worker being present for not less than 10 nights.

Production Commission earned by workers.

Doffers:	About	Rs. 0-11-0 per month.
Drawers	„	Rs. 4-12-0 per month.
Slubbers	„	Rs. 6 to Rs. 7 per month.
Intermediate Tenters ..	„	Rs. 3/13 to Rs. 4/8 per month.
Rovers	„	Rs. 5 to Rs. 10 „
Spinners	„	Rs. 2/8 to Rs. 10 „

A bonus called dividend bonus is paid on the following scale :—

Half month's wages subject to a maximum of Rs. 50/- if dividend to shareholders is	10%
One months' wages subject to a maximum of Rs. 100/- if dividend to shareholders is	15%
2 months' wages subject to a maximum of Rs. 200/- if the dividend to shareholders is	20%

During the year 1943 and 1944, the bonus paid was equivalent to 3 months' wages.

In addition to the dividend bonus, special prosperity bonus is also being paid. It was paid at the rate of half a month's wages in October 1941, one month's wage in October 1942 and October 1943. The qualifying period of service for this bonus is one year.

The company allows its workers 13 days' leave with pay per year, 6 days' privilege leave and 7 days' sick leave. Only those who have put in one year's service during which unauthorized and authorized absence does not exceed 30 days are entitled to this leave.

Fining is nominal and the amounts standing to the credit of the Fine Fund is adjusted towards the cost of the medicines purchased for the mill dispensary.

The wage period of all workers is a month and wages are paid within nine days of their becoming due.

Housing.

No housing has been provided for the workers. The company has, however, acquired land for building workmen's dwellings and it is understood that they will proceed with the programme after the termination of the War.

The management propose to have a housing scheme for this mill on the lines of their scheme at Madura. The scheme will be entrusted to the House Building Co-operative Society. Already the management have purchased 20,000 shares in the Society and have undertaken to advance 1½ lakhs of rupees, free of interest for the construction of the houses.

The workers in this mill live in adjacent villages. The bulk of them live in a village about a mile away from the mill. The accommodation available is one or two rooms and a kitchen and the rent varies from Rs. 1-8-0

to Rs. 5|- per month. These dwellings are insanitary and badly ventilated. Some workers have constructed small houses on land belonging to private land-lords to whom they pay a ground rent.

Welfare Work.

There is a well-equipped dispensary in charge of a full-time doctor assisted by other staff. Cases requiring hospital treatment are sent to the Government hospital at Ambasamudram.

There is a crèche for the children of the women employees which is housed in two separate buildings. It is in charge of a nurse and other staff. Meals, milk and sweets are given to the children free. The average daily attendance of children in the crèche is about 120.

Separate canteens for Hindus and Muslims are run by private contractors in one of the tiffin sheds within the mills under the supervision of the Management.

The mill also runs a fully staffed tea canteen. Night shift workers are supplied with a cup of tea, free of charge, while the day shift workers get it at a nominal cost of 3 pies.

The mill has not yet opened any school. It should be mentioned here, however that there is a Welfare Association at Papanasam called "The Papanasam Labour Welfare Association". The Company has given the Association a sum of Rs. 25,000|- to enable it to promote labour welfare schemes. A sum of Rs. 1,000 per month is also being paid since July 1942. In 1943, a further lump-sum grant of Rs. 50,000 was made. The objects of the scheme are to promote the social, educational and moral development of the workers and their children by conducting schools, organizing sports, etc. The workers in this mill have started what is known as the Harvey Mills Employees' Co-operative Store Ltd. It has a membership of over 4,000. The mills have taken 500 shares of Re. 1 each. They are granting subsidies to the store. In 1944 the subsidy etc., cost the mills Rs. 46,000.

All the essential commodities of consumption including cloth are supplied to the members of the store at rates lower than the market prices. The commodities are given on credit and arrangements have been made with the mills for the deduction of the value of the goods supplied from the wages. At present the store is being managed by an officer of the Madras Government assisted by an Advisory Committee consisting of the representatives of the management, the workers and the Labour Union. As in Madura, here also there is what is known as the Workers' Savings Fund which has been started with the object of promoting thrift among the workers. In March 1943, in consultation with the Labour Union, one month's wages out of the bonus for 1942 were credited to the workers' account in the Savings Fund and interest paid at 6¼ per cent. as from the 1st January 1943. The company has agreed to place to the credit of each permanent worker subscribing Re. 1|- to the fund a sum of Re. 1- per month each with effect from 1st April 1943.

Provision has been made for safeguarding the future of the operatives by instituting pensions and gratuity schemes. Workers who have completed 35 years and over of service are granted pension at half a month's wages at the time of retirement and proportionately less to those between 30 and 35 years service. In the case of the workers who have put in between 10 to 30 years' service a gratuity varying according to the merits of the case is granted.

In view of the rise in the cost of living, this mill pays maternity benefit for the period prescribed under the Act, at the rate of as. 12 instead of at the prescribed rate of as. 8 per day.

As in Madura the relations between the employees' Trade Union and the management are extremely cordial. The union has been recognized. Most of the questions affecting labour in the mill are dealt with by mutual discussion between the Management and the Union. There is cent. per cent. co-operation between the two. At the same time, the Union is not merely a Company Union, because, it also promotes the interests of the workers.

Since the recognition of the Labour Union, there have not been any major strikes.

CHAPTER IV.—BENGAL.

INTRODUCTORY.

During the last few years the cotton mill industry in Bengal has expanded considerably and Bengal has now become one of the important cotton manufacturing centres as well. Whereas in the year 1921* there were in Bengal only 14 cotton mills employing about 13,000 workers, there were in 1944 twenty nine cotton mills employing 43,561 persons. The average size of the unit is not large and employs about a thousand workers only although one of the units is of a very large size employing as it does over 8,000 persons.

The industry is located in four districts of Bengal, namely, 24 Parganas, Howrah, Hooghly and Dacca. In the first two there are nine units each while in the third and the fourth there are five and six respectively.

Scope of the Enquiry.

For purposes of the present enquiry an *ad hoc* survey of labour conditions was made in 18 out of total of 29 units. These contained 54.16 per cent. of the total labour force employed in the industry. A wage census covering all the workers in selected occupations in 13 mills employing 14,355 persons was also taken. The census related to the month of January 1944.

Employment.

Out of the 18 units surveyed, 16 were able to give comparative data regarding the volume of employment in August 1939 and in January 1944. This information is set out below in a tabular form.

TABLE XLI.

	Number		P.C. Distribution		P.C. Increase
	Aug '39	Jan. '44.	Aug. '39	Jan. '44	
Men	18,565	22,059	93·24	93·90	18·82
Women	1,347	1,391	6·76	5·92	3·27
Children . .. :	..	43	..	0·18	0·18
Total ..	19.912	23,493	100·00	100·00	17·98

* Location of Industry in India, p. 25.

Thus, in the units surveyed, the increase in the number employed has been of the order of about 18 per cent. as compared to the pre-war period. It is reported that the industry would have expanded still more, but for certain adverse factors such as the difficulty in getting adequate supplies of long staple cotton from abroad, the shortage of coal and shortage of labour due to more remunerative employment offered by military undertakings.

There is little employment of women and children in the Bengal units. As the above table shows, the percentage of women employed to the total comes to about 6 only. Women are generally employed for picking up waste cotton in the Blow room or for folding and stamping in the Finishing Department.

About half the labour force is on time-rates and the other half on piece-rates. Recently, there has been a tendency for the percentage of time-rated workers to increase slightly.

The workers are employed and paid directly by the mills.

Recruitment.—Recruitment generally takes place at the gates where workers present themselves almost every morning. No contractors are employed for recruiting labour. In some cases, the workers recruited at the gates are put to a brief test of their abilities and if approved by the departmental head are appointed by the manager. It is also usual for the managements to ask the workers themselves to bring in their friends and relations when vacancies are likely to occur. A few units have Labour Sirdars who recruit labour whenever necessary.

Apprenticeship.—Only 6 of the units surveyed have a system of apprenticeship. Except in the case of 2 units, apprentices for the ordinary jobs are unpaid and there is no fixed period of apprenticeship either. The apprenticeship period varies from 10 to 15 days to three months. In one mill apprentices are paid Rs. 10|- per month and also dearness allowance while in another the stipend varies from Rs. 15|- to Rs. 25|-.

On completion of the period of apprenticeship, the apprentices are either treated as *badli* labour or are appointed to permanent posts.

Four of the units have a scheme of apprenticeship for the training of supervisory staff. Such apprentices are required to have a minimum educational qualification such as the passing of the Matriculation Examination or some training in a Textile Institute, etc. The larger units of the industry have no such schemes. No fixed period of training is laid down and it varies from concern to concern. Only one mill has laid down a training period of three years. Payment is made to the apprentices at the rate of about Rs. 20|- to Rs. 30|- plus dearness allowance. On completion of apprenticeship the apprentices are generally absorbed in permanent positions in the units.

Permanent and Temporary Workers.—As there are no privileges attached to permanent workers, generally, no distinction is made between permanent and temporary employees. *Badlis* are however, invariably regarded as temporary. In one unit which classifies workers into permanent and temporary, only the former get privileges such as housing accommodation, leave, medical aid, etc.

Length of Service.

Information regarding length of service was available only in eight of the units surveyed. The following summary statement contains the details. It will be seen from the table that nearly half of the complement of these mills had put in service for less than one year. Only 11.51 per cent. of the employees had service of five years and over.

TABLE XLII.

	Actual No.	P.C. Distribution
0 — 6 months	2,447	24·39
— 1 year	2,318	23·11
— 2 years	1,614	16·09
— 3 years	1,020	10·17
— 4 years	760	7·57
— 5 years	718	7·16
5 years and above	1,155	11·51
Total ..	10,032	100·00

Labour Turnover.—Information regarding labour turnover was available in seven of the units surveyed. It was found that in the year 1943 out of a total of 7,013 workers in these units 570 left during the year. The turnover was thus of the order of 7.51 per cent. It is reported that most of the exits were voluntary and that there are only a few cases of discharges and dismissals.

Absenteeism.—It was possible to collect information regarding absenteeism from only 6 of the units surveyed. An analysis of this information shows that in 1943, the average percentage of absenteeism was 6.94 as compared to 8.94 in 1939. Absenteeism is generally due to sickness, domestic affairs, etc. It is noticeable that in the units of the industry in Dacca and Kustia there are considerable seasonal variations in the rate of absenteeism due to the fact that labour in these mills is drawn locally and the workers repair to their villages for agricultural operations during the sowing and harvesting seasons.

Standing Orders.

None of the units surveyed has framed any Standing Orders for regulating the relationship between themselves and their employees nor have they appointed Labour Officers.

Working Conditions.

Hours of Work and Shifts.—The units surveyed appear to have made satisfactory arrangements for ventilation by the provision of ventilators, exhaust fans, windows, etc. The factories are well lighted. There are, however no proper arrangements for humidification nor for the removal of cotton dust with the result that working conditions in some of the departments of the mills are not very congenial.

It is reported that arrangements for latrines and urinals fall short of requirements in most cases. While in the Calcutta industrial area the latrines and urinals are *pucca* structures, in Dacca and mofussil areas they are generally of the *katcha* type. In many of the units surveyed, the latrines and urinals were found to be in a very insanitary and unhygenic condition.

Most of the units have made adequate arrangements for the supply of drinking water. Tube wells, taps or reservoirs supply water for drinking purposes while tanks and ponds for washing and bathing.

No rest shelters are provided but their absence is not keenly felt as there are long intervals between the two working periods in the day.

Out of the 18 units surveyed for the purposes of the *ad hoc* survey, 6 were working a single shift, 5 a double shift, 6 had a three shift working system and one was running as many as four shifts per day. Work generally starts in these units at 6 to 7 a.m., the majority of the units starting work at 6 a.m. In one case, however, it was found that work started at 5-30 a.m.

Out of the 18 units surveyed the actual hours of work per day were 10 in 8 cases, 9 in 7 cases and 8½ and 8 respectively in one case each. As there is a system of multiple shifts in some of the mills there is a long interval in between the two work periods in the day.

Leave and Holidays.

Sundays are generally observed as regular closed days in all the units surveyed. In addition, holidays are observed on major festivals like Durga Puja, Moharam etc. The number of closed days on account of these holidays comes to about 15. The festival holidays are generally not paid for in the case of daily-rated workers.

Wages and Earnings.

A wage Census of all the workers employed in selected occupations in 13 cotton mills in Bengal for the month of January 1944 was conducted and the results of the census are discussed in the following paragraphs. In order to have a representative sample from the different localities in Bengal, four mills were selected from Hooghly, four from 24-Parganas, three from Howrah and two from Dacca. One of the units covered in 24-Parganas, namely, the Keshoram Cotton Mills, employs as many as 8,628 persons or 19.80 per cent. of the total employed in the industry in Bengal. The averages for Bengal are, therefore, largely influenced by the figures obtained from this mill. Incidentally, this mill pays the highest wages in Bengal and, therefore, the weighted averages for Bengal are higher than would be the case if the figures for individual mills were taken into consideration.

There is no standardization of wages in the industry in Bengal and even in the same locality both the basic wages and the earnings differ widely from mill to mill. For instance, in Howrah while the average basic wage of a doffer is as. 6 in one mill, it is as. 9-10 in another and as. 11-2 in a third. Similarly in 24-Parganas, the average basic wage of a two-loom weaver varies from as. 13-8 to Rs. 1-0-6. The basic wage rates appear to be the lowest in Dacca where, for instance, the average basic wage of a two-loom weaver is about as. 10 only.

Appendix VIII contains a table showing the average basic wages and earnings in selected important occupations. It will be seen that the average basic wage of a tenter varies from as. 9-4 in the case of drawing tenters to Re. 1-0-5 in the case of inter-tenters. Piecers average as. 8-11 to Re. 1-5-2 according as they are ordinary piecers, double-piecers or head piecers. The average basic wage of doffers comes to as. 8-9 per day. The average basic wage of winders shows a large range of variation according to the type of winding done. The average daily basic wage of single-loom weavers is only as. 7-6, that of two-loom weavers who form the bulk of the weaving section being as. 15-5.

The average daily earnings including all allowances come to Rs. 1-5-8 in the case of doffers and Rs. 2-4-9 in the case of two-loom weavers.

Tables in appendices IX (a) and (b) contain frequency of wages and earnings according to occupations. It is seen from this table that 12.49 per cent. of the workers are in receipt of a daily basic wage under as. 8. These

consist mostly of doffers and coolies. About half the labour force or 46.64 per cent. of the total is to be found in the wage groups as. 8 and under as. 12. In this group are to be found a vast majority of doffers and the bulk of the coolies. About 14.41 per cent. of the workers are found in the wage categories as. 12 and under Re. 1. In these two categories are to be found nearly a quarter of the two-loom weavers. The next important wage group is Re. 1 to Rs. 1-2-0 accounting for 23.44 per cent. of the total. In this group nearly three-fourths of the two-loom weavers are to be found. In the wage groups Rs. 1-2-0 to Rs. 1-12-0 there are only 3.02 per cent. of the total workers.

So far as earnings are concerned, 12.47 per cent. of the total are in receipt of Re. 1 or less, 39.66 per cent. receive between Re. 1 to Rs. 1-8-0 per day, 22.23 per cent. are in the earning group Rs. 1-8-0 to Rs. 1-12-0, 2.68 per cent. are in the earning categories Rs. 1-12-0 to Rs. 2-8-0 while as many as 23.96 per cent. are to be found in the earnings group Rs. 2-8-0 to Rs. 2-12-0. The majority of the weavers are to be found in the last earning category.

Wage period.—Speaking generally, the wage period in the industry is a week for time rated workers. Of the 18 mills surveyed 11 had a weekly wage period, three fortnightly and the remaining paid some workers weekly, others fortnightly and the rest monthly. Wages are generally paid within a week of their becoming due.

Dearness Allowance.—All the units surveyed are paying a dearness allowance to their work people but this is not related to any cost of living index number. The scale adopted for the payment of the allowance shows bewildering variety between centre and centre and unit and unit. Some times the allowance is graded according to wage categories. In a few units a fixed percentage of the wages earned is paid by way of dearness allowance. The units in Dacca pay at a flat rate of Rs. 12 to Rs. 13 per month to all the workers. Except for 3 units, no discrimination is made in regard to the payment of dearness allowance as between time and piece workers. The rates paid are either daily, weekly or monthly. Appendix X contains the details of the rates of dearness allowance paid by the Mills which have been surveyed.

As remarked already, there is such a bewildering variety in the rates paid that it is not possible to draw any general conclusion about the scale of dearness allowance prevalent in the Bengal Cotton Mills. The highest monthly rate paid appears to be Rs. 24-9-0 for those below Rs. 30 and the lowest -|4|- per rupee of the wages earned. Some of the units pay in addition to dearness allowance a ration subsidy of as. 8 per week per worker.

Bonuses.—In most of the units surveyed there is a system of paying attendance bonus and a few pay a production bonus as well. Details regarding these will be found in appendix XI. Here again the rate of bonus for good attendance varies considerably. The bonus is related to daily, weekly or monthly attendance.

Fines and Deductions.—In 7 of the units surveyed there was a system of imposing fines on the workers for damage to cloth and machinery, negligence of duty, late attendance etc. In one of the units fines are imposed in the weaving section only. As regards the amount of the fine it is reported that it is never in excess of the provisions of the Payment of Wages Act. All the units which impose fines maintain separate fine funds and the money is generally spent on welfare work.

Overtime.—Overtime work is a regular feature of the industry. Excepting 6 units in all the remaining units overtime was being worked at the time of enquiry. The rates of overtime vary widely from unit to unit but generally are in accordance with the provisions of the Factory Act. In one unit only time rated workers are allowed to work overtime and are paid 50 per cent. extra.

Housing.

The Industry as a whole appears to have made a considerable provision for housing its work-people. Information obtained from 15 units employing about 9,556 workers shows that nearly 45 per cent. of the workers have been provided with housing either free of charge or at nominal rent. One of these concerns houses as many as 95 per cent. of its total workers. Except for one mill which houses its workers in thatched huts, the housing provided is generally *pucca* with either tile or corrugated sheet roofing. These houses are generally of the barrack and coolie line pattern, and are generally one-roomed. There is considerable amount of over-crowing and congestion and the per-capita floor space comes to about 30 sq. ft. only. The houses are generally badly ventilated. Sanitary arrangements are conspicuous by their absence and no arrangement seems to exist for drainage. There is an inadequacy of latrines and where they are provided they are mostly of the *kutcha* type and never maintained in a sanitary condition. Those living in these houses, if in the Calcutta area, get water supply from taps and from tanks and tube-wells in the mofussil area.

Seven of the fifteen units charge no rent while the others charge a rent of about Rs. 1-8-0 to Rs. 2 per month.

Welfare Work.

Speaking generally, adequate medical facilities are provided by the employers for the benefit of their employees. For instance, almost all the units surveyed have provided for some type of medical aid and as many as 13 had dispensaries with resident physians and compounders in charge. It is, however, reported that these dispensaries are not always well equipped with medicines etc. One of the mills maintains a hospital with 20 beds for its workers and their families, in addition to a dispensary for out-door patients. One unit has reserved 2 beds in a hospital for its employees.

There is no system of periodical medical examination of the workers.

Canteens.—In 11 out of the units surveyed there were canteens supplying tea and light refreshments. Except in the case of one unit, these are generally run by private contractors. The prices at which the articles are sold in the canteens compare favourably with the market rates. None of the canteens has arranged for the sale of cooked meals.

Grain shops.—All the units with the exception of 2 have grain shops for the supply of essential articles of food to the workers. Eight of these sell rice and *atta* at subsidized rate. Some units sell the articles at concession rate only to the workers while others extend the concession to their dependants as well. One unit makes the supply of food-stuffs at concession rates dependant upon attendance.

Little or no provision exists for educational or recreational facilities.

Trade Unions.

There are about 15 Trade Unions of workers employed in the Cotton Mill Industry in Bengal with a membership of 12,315. The Calcutta area which has 20 Cotton Mills with over 30,000 workers has 12 Unions with a membership of over 8,000 while the Dockyard area which has 6 mills with about 11,000 workers has one union with a membership of over 3,000 workers The 2 other areas namely Khulna and Kushtia have only one mill each but in both these centres there is also a workers' union.

CHAPTER V—UNITED PROVINCES.

CAWNPORE.

Employment.

The most important industrial centre in the U.P. has now also become a predominant textile centre in the country. The first cotton mill in Cawnpore was started as early as in the year 1861 and although in the succeeding decades new mills were started, the industry has grown considerably from the year 1935 onwards. The following table shows the progress of the industry in Cawnpore during the years 1935 to 1943.

TABLE XLIII.

Year.	No. of mills.	Quantity of cotton consumed in candies of 784 lbs.	No. of spindles	No. of looms.	Average daily number of workers employed
1935	14	1,09,301	4,55,138	8,019	30,118
1936	14	1,21,955	4,98,661	9,102	31,994
1937	14	1,22,170	5,13,719	9,748	34,636
1938	15	1,11,201	5,09,213	9,796	34,957
1939	15	1,32,256	5,04,688	9,678	34,155
1940	15	1,45,534	4,95,510	9,710	35,108
1941	15	1,49,417	5,05,355	10,652	39·155
1942	15	1,64,462	4,99,767	10,112	40,780
1943	17	1,76,982	5,34,500	10,055	44,480

At present there are working in Cawnpore 17 mills out of which 15 are in Cawnpore city proper. Three out of these have come into existence during the war period and are small weaving sheds only.

It will be seen from the above table that although the number of mills has not gone up substantially during the last ten years, the quantity of cotton consumed has increased by about 62 per cent. and employment is nearly 50 per cent. more than what it was in 1935. This is largely due to the fact that all the mills in Cawnpore are now working two shifts and there is also considerable overtime work.

Recruitment.—The bulk of the labour force employed in the mills comes from the neighbouring agricultural areas in the U.P. The proportion of locally settled labour is very small being about 20 per cent. as shown by the family budget enquiries conducted at Cawnpore in the year 1931. An analysis of the statistics maintained by the Labour Bureau of the Employers' Association of Northern India, however, shows that very few workers of the mills come from outside the Province. The bulk of the employees of the mills or nearly 70 to 80 per cent. of the total are Hindus.

The Royal Commission on Indian Labour has referred on page 23 of their Report to the powerful position held by the Mistry and the Jobber in Cawnpore mills in regard to recruitment, promotion, etc. Since the publication of the Commission's Report, most of the mills in Cawnpore have appointed Labour Officers and the duties of appointment and dismissals of workmen have now been entrusted to them. This has largely diminished the power of the Mistry.

An interesting development, in regard to the recruitment of Labour, is to be noticed in this centre where the Employers' Association of Northern India has been running a Labour Exchange known as the Labour Bureau since the year 1938. The Bureau is run on voluntary basis. Appendix XII contains the figures regarding the number of persons registered by the Bureau and the number of persons it was able to place in the various departments of the mills.

The percentage of workers placed to the total number registered was 72, 86 and 65 for the years 1941-42, 1942-43 and 1943-44 respectively. It is understood that all the members of the Association do not recruit their labour through the Bureau although the European group of mills appears to do so. The Bureau usually recommends double the number of labourers intended for a unit in order to allow free choice to those in need of workers.

Classification of Workers.—According to the Standing Orders of the Employers' Association of Northern India, employees in cotton mills are classed as permanent and non-permanent. A permanent operative is one who has completed a probationary period of two months in the same occupation in the mill and is employed on a permanent post. Non-permanent workers consist of (a) Probationers, (b) Substitutes, (c) Temporary, and (d) apprentices. Although under the Standing Orders only the above four classes of non-permanent labour have been recognised, three other designations are found in vogue, namely, Casual, Extras and Relievers.

A statement of the number and percentage of permanent, temporary, relieving and casual workers employed in the mills at Cawnpore at the time of the enquiry (December, 1944) is given in Appendix XIII.

The table shows that 80 per cent. of the total labour is permanent, while temporary, relieving and casual workers account for 17 per cent, 1 per cent. and 2 per cent. respectively. A closer study of the table reveals that in spite of the fact that the Standing Orders regulate the question of permanency, the percentage of permanent workers to the total varies from mill to mill and ignoring the three smaller units, this variation is from 93 per cent. to 69 per cent.

The total number of temporary, casual and relieving labour in December 1944 was 10,553.

Of the total labour force in the Cawnpore cotton mills, 98.74 per cent. are men, 1 per cent. women and .26 per cent. children. Women are mostly employed in the reeling and Waste Picking departments, while children are employed as doffer boys. After the introduction of the Maternity Benefit Act in 1938 there was a slight tendency for a diminution in the employment of women but recently owing to the conditions created by the War, the proportion of women to the total is very nearly the same as before the introduction of the Act. On the whole, however, there is extremely little employment of female and child labour in the cotton mill industry at Cawnpore.

Hours of work.—To enable mills to cope with war work, an exemption under section 8 of the Indian Factories Act of 1934 from the provisions of Section 34 of the Act has been granted and cotton mills in Cawnpore have been permitted to work upto a maximum of 60 hours per week and eleven per day. An analysis of the working hours in 1944 in 12 of the larger units shows that four mills are still working 9 hour shifts, while eight have taken advantage of the exemption granted by the Government. Of the latter, five have increased the working hours per shift to 10 per day for all departments while the remaining three are working a 10 hour-day only in the preparatory departments. The working hours per shift in the weaving departments of two mills are 9 and 9½ respectively.

Most of the mills are running two clear shifts, one day and one night. Three mills have, however, overlapping and multiple shifts. One mill runs multiple shifts in the preparatory departments only while two mills in one Group run multiple shifts in all the departments of the mills. The Multiple

shift system has been adopted to ensure 24 hours working. The Cawnpore Labour Inquiry Committee, however, disapproved of the multiple shifts system for the following reasons* :—

(a) Every piece of work has to be handled by more than one workman. This entails a division of responsibility which may result in in-efficiency and damage which could otherwise be avoided. It also leads to friction among workmen who naturally blame their partners for the defect. The unscrupulous amongst the mistries get a chance of backing their favouritics and reporting against those who have incurred their displeasure.

(b) The overlapping system is certainly unfair to the time-worker in another way. While the piece-rate worker may be able to earn increased wages for the period that he is engaged on increased work, the time worker gets no extra return for the increased work that he is called upon to shoulder.

(c) These shifts make supervision extremely difficult. The Chief Inspector of Factories commented upon these shifts in the following words, "It is very difficult and in some cases practically impossible effectively to check periods of employment and detect irregularities." For this very reason the Royal Commission on Labour had disapproved of these systems.

(d) From the point of view of the workers, a larger spread-over will naturally be more inconvenient, inspite of longer intervals, than a shorter one.

Work in the double shift mills generally begins at 7-30 a.m. The recess hour is usually 12-30 p.m. to 1-30 p.m. and the mills stop working the day shift at 6-30 p.m. The night shift also begins and ends at the same hours in the evening and morning with the rest interval between 12-30 a. m. and 1-30 a.m. The timings in multiple shift factories are different for workers in various shifts. In one group of mills the starting hour varies from Department to Department.

The spreadover in all mills is generally one of eleven hours, i.e., ten working hours and one hour for recess except in few departments where the spreadover is ten or twelve hours. This is due to short working under which either the department is closed an hour earlier or the recess is given for two hours. The spreadover in multiple shift mills is between 10 to 13 hours.

In all the mills there is a compulsory change over from one shift to another after each wage period. This is provided for in Standing Order No. 7(c). No change from day to night or night to day shifts is generally permissible within the same wage period. No extra payment is made for night shift working.

On an average the mills remain closed for about 30 days in the year on account of local holidays. In 1943 the mills remained open for 302 days, being closed for 63 days on account of Sundays and holidays. Mills often work on Sundays when there is a declared holiday in the week. In their memorandum submitted to the Cawnpore Labour Inquiry Committee, the Employers' Association had stated that the working days in the year should be raised to 313.

Except in the case of monthly paid staff, as the majority of time workers are daily-rated, no payment is made for closed days.

According to Standing Order No. 9(d), leave of absence (without pay) can be granted to an operative for a period not exceeding one month. No

*Report of the Cawnpore Labour Inquiry Committee, 1938, pp. 54-55.

leave with pay is permissible to any worker in the factory except in some cases to the members of supervisory staff. The worker can retain his lien on his post if he avails of leave after proper application and sanction. According to Rule 9(i) of the Standing Orders of the Employers' Association, in the event of an operative remaining absent in excess of the period of leave originally granted or subsequently extended, he shall lose his lien on his appointment unless (1) he returns within 4 days of the expiry of the period of leave and (2) gives explanation to the satisfaction of the Manager for his inability to return before the expiry of the leave period.

Absence without leave and without sufficient cause is dealt with under Standing Orders rule 23 as an act for which a worker can be censured or fined. According to Rule 26 habitual absence without leave, or absence without leave for more than three consecutive days is treated as misconduct on the part of the worker. The penalty for such misconduct is summary dismissal without notice or compensation in lieu of notice, or alternatively suspension for a period not exceeding four days.

Workers are sometimes sent on compulsory leave as a punishment or as a result of short work. Forced leave as a punishment is given by the management for acts or omissions constituting misconduct. The maximum limit for such leave is four days. Most of the mills, however, do not impose this penalty.

Playing off as a result of short work is permissible under the Standing Orders for a maximum period of 12 days in the aggregate (excluding statutory holidays) in any one calendar month without notice and without compensation in lieu of notice. Playing off had become rather common during the depression period. Such cases are now rare due to pressure of war work and shortage of labour supply. Temporary closure of mills was apprehended during the year 1943 in April and July as a result of short supply of coal. However, all factories were kept running except for two mills which had to close down for a few days.

Wages and Earnings.

Like most cotton mill centres in the country there is very great paucity of reliable wage data in regard to Cawnpore. The examination of wages and earnings was one of the terms of reference of the Labour Enquiry Committee appointed by the Government of U. P. in 1937. The Committee published in their report certain figures regarding wages of cotton mill operatives but these, as they have observed, are not entirely reliable. In this connection they have stated as follows on page 9 of their Report :—

" We have regretfully to record that we were poorly served with the aid of statistics indispensable in an enquiry of such a nature. Neither with regard to cost of living index series had w much to go by. Such figures as we did obtain cannot be regarded as wholly reliable. The source, the method and the time of collection somewhat vitiated their value." A statement of wages in Cawnpore mills in 1929 and 1937 is reproduced from the Committee's Report in Appendix XIV. These statements refer to the month of March in the two respective years. The Committee however, recommended an increase in wages on the following scale :—

" For the purposes of giving increments in wages the workers should be divided into the following five wage groups and given increases as indicated against each "

Wage groups.	Increases.
I Between Rs. 13 and Rs. 19	.. 2½ annas in the rupee subject to the condition that no one gets more than Rs. 21-8-0
II Between Rs. 19 and Rs. 25	.. 2 annas in the rupee subject to the condition that no one gets more than Rs. 27-8-0
III Between Rs. 25 and Rs. 32-8	.. 1½ annas in the rupee subject to the condition that no one gets more than Rs. 35-0
IV Between Rs. 32-8 and Rs. 40	.. 1 anna in the rupee subject to the condition that no one gets more than Rs. 41-8-0
V Between Rs. 40 and Rs. 59	.. ½ anna in the rupee subject to the condition that no one gets more than Rs. 60-8-0

For those workers who are receiving less than Rs. 13, we suggest Rs. 15 as the minimum. We suggest this figure as the minimum in cotton and woollen industry in Cawnpore. No adult male worker should receive less than this amount reckoned either on a daily or monthy basis, except those who cannot reach the minimum standard of efficiency on account of old age or infirmity.*

The above recommendations were accepted by the Employers Association of Northern India and were generally given effect to by the Member Mills. These increases have not, however, been merged into the basic wage structure but are shown separately in the pay-sheets as strike increases or " 1938 increases."

Since the out-break of the present War there have been no general changes in the basic rates of wages except in the case of one or two units where the wages of ring piecers were increased by about 10 per cent. on an average.

A Wage Census was conducted on a sample basis in all cotton mills in Cawnpore for the month of March 1944 and the results of this census are discussed in the following paragraphs.

There is no standardization of wages in the industry and the tabulation of the data for the different units shows very considerable variations as between unit and unit. For instance, the average daily basic wage of a Reeler working for 9 hours seems to vary from about as. 5 to as. 11 per day. In the case of Roving Tenters also, there is a very substantial variation from 0-8-9 per day to Rs. 1-2-7 per day. In Appendix XV will be found the weighted averages of the basic wages and earnings in principal occupations in the industry. It is seen that Drawing Tenters working 10 hours per day average about Rs. 1-1-8 from their basic wages, their average daily earnings being Rs. 2-5-4. Ring Doffers working 10 hours a day receive 0-10-5 by way of daily wages, their average daily earnings being Rs. 1-12-4. Two-loom weavers working 10 hours average about Rs. 1-5-0 per day, their average daily earnings being Rs. 2-7-1. Female Reelers average about 0-5-6 per day from their basic wages, their average daily earnings being Rs. 1-7-9 per day. Ordinary coolies receive about 0-9-0 from their basic wages, their average daily earnings being Rs. 1-11-6. The following tables contain a frequency of the wages and earnings in principal occupations in the industry :—

*Report of the Cawnpore Labour Inquiry Committee, 1938, p. 40.

TABLE XLIV (A).

Frequency table showing average daily basic wages in selected occupations in 15 cotton mills covered by the wage census in Cawnpore.

Name of Occupation	Below As. 4.	As. 4 & under As. 6	As. 6 & under As. 8.	As. 8 & under As. 10.	As. 10 & under As. 12.	As. 12 & under As. 14	As. 14 & under Re. 1.	Re.1 & under Rs. 1/2.	Rs. 1/2 & under Rs. 1/4	Rs. 1/4 & under Rs. 1/8	Rs. 1/8 & under Rs. 1/12	Rs. 1/12 & under Rs. 2.	Rs. 2/ & over	Total.
Drawing Tenter	..	..	9	9	24	252	159	72	50	162	48	..	..	785
Slubbing Tenter	..	..	4	3	11	103	28	..	70	42	16	30	8	315
Inter Tenter	..	..	12		166	28	17	210	36	..	38	..	..	507
Roving Tenter	..	13	13	177	144	155	284	104	122	10	..	..	..	1,022
Mule Piecer	..	..	15	17	174	129	14	88	..	..	..	..	..	437
Ring Piecer	..	..	..	179	852	811	250	..	..	..	..	..	..	2,092
Ring Doffer	..	..	176	89	264	30	33	..	..	..	..	..	..	592
Winder	..	..	..	..	120	436	..	25	..	..	..	..	..	581
Colour winder	..	..	..	..	33	15	4	29	86	9	..	..	..	176
Grey winder	..	..	80	83	186	165	260	98	..	..	..	..	..	872
High speed winder	..	..	..	135	..	60	60	..	40	..	..	..	..	295
Reeler	23	202	604	336	245	1	220	..	..	..	..	..	..	1,631
Weaver (One loom)	..	84	119	..	83	324	213	14	5	174	168	84	..	1,268
Weaver (Two looms)	..	..	28	34	..	..	..	948	722	4,370	2,484	..	..	8,586
Weaver (Three looms)	..	..	.	.	..	..	..	..	..	26	162	152	..	340
Weaver (Four looms)	..	..	..	..	..	..	..	..	..	..	138	..	..	138
Cooly	..	..	58	1,993	211	93	..	..	.	..	..	..	..	2,356
Total ..	23	299	1,118	3,055	2,513	2,602	1,542	1,588	1,131	4,793	3,054	266	8	21,992
Percentage to total ..	·10	1·35	5·09	13·89	11·43	11·83	7·01	7·22	5·14	21·80	13·89	1·21	·04	100

TABLE XLIV (b).

Frequency table showing average daily Net Earnings in selected occupations in 15 cotton mills covered by the wage census in Cawnpore.

Name of the occupation	Below As. 8.	As. 8 & under As. 12.	As. 12 & under Re. 1.	Re. 1 & under Rs. 1/4	Rs. 1/4 & under Rs. 1/8	Rs. 1/8 & under Rs. 1/12	Rs. 1/12 under Rs. 2.	Rs. 2 & under Rs. 2/4	Rs. 2/4 & under Rs. 2/8	Rs. 2/8 & under Rs. 2/12	Rs. 2/12 under Rs. 3.	Rs. 3 & over	Total.
Drawing Tenter	..	..	..	9	9	..	220	166	264	93	24	..	785
Slubbing Tenter	..	..	..	4	3	22	83	44	89	32	22	16	315
Inter Tenter	..	..	..	12	..	..	59	80	261	67	28	..	..	507
Roving Tenter	..	..	..	13	13	..	192	335	429	40	..	..	..	1,022
Mule Piecer	..	..	..	..	..	..	35	90	240	72	..	..	..	437
Ring Piecer	..	..	..	..	..	..	295	1,580	217	..	..	..	..	2,092
Ring Doffer	..	..	..	..	58	..	207	327	..	..	..	..	..	592
Winder	..	..	..	..	..	..	120	413	48	..	..	..	..	581
Colour Winder	..	..	..	..	..	..	15	37	42	48	34	..	..	176
Grey winder	..	..	..	25	27	17	280	81	442	..	..	..	..	872
High speed winder	..	..	..	..	..	..	135	..	120	40	..	..	..	295
Reeler	..	..	25	..	223	599	326	167	291	..	..	..	..	1,631
Weaver (one loom)	..	..	14	114	119	..	76	507	..	168	152	84	34	1,268
Weaver (Two looms)	..	..	..	..	28	34	..	577	418	3,746	3,783	..	..	8,586
Weaver (Three looms)	..	..	..	..	..	..	..	..	..	..	8	332	..	340
Weaver (Four looms)	..	..	..	..	..	..	..	..	..	..	138	..	..	138
Cooly	..	..	..	32	39	81	1,171	1,032	..	..	..	..	..	2,355
Total	..	..	39	196	520	743	2,933	5,529	2,718	4,534	4,268	462	50	11,992
Percentage to total	..	..	·18	·89	2·36	3·38	13·34	25·14	12·36	20 62	19·40	2·10	·23	100

So far as two-loom weavers are concerned, it will be noticed that the largest concentration is in the basic wage group Rs. 1-4-0 to Rs. 1-12-0, the largest concentration of one-loom weavers being in the wage category as. 12 to as. 14 and also in the wage category Rs. 1-4-0 to Rs. 1-12-0. The latter, however, would be special kinds of looms such as jacquards, etc. In regard to Drawing Tenters, the largest concentration is in the group as. 12 to Re. 1 although a considerable proportion is also to be found in the wage group Rs. 1-4-0 to Rs. 1-8-0 per day. A very large bulk of Winders are found in the wage category as. 12 to as. 14 per day. No doffer gets more than a rupee per day, the largest concentration being in the category as. 6 to as. 8 and as. 10 to as. 12. Reelers appear to be the lowest paid workers and a fairly large concentration is to be found in the basic wage group as. 6 to as. 10 per day. It is clear from the table that 6.54 per cent. of the workers are in receipt of a basic wage of less than as. 8, 44.16 per cent in receipt of a basic wage between as. 8 and Re. 1, 34.16 per cent in receipt of a basic wage of Re. 1 to Rs. 1-8-0 and 15.14 per cent in receipt of more than Rs. 1-8-0 per day.

An extremely small number of workers in the industry or 6.81 per cent of the total has an earning of less than Rs. 1-8-0 per day, 38.48 per cent of the total earn between Rs. 1-8-0 to Rs. 2, 32.98 per cent earn from Rs. 2 to Rs. 2-8-0 and 21.73 per cent over Rs. 2-8-0.

As regards deductions, an examination of the wage statistics shows that there is almost no fining in the industry. This seems a most remarkable development for a centre like Cawnpore where, a few years ago, there were loud complaints regarding fining and unauthorized deductions.

Dearness allowance.—In view of the rise in prices, the Employers' Association of Northern India decided to pay dearness allowance to Cotton Mill operatives in Cawnpore on the basis of the rise in the Cost of Living Index Number published by the Cawnpore Labour Office. The scale of the allowance will be found in the following table :—

TABLE XLV

Table showing the (War) Dear Food allowances sanctioned by the Employers' Association of Northern India to Cotton mill operatives in Cawnpore from 1st August 1942.

Wage Category	When the Cawnpore Cost of Living Index Number is					
	Above 100 but does not exceed 120.	From 121 to 140.	From 141 to 160.	From 161 to 180.	From 181 to 200	From 201 to 220 extended to 350.
	Annas in the Rupee.					
Under Rs. 19	2	4	5	7	Minimum 6½ as. per worker per day (Equivalent to a minimum of Rs. 10/9 p.m. of 26 working days).	Column 6 plus 1·4 pies per point of increase beyond 200 per worker per day. (calculated to the nearest anna).
Rs. 19 but under Rs. 25	1½	3	4	5½		
Rs. 25 but under Rs. 32/8	1	2½	3½	5		
Rs. 32/8 but under Rs. 40	½	2½	3½	4½		
Rs. 40 but under Rs. 59	½	2	3	4		
Rs. 59 but under Rs. 75	½	2	3	4		
Rs. 75 but upto Rs. 150	..	1½	2½	3		

The allowance was at first paid on the basis of the Cawnpore Interim Cost of Living Index Number but is since being paid on the basis of the subsidiary index Number which takes into account the prices actually paid by the

employees for articles supplied by mill shops. In August 1945 the subsidiary index for Cawnpore on base August 1939 was 263 while the rate of allowance per day per operative in the lowest wage category was about as. 0-14-0 in the rupee of basic wages.

The payment of dearness allowance in cash is governed by the decisions of the Employers' Association and is related to the actual attendance of the workers in the mill and the rise in the cost of living during the wage period.

All the member mills of the Association pay dearness allowance at the above rates but a few small concerns which are not members are paying a dearness allowance at a very much lower rate.

Supply of grain, cloth, etc.—In addition to the payment of dearness allowance, the Cotton mills have started their own supply shops for the workers. Sales to individual workers are limited to the articles and quantities fixed by Government under the Rationing Scheme. These supplies are given at rates lower than the Government control rates. The rates are fixed by the Employers' Association of Northern India and apply to all member mills. The net monetary advantage to workers on the basis of quantities purchased by them in a month is about Rs. 4-13-11 per family of 3.15 persons.

Most of the mills have also made arrangements for the sale of ready made tea at a cheap rate of 0-0-6 per cup. In one mill the rate is 0-0-3 per cup. Some light refreshments are also served at moderate prices in the restaurants started in some mills. A further privilege extended to the workers is the sale of cloth manufactured in their mills at concession rates. Ten mills out of a total of 15 have already made arrangements for the sale of cloth to their workers directly from the mills, while in the other two mills under a common management, cloth shops for workers are to be opened shortly. Usually, the rates charged to the workers are either the ex-mill prices or between 4 per cent. to 20 per cent. lower than the ceiling prices, *i.e.*, the retail market rates. In one mill, damaged cloth is sold to workers at 18 per cent. below the mill rates. There is, however, a quantitative limit to such sales and only a small quantity sufficient for personal use is permissible.

Overtime Wages.—The weekly working hours in almost all cotton mills for most of the workers have been raised from 54 to 60. The payment for these additional six hours in a week is made at 25 per cent. above the normal rates.

Bonuses.

Attendance Bonus.—Two cotton mills pay attendance bonus to workers in Reeling and spinning departments at the rates of 0-0-6 and 0-1-0 per day respectively for full attendance during the wage period.

Production bonus.—Production bonus is paid only in one mill. The rates are fixed for a 10 hour working day and 12 working days in a wage period. On the basis of these rates the percentage of bonus varies between 18 to 25 per cent. of the earnings on various jobs.

Profit Bonus and War Bonus.—Even prior to 1941 some of the mills used to grant profit bonus in the form of ex-gratia payment. In 1941, the general rate of bonus for all the mills was anna one per rupee on the basic earnings for the year. The bonus was raised in the years 1942 and 1943 to as. 4 per rupee on basic wages for the year. The rate of bonus is now fixed by the Employers' Association and every member mill pays at the same rate. Thus, there is uniformity in the payment of profit bonus to workers. The two general conditions for the payment of the annual bonus are that (a) the worker

should be in service on the dates of the declaration and payment of bonus and (b) he should have put in at least 15 days' service during the year. As the financial year in various mills closes on different dates, each mill fixes its own date for the distribution and payment of bonus.

All workers who satisfy the above two conditions receive bonus at the end of the year. The percentage of workers who earned these bonuses has varied from 85 to 98.

Housing.

Cawnpore is the most congested city in the U. P. Its population in 1941 (4,87,324) was nearly double of what it was in 1931. Since 1941 the population has further increased owing to the demand for labour created by war time conditions. Between 1939 and 1943, the number of registered factories at Cawnpore went up from 96 to 158 and the average daily number of persons employed also increased from 56,280 to 103,045, an increase of over 83 per cent. within four years. Employment in other directions has also recorded a similar increase. Thus, the population to-day is much larger than it was in 1941 and is estimated to be in the neighbourhood of about eight lakhs. Very few new houses could be constructed since the war due to high cost and the unavailability of building materials. The congestion in the city has therefore become acute.

As the problem of housing cannot, for obvious reasons, be dealt with for cotton mill workers only, it may be discussed for indusrtial workers generally in Cawnpore. Since, however, cotton mill operatives constitute the bulk of the industrial workers in Cawnpore the observations made below will be found equally applicable to their case.

The problem is considered under the following heads :—

(a) Houses owned by the workers.

(b) Houses provided by the employers.

(c) Houses constructed by public bodies like the Municipal Board or the Improvement Trust, etc.

(d) Housing provided by private landlords.

(a) No authentic information is available on this subject but from a general enquiry made by Prof. S. P. Saksena in 1930-31 it would appear that only 3 per cent. of industrial workers in Cawnpore had built their own houses on land belonging to themselves, while another 12 percent had built on land for which a monthly rental had to be paid*. No recent information is available on the subject.

(b) According to the Royal Commission on Labour† in India 3,100 quarters had been provided by the employers. The Cawnpore Labour Inquiry Committee which reported in 1938, however, stated‡ that "altogether the accommodation provided by employers consists of about 3,000 tenements which house about 10,000 persons." Between 1938 and the present time no new workers' quarters on any appreciable scale have been added by the employers. Thus, the extent of the housing accommodation provided by the employers has probably remained the same since 1930, although the number of workers went up from 34,000 in 1930 to 103,000 in 1943.

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*Wages & Labour conditions in Cawnpore, by S. P. Saksena, p. 81.

†Report of the Royal Commission on Labour in India, p. 276.

‡Cawnpore Labour Inquiry Committee Report, p. 76.

Of the 15 cotton mills, only eight have some arrangement for housing their employees. Three out of these eight, provide free housing accommodation only to members of the watch and ward departments. As regards the remaining five, one mill has constructed 91 houses of which 44 are allotted to members of the watch and ward staff and only 47 to mill workers. Most of these quarters have a room and a verandah. Another mill belonging to the same group has built 45 quarters each having one room measuring 10 ft. × 21 ft. and a verandah. The monthly rent for these quarters is Rs. 2-2-0. The Elgin mills, under the management of Begg Southerland & Co., Ltd., own two settlements known as Maxwell-Ganj and the Elgin mill settlements consisting of 156 houses in all. Of these, 100 quarters in Maxwell-Ganj have been purchased by the mill from the workmens' quarters built by the Improvement Trust. The Maxwell-Ganj settlement consists of A, B, and C, types of houses. "A" type quarters have two rooms, a verandah and a store-room with wall shelves, a pucca cooking place, a walled courtyard, with a door and a two seated latrine. These quarters have electric lights for which the workers pay at a concession rate. There is a water tap inside the quarter. The rent is Rs. 6-8-0 per mensem. The "B" type is the same as "A" but it has only one room. The rent for these is Rs. 3-4-0 and 3-8-0 p.m. The "C" type houses have one room and a verandah. The rent is Rs. 2-8-0. The roof of A and B types are flat and cemented. B and C type quarters have neither electricity nor water taps.

The Elgin mill settlement is situated on the banks of the Ganges. It has 56 quarters. The quarters in this settlement are of three types—a room with a verandah, a room with a verandah and a walled courtyard and two rooms with a verandah and a courtyard. The last mentioned are provided with electric light.

Quarters with a rental of Rs. 9 and upwards are occupied by the Supervisor and mistri class while those carrying a lower rental are occupied by the operatives. Only one family is allowed to stay in one quarter. Except widowed mothers and sisters no relation is allowed to stay with the occupants. Single workmen are, however, permitted to live together in groups of three or four. Flush latrines have been provided for both men and women.

The two cotton mills, under the management of the British India Corporation namely the Cawnpore Cotton Mills and Kakomi, have a common settlement for their workers. The settlement consists of 319 quarters. As many as 310 quarters are single roomed. Of the single quarters, there are 165 measuring 9 ft. × 9 ft. with a verandah 9 ft. × 5 ft. 4 in. ; 11 have in addition a courtyard 10 ft. × 9 ft. ; 61 have rooms 9 ft. × 9 ft. and verandahs 9 ft. × 8 ft. ; 63 have built in verandahs, fitted with doors ; and 10 of similar construction also have a courtyard measuring 18.6 ft. × 9 ft. The rent charged for these houses are Rs. 1-8-0 and 2-0-0 per month.

The Kamla Town Trust of the J. K. group of mills is constructing a large Colony for housing most of their workers. It is understood that Messrs. Begg Southerland & Co., Ltd., have already acquired plots of land in two predominantly working class localities in the city for constructing 250 quarters for Elgin mill workers and a few plots near Cawnpore Textiles Ltd. for building 630 quarters for the employees in that mill.

Sanitation in most of the mill settlements is, on the whole, satisfactory Sweepers are employed by the managements to clean the paths within the settlements. As single tenements have no latrines or urinals, common latrines and urinals for males and females are separately provided. Water taps have been provided at central places in the settlements for water supply to the

residents. In Kakomi-ganj water supply is obtained from wells. There are no drains in the compound of these settlements.

Comparing the quality of houses and other amenities provided in the mill settlements, the rents charged by the mills from the workers appear to be reasonable as compared to those charged by private landlords. The total number of houses provided by the employers at present is, however, much too inadequate.

Workers residing in the mill settlements do not seem to have all the legal rights of ordinary tenants and are subject to being turned out in the event of strikes, etc. It is, however, understood that although some of these conditions may appear harsh on paper they are seldom enforced.

(c) *Houses provided by the Improvement Trust.*—The Cawnore Improvement Trust was established in the year 1919. Till 1930, little progress had been made in the construction of working class dwellings but between 1931 and 1940, the Trust had built 335 quarters out of which 100 quarters were sold to the Elgin Mills and 18 to the Cawnpore Cotton Mills.

The quarters are of A, B, C, D and E types. "A' type houses contain two rooms measuring 10 ft. × 10 ft., a verandah 10 ft. × 7 ft. a courtyard 14 ft. × 14 ft., a kitchen 10 ft. × 6½ ft., a latrine and a water tap. The rent for such houses is Rs. 6-8-0 per month.

B type houses have a room 10 ft. × 10 ft. a verandah 10 ft. × 7 ft., a courtyard 10 ft. × 12 ft. and a latrine. The rent is Rs. 3-4-0 per month.

C type houses consist of one room 10 ft. × 10 ft. and a verandah 10 ft. × 7 ft. The rent for these is Rs. 1-8-0 per month.

D type houses have one room 12 ft. × 9 ft., a verandah 12 ft. × 7 ft., a courtyard 12 ft. × 4 ft., another verandah 12 ft. × 9 ft. and a latrine. The rent is Rs. 4-8-0 a month.

E type houses have one room 15 ft. × 10 ft., a verandah 15 ft. × 7 ft., a courtyard 15 ft. × 12 ft., a kitchen, a latrine and another room on the upper storey measuring 15 ft. × 10 ft. The rent is Rs. 8-0-0 a month.

These quarters were constructed by the Trust for sale to the workers, through their respective mill managers, on a hire-purchase system. Should a worker desire to purchase any of these houses, he has to pay Rs. 9-0-0, 4-8-0, 3-0-0 and 7-0-0 per month respectively, for A, B, C, and D types of houses for a total period of 12 years. Normal repair and upkeep of the quarter during this period is to be done by the Trust.

The occupier has to deposit the rent for six months in advance as a security and has to pay the monthly rent or instalment regularly; every default in monthly payments means a fine of rupee one per month and for a continuous default the tenant is asked to vacate the house. Most workers find it difficult to fulfil the condition regarding the payment of a deposit and this, it is understood, has been largely responsible for more persons not taking advantage of the scheme.

At the commencement of the scheme applications for these houses were received through the local Mazdoor Sabha which had to certify that the applicant was an industrial worker. The agency for the allotment of these houses has since been changed. Applications have now to be made through the mill manager certifying that the applicant is working in his mill.

The Trust has also started the construction of quarters for 2,400 families of workmen on the south of the East Indian Railway Juhi-Goods-yard. Along with the construction of these quarters the Trust is developing this area and constructing roads, sewers, etc. Various works are in progress. As soon as this area is developed a neat little town will come into existance,

which will provide accommodation for a large number of families, the majority of whom will be industrial employees.

Recently, the Government of the United Provinces appointed a committee, under the chairmanship of an ex-chairman of the Improvement Trust, Cawnpore, for studying the problem of housing at Cawnpore. As a result of the recommendations of this Committee a Cawnpore Development Board is being constituted. This Board will take over the functions of the Improvement Trust and the Municipal Board relating to Town planning and housing.

(d) *Houses provided by private landlords.*—According to present estimates over 90 per cent of the total industrial population at Cawnpore lives in *ahatas* and *busties* owned by private landlords. Conditions in these *ahatas* are deplorable. Small huts in hundreds, and sometimes in thousands, are constructed with bamboo and tile roofs each enclosing a space of about 10 ft. × 8 ft. There are no verandahs attached to these huts nor are there any drains in the whole compound. What is more, no latrines are provided. The huts are mostly made of mud. To enable a worker to stand erect within a hut the ground level is lowered by digging the earth to a depth of about 2 feet. It would be more appropriate to call the main entrance to the house a window rather than a door, as one can enter the house only with bent knees. There being no other ventilation and the ground level being lowered the huts are necessarily dark and damp. Because of the absence of drains in the compounds the occupants dig a pit in front of their dwellings and the water is left to accumulate there. The Royal Commission on Labour commenting on industrial housing conditions at Cawnpore remarked as follows :—

" Three-quarters of the town is made up of private *bustees* or *ahatas* which are covered with houses either unfit for human habitation or in great need of improvement "*.

The Cawnpore Labour Enquiry Committee, 1938, speaking about the housing conditions in *bustees* and *ahatas* has observed as follows :—

" Most of the workers have to live in slums locally known as *ahatas* where small dingy rooms are let out on exhorbitant rents. Most of these *ahatas* are extremely insanitary and over-crowded and lack adequate sunshine and ventilation, to say nothing of water, light and conservancy. Quite a number of huts are under the street level. The conditions under which men, women and children in their thousands—about 40,000 souls—live in these *ahatas* are indescribable. The space within each tenement where the worker with his family lives, often numbering 8 to 10 persons, is smaller than the space we usually have in our bath rooms. A night visit for a stranger to these areas is a positively risky undertaking, a sprained ankle is almost a certainty ; while a broken neck by stumbling into a blind well, or a goodly sized hole, would not be an impossibility. Even the elementary service of public lighting is denied to these people. As for drainage and water supply, such luxuries are thought to be superfluities "†

The Bureau of Economic Intelligence U. P. conducted a general enquiry into housing conditions of mill-workers in Cawnpore in 1938-39. Their investigations were confined to *bustis* and *ahatas* only. Almost all important *bustis* were covered. The findings of this enquiry largely bear out the observations of the Cawnpore Labour Inquiry Committee quoted above.

Since the above survey was made congestion has very considerably increased.

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*Report of the Royal Commission on Labour in India, p. 275.

†Report of the Cawnpore Labour Inquiry Committee, p. 78.

Co-operative Housing Society.—There are at present no Co-operative Housing Societies for workmen. At one time the Mazdoor Sabha had organised a co-operative society of this type but it had to go into liquidation. The co-operative credit societies in Elgin Mills and in the groups of mills under the British India Corporation, however, advance money for house building. Not much progress has, however, been made as a result of the activities of these Societies.

As will be seen from the above paragraphs the housing provided by employers definitely compares very favourably with private housing, although for present day needs it is grossly inadequate. Speaking generally, the housing conditions of industrial workers in Cawnpore can be regarded as extremely unsatisfactory and it is hoped that the new Board now established for bringing about housing reform will devote its urgent attention to this matter.

Welfare Work.

The welfare work that is being done for cotton mill workers in Cawnpore can be divided into three sections :—

(A) that done by the employers inside the precincts of the mills and in the workers' settlements built by them,

(B) that done by Employees' Associations ; and

(C) Welfare work done by the U. P. Government for industrial workers generally in Cawnpore.

(A) Out of the 15 cotton mills in Cawnpore, four have made no arrangement for medical relief. Two have a dispensary but there is no doctor in charge. The remaining nine have well equipped dispensaries under the charge of qualified doctors. One of the mills has also made arrangements for attending to maternity cases of their female employees.

In the Elgin Mills there is a separate dispensary for women and children in charge of a qualified Lady Doctor. The Lady Doctor answers emergency calls free of charge and her conveyance expenses are also borne by the company. In this mill all workmen are medically examined at the time of recruitment and only those found fit are employed. In another group of mills in cases of serious illness the Resident Medical Officer visits the workers' quarters and supplies medical relief free of charge.

The mills in Cawnpore have recently opened tea stalls and cheap restaurants for the benefit of their operatives within the precincts of the mills. The tea stalls used to be run by the Tea Marketing Expansion Board but in some cases have now been taken over by the mills themselves. There are, however, no seating arrangements in these stalls nor can they be regarded as particularly clean.

All the mills employing female labour have provided crèches where children are supplied with milk and biscuits. In this connection it may be pointed out that the provisions of the U. P. Maternity Benefit Act and Rules, 1938 lay down that mills employing 50 or more women workers must open a crèche, provided for health visitors and also grant an additional interval to nursing mothers.

While within the precincts of the factories themselves not much by way of welfare is being attempted, three of the important groups of mills which have settlements for housing their workers have adopted a fairly forward policy in regard to labour welfare in these settlements. The objectives kept in view are : (a) the improvement generally of the social and economic condition of the workers and (b) the provision of adequate facilities for leisure hours. Schools for boys and girls have been started as also night schools. Reading rooms and small libraries are provided. Medical facilities are supplied and

arrangements made both for indoor and outdoor patients. A fully qualified doctor is usually in charge of the settlements. Co-operative Societies are being run by the Elgin Mills, Cawnpore Textiles and the Cawnpore Cotton Mills. In the Elgin Mills there is a society for organising recreational facilities including variety shows and plays. A regular stage has been built in the compound of the Elgin Settlement. Arrangements have been made in these settlements for the provision of indoor and outdoor games, sports, gymnesia, etc. In this respect the Kamla Club of the J. K. Group of mills stands out prominently. The annual sports organised by this club have attracted a great deal of public attention in Cawnpore.

A recent welfare activity has been the opening of cheap grain shops where cereals are sold to workers at the rates and on the scales fixed by the Employers' Association. Some of the mills also supply cloth at concession rates.

Provident Fund.--Only one group of three mills has a Provident Fund scheme for its workers. It is, however, open only to those in receipt of a salary or wage amounting to Rs. 37 or over per month with the result that, in actual practice, very few workers are able to become members.

The British India Corporation with two mills employing over 6,000 workers has a scheme of granting pensions and gratuities to its employees. Pensions are also granted to widows of workers if the worker had qualified for a pension before decease and the widow is unable to work. The minimum qualifying period for a pension is 25 years service. Those between 25 to 30 years service get approximately 10 per cent. of their basic monthly wage or a minimum of Rs. 3, those between 30 and 35 years service 12½ per cent. of the basic wage with a minimum of Rs. 4 and those over 35 years service get 15 per cent. of their basic wage by way of pensions with a minimum of Rs. 5. No gratuity is paid to those who qualify for the pension. If a worker, however, retires after 15 but before 20 years of service and if there is sufficient justification for the retirement, then a gratuity equivalent to four months' basic wages may be granted to him. Where the total service is from 20 to 25 years, the gratuity may be equivalent to six months' wages.

Leaving aside the smaller mills, it can be said that a fair amount of welfare work is being done for cotton mill operatives in Cawnpore, particularly in the workers' settlements. As, however, the majority of the workers live outside these, a large proportion of mill workers remain untouched by these beneficient activities.

(B) Welfare work on a small scale is also being attempted by some of the Workers' Organisations. The oldest workers' organisation at Cawnpore is the Mazdoor Sabha. The Sabha maintains a reading room, a library and also a dispensary. Some other Labour Unions have recently started reading rooms for the workers.

(C) In the year 1937 the U. P. Government for the first time accepted the responsibility for labour welfare and started certain welfare centres in Cawnpore where facilities for recreation and entertainment are being supplied. A note containing the details of these activities will be found in Appendix XVI.

Trade Unions.

In Cawnpore there are three unions of textile workers, one of which is affiliated to the Indian Trade Union Congress and the other two to the Indian Federation of Labour. It would appear that there is a certain amount of rivalry between these unions. Each of these unions claims a membership varying from 5,000 to 7,000 although it is difficult to judge as to what would be the effective membership of each of them. One of these unions, *viz.*, the Mazdoor

Sabha was at one time recognized by the Government but this recognition was subsequently withdrawn in the year 1941. One of the important activities of these unions is to take up the complaints of their members with the employers direct or through the Government Labour Office. It would appear from certain figures published in the 7th Annual Report of the Employers' Association of Northern India that the majority of the complaints are received by the Government Labour Office as also by the Employers' Association directly from the workers and not through their unions.

CHAPTER VI.

CENTRAL PROVINCES AND BERAR, NAGPUR AND AKOLA.

The Central Provinces and Berar is one of the older and important centres of cotton manufacture in the country. The plain of Berar and Nagpur lying to the west in the valleys of the Purna and Wardha rivers contains rich black soil which makes the area a great cotton growing area.

In this Province cotton mills are situated in the following centres :—

1. Nagpur.
2. Akola.
3. Hinganghat.
4. Rajnandjoan.
5. Budnera.
6. Burhanpur.
7. Ellichpur, and
8. Pulgoan.

Considering the five units of the Empress Mills, Nagpur as one unit there are at present eleven mills in all in the C.P. with a total spindleage of 3,72,611 and a loomage of 6,747. As compared to the year 1929, there has been only a slight increase in the number of spindles while the number of looms has actually gone down. From the point of view of the numbers employed, Nagpur is the most important cotton textile centre in the Central Provinces.

Owing to frequent industrial unrest, the cotton mill industry in the Central Provinces and Berar has been the subject matter of several enquiries by Provincial Committees during recent years. The important recommendations of these committees will be discussed in the appropriate sections of this Report. For purposes of this survey, only the two mills at Nagpur and the two at Akola have been covered. Actually, as one of the mills selected for purposes of the enquiry has five different units, the total number of mills covered comes to eight.

Employment.

At the time of the enquiry the number of persons employed in the two mills at Nagpur was 21,020 and at Akola 2,861. The total employment, as compared to the pre-war period, in the mills at Nagpur and Akola has gone up by 14.51 per cent. and 7.24 per cent. respectively. Of the 21,020 persons employed in Nagpur 17,993 were men, 30 adolescents and 2,997 women, while in Akola 2,332 were men and 529 women. Thus, the percentages of women to the total labour force come to 14.26 and 18.49 respectively in these two centres. There is no employment of children. Women are employed generally in the winding and reeling departments and as sweepers in other departments of the mills.

A large proportion of the workers in the Nagpur mills belongs to what are known as the scheduled castes,

A few special features of the industry in Central Provinces and Berar may be noted here. In the first place, except during the last two years or so, there were few other alternative sources of employment for the workers employed in the textile mills, particularly at Nagpur and Akola and as pointed out by the Labour Commission, the labour has mostly settled down and is not migratory as in the case of some other centres of the industry. At the same time, for the last few years the industry has been subjected to constant dislocation owing to industrial unrest. Without entering into the details of the reasons for such unrest one special feature might here be dealt with.

A very fruitful source of grievances on the part of the workers particularly in Nagpur, is the system of what is known as granting compulsory leave. This is due to the fact that on the musters of the mills there is much larger number of workers than can be employed to keep all the machines busy. The management's explanation for keeping surplus labour is that not only is absenteeism high in Nagpur, but that the volume of absence fluctuates so greatly from day to day that unless they keep surplus labour, it would be impossible to run the mills. As a matter of fact, when the mills were inspected, it was found that many of the spindles and a large number of looms were remaining idle because of want of workers. Actually, there is no shortage of labour as such because employment in the mills at Nagpur is considered by the workers as a great privilege and work is carried on in these from father to son.

Recruitment.—When the Royal Commission on Labour submitted its Report the Jobber was all powerful in regard to recruitment, promotion, etc. The situation has now greatly improved although the jobber has not yet been completely eliminated in regard to recruitment, particularly in the smaller centres like Akola, Ellichpur, etc. In Nagpur, in the larger unit of the industry, there is so much surplus labour already on the rolls that fresh recruitment has been completely stopped for some time now. In the second unit at Nagpur, the workers are engaged by the Assistants of various departments and these workers get a chance of permanent employments according to their efficiency and length of service. The Jobbers have no voice in recruitment as such.

Classification of Workers.—Workers are usually classified as permanent and temporary. Temporary workers form a reserve and are like substitutes in Bombay mills. In the larger unit of the industry at Nagpur, night shift workers are treated as temporary excluding 500 who hold permanent positions. Owing to very high absenteeism, however, most of the temporary workers find no difficulty in getting jobs throughout the month.

There are certain privileges attached to those who are called permanent especially in the Empress Mill at Nagpur. These are as follows :—

(1) Permanent workers employed before January 1933 are entitled to become members of the Company's Provident Fund Scheme and the pension scheme, while permanent workers employed after 1933 get the option either to become members of the Provident Fund Scheme or to receive a pension after retirement ;

(2) Permanent workers are entitled to a Regularity Bonus.

(3) Permanent workers employed before 1929 are entitled to long service bonus, the payment depending on the length of service. In addition, such workers get 12 day's leave with pay once a year if they have put in 20 years' service.

In the other unit at Nagpur, permanent workers alone are entitled to the Regularity Bonus.

Absenteeism.—As already stated, absenteeism is very high both in the Nagpur as also in the mills at Akola. During 1943 in one of the units at Nagpur the percentage of absenteeism was about 22 and in the other about 20. In the case of the latter unit on the night shift absenteeism was as high as 25 per cent. In the mills at Akola the percentage of absenteeism varies from 20 to 25.

Absenteeism is higher after the pay day and on festival days. The managements attribute absenteeism among other causes to the high rate of dearness allowance, indifference, irregular habits, etc. There is no doubt that as compared to most textile centres in the country absenteeism is perhaps the highest in this centre. The Jayaratnam Committee* examined this matter in considerable detail and recommended that in order to diminish absenteeism and to encourage regular attendance a good attendance bonus at the rate of Rs. 18 per annum should be given to those not remaining absent for more than two days per month or 24 days in the year. This recommendation has been accepted by the mills but even so absenteeism shows no signs of decrease. The contention of the workers' representatives is that the conditions governing the grant of the bonus are too stringent and that it should be paid monthly instead of annually.

Although the percentage of absenteeism is very high, labour turnover in the mills both at Nagpur and Akola is remarkably low as will be seen from the following table.

TABLE XLVI.

Mill.	Average daily No. of workers employed in 1943.	Total No. of workers who left during the year.					
		Permanent.			Temporary.		
		Retirement.	Dismissal	Voluntary exits.	Retirement.	Dismissal	Voluntary exits.
Empress Mills ..	12730	10	58	23	Separate figures not available. Included in the previous columns.		
Model Mills.. ..	3843	..	20	204	..	2	141
The Savatram Mills ..	807	6	21	3	..	..	..
† The Mohta Mills ..	1464	..	4	15	..	6	31

The reason for the low labour turnover is that there are few other alternative sources of employment and working in the mills has become a family tradition both at Nagpur and at Akola. Moreover, as the Empress Mill grants retirement pensions, etc., there is no inducement to leave the mills. As will be seen from the following table over 66 per cent. of the workers have a service of over 10 years in the Empress Mills.

TABLE XLVII.

Place.	Mills.	Between 0 & 1 year.	Between 1 & 5 years.	Between 5 & 10 years.	Over 10 yrs.
Nagpur	The Empress Mills Ltd.	.. ..	5·6	27·6	66·8
,, ...	The Model Mills Ltd. ..	.. 14·1	33·8	23·8	29·3
Akola	The Savatram Mills Ltd.	.. 10	31	22	37
,, ...	The Mohta Mills Ltd. ..	.. 4·2	22·1	40·3	33·4

* Report of the Central Provinces and Berar Textile Labour Enquiry Committee, 1941. Page 84.

† For the year 1944 till the month of October.

Working Conditions.

Hours of Work and Shifts.—Except for one unit in Nagpur, in the others there is lot of congestion. The departments of the units are, however, well ventilated and humidification plants have been installed in some of the departments. There is also enough fresh air in the departments of the mills. There is sufficient moving space for the workers, the average varying from about 50 to 75 square feet. The spacing in the loomsheds in some of the units seems to require improvement.

The compounds of the mills are generally to be found in a very dirty and neglected condition.

There seems to be an inadequacy in regard to latrines and urinals. Both at Nagpur and Akola the sanitary arrangements are extremely inadequate and defective and the latrines and the urinals are generally in a stinking condition.

Water is supplied through common taps which are to be found in certain parts of the compounds of the mills. The surroundings where the taps are situated are generally very unclean.

The units at Nagpur have provided rest shelters but these are in a most unsatisfactory condition and almost unfit for use. The workers, therefore, prefer to eat their meals inside the compounds of the mills rather than use the rest shelters. The inadequacy and unsatisfactory condition of the rest shelters explains why the workers are found in the compound taking their meals at odd hours throughout the day and not during the rest interval only. The workers' explanation for not having their meals only during the recess hours was that if they did so they would not be able to find any place where to sit, nor would they be able to have a drink of water because of the rush.

All the mills covered by the survey were working two shifts at the time of the enquiry. The hours of work for the day shift are generally 8 a.m. to 12.30 p.m. and 1.30 p.m. to 6 p.m. and for the night shift 6.30 p.m. to 11.30 p.m. and 12.30 a.m. to 4.30 a.m. Night shift workers in one of the units at Nagpur, it is reported, are not allowed to go out of the precincts of the mill during the recess hour.

There is no system of change over of shifts.

Generally, the mills remain closed on Sundays except when there is a holiday in the week. Thus, the total number of holidays in the year is equivalent to the total number of Sundays. For local festivals, sometimes a half holiday is given to the workers. During the period of the enquiry the workers had to remain compulsorily idle for some time owing to coal shortage. For such compulsory idleness they are not given any compensation as is being done in the Jute Mill Industry in Bengal.

Leave with pay is granted only in two mills. In the Empress Mill at Nagpur workers who joined before the year 1929 and have put in 20 years' service are entitled to 12 days' leave during the year with pay. In the other unit at Nagpur only the Jobbers are entitled to 12 days' leave with pay.

All the mills have Standing Orders for their employees which are modelled on the Standing Orders which are in force in Bombay under the Bombay Industrial Disputes Act. These orders, however, differ from the Bombay Orders in two particulars. No period is laid down for making a temporary worker permanent and instead of 14 days notice of discharge, the period has been reduced to 7 and 8 days.

Wages and Earnings.

Owing to the considerable unrest in the industry, particularly in regard to the question of wages, the Central Provinces Government has had to appoint several enquiry Committees since 1934. The first enquiry was made by the Department of Industries in 1934 to examine *inter alia* the extent of wage reduction in the industry, whether the reductions had been uniform in the various centres, etc. The following are some of the findings of this departmental enquiry :

Working conditions differ from mill to mill.

The extent of wage cuts and methods employed for effecting wage cuts differ. The worst sufferers seem to be the workers of Nagpur and Akola. Compared to Bombay, the wage level is much lower in this province.

Rationalisation cannot make any headway because of the inefficiency of the labour etc.

In the year 1938, a Committee was appointed under the chairmanship of Mr. N. J. Roughton to examine the question of granting increase in wages. The following were some of the findings of the Committee :

There was no uniformity in wage cuts as between the mills in the Central Provinces, and therefore, the Bombay scheme of granting increases would not be possible. The Committee therefore, recommended that 60 per cent. of the actual wage cuts should be restored and where new rates of wages had come into operation since 1937, 60 per cent. of the difference between the old and new rates should be added. These recommendations were to take effect from 1st May 1938.

Another Committee was appointed in the year 1941 under the chairmanship of Mr. Jayaratnam. This Committee was to review the position since the recommendations of the Roughton Committee and also to consider the recommendations of the Mahalanobis Committee. The following are some of the recommendations of the Jayaratnam Committee :

The wage level of 1931-32 should be restored and all the mills should pay dearness allowance according to the scale laid down by the Mahalanobis Committee with effect from 1st June 1941. The Committee also recommended that all mills in Central Provinces and Berar should institute schemes for Provident Fund for their operatives and also a system of granting a regularity bonus of Rs. 18 to be paid at the end of the year in order to put a check on absenteeism.

It is understood that the wage cut effected in 1931-32 was fully restored and the mills have also started paying a regularity bonus recommended by the Committee.

A wage census on a sample basis was conducted in both the mills at Nagpur and Akola for the month of January 1944. The basic wages vary between unit and unit at Nagpur and also at Akola but what is most striking is that they also vary in the five different units of the Empress Mills in Nagpur. In addition to wages, in Nagpur there is a system of paying different kinds of allowances such as good attendance bonus, long service allowance, night shift allowance etc. Moreover, in the musters the wages of workers are shown when they are on privilege leave.

The average of the basic wages for ring doffers in Nagpur is as. 8-4 and for frame doffers as. 8 only.

The earnings of workers in principal occupations in Nagpur will be found in Appendix XVII. It is seen that Drawing tenters average Rs. 1-15-6 per day, Ring doffers Rs. 1-7-8 per day, Male Ring single siders Rs. 1-13-11 per

day and female winders Rs. 1-6-8 per day, Female reelers Rs. 1-6-2 per day, one-loom weavers Rs. 1-14-0 per day, two-loom weavers Rs. 2-6-9 per day and coolies Rs. 1-10-1 per day.

Appendix XVIII gives the wages and earnings in the mills at Akola in selected important occupations. It will be seen that Ring doffers have a basic wage of as. 6 per day and a daily earning of Rs. 1-4-7 per day, single siders average As. 0-9-7 per day with a daily earning of Rs. 1-8-0 per day. Female grey winders average As. 7-11 per day with a daily earning of Rs. 1-6-1, Female reelers average As. 0-6-9 per day with a daily earning of Rs. 1-7-3. One-loom weavers earn from their basic wages As. 0-12-10 per day with a daily earning of Rs. 1-12-1 per day while two-loom weavers earn Rs. 1-5-10 from their basic wages and earn Rs. 2-4-4 per day.

The following summary table shows the frequencies of earnings in Nagpur and Akola.

TABLE XLVIII.

Frenquency table showing the earnings in Nagpur & Akola.

	Percentage of workers whose average daily net earnings were :—						
	Re. 1 to Rs. 1/4.	Rs. 1/4 to Rs. 1/8.	Rs. 1/8 to Rs. 1/12.	Rs. 1/12 to Rs. 2.	Rs. 2 to Rs. 2/4.	Rs. 2/4 to Ms. 2/8.	Rs. 2/8 and above.
Nagpur ..	..	19·68	17·72	43·86	9·93	7·71	1·10
Akola ..	0·26	43·54	27·44	8·31	9·07	11·28	0·10

The table is self-explanatory but it will be seen that while at Nagpur slightly over 60 per cent. of the workers fall in the earnings group Rs. 1-8-0 to Rs. 2, in Akola just over 70 per cent. are in the earnings category Rs. 1-4-0 to Rs. 1-12-0. The level of earnings is thus slightly less in Akola as compared to Nagpur.

Dearness Allowance.—In April 1940 a Committee was appointed by the Central Provinces Government under the chairmanship of Prof. Mahalanobis to enquire into the question of granting a dearness allowance. The Committee recommended that workers getting Rs. 100 and below should be entitled to dearness allowance at the rate of one pie per day per worker for 1 per cent. rise in the three monthly moving average of the Cost of Living Index Number for Nagpur on base August 1939 = 100. This recommendation was confirmed by the Jayaratnam Committee with only one modification, namely, that the base period of the index should be the average prices for 12 months from September 1938 to August 1939. In January 1944 when the Cost of living Index Number for Nagpur stood at 287, the allowance in the case of a worker attending full-time amounted to Rs. 27-8-0.

In the Empress Mills a long service bonus is paid at the rate of Re. 1 per month to those who have put in 5 years' service or more and at the rate of Rs. 2 per month to those with 10 or more years' service, while at Akola both the mills pay an efficiency bonus in the Weaving and Frame Departments. All the mills pay a regularity bonus of Rs. 18 per year.

The mills at Nagpur and Akola paid a profit bonus for the year 1943-44 equal to 1/4th of the total earnings of a worker for the period from 1st July 1943 to 30th June 1944.

Both at Nagpur and at Akola the wage period is a month and wages are paid before the 10th of the next month. Fines are imposed in both the centres but are not heavy.

Housing.

The Royal Commission on Indian Labour have made appreciative references to a scheme of the Empress Mills, Nagpur, of building a model town at Indora which is about two miles from the mills. At the time of the Commission's investigations, the scheme was in its infancy but, according to their information, the company intended to spend 25 lakhs in developing a model town containing about 1,500 detached houses in a sanitary, clean and airy environment.[1] At that time 108 houses had been erected ; 42 by the company and the remainder by the workers. At the time of the present investigation, it was found that the company had built only 48 houses and the workers 240. Briefly, according to this scheme, advances are given to the workers to build their own houses. The advances are repayable in about 5 years at the rate varying from Rs. 8 to 14 per month. The houses built by the employers are intended to serve as models.

This is really a model colony and it is a pity that the original scheme has not been fully implemented. Each house contains two living rooms, a kitchen, a bath-room and a latrine and only 1|3 of the plot assigned to the worker is built upon. After every three houses, there is an open plot and most of the houses contain kitchen gardens and are surrounded by beautiful trees. The only difficulty is that the colony is situated at a distance of about two miles from the mills and there are no adequate transport arrangements. Moreover, as a result probably of the fact that the advances are repayable in a period of about five years, the workers have sometimes to incur debts to meet their monthly budgets and many of the houses have thus gone into the possession of non-workers. Workers living in the model houses built by the company have to pay a rent of Rs. 5 per month.

Apart from the houses constructed at Indora, the mill has also built about six chawls. These contain one room tenements and the rent charged is Re. 1 per month. The conditions prevailing in these quarters are none too satisfactory.

The other unit in Nagpur has built a few chawls near the mills in which about 500 workers are housed. These are double storeyed *pucca* buildings. Each room is about 10 ft. × 10 ft. and the rent charged is Re. 1 per month. There are common arrangements for water and sanitation.

One of the units at Akola has built about 240 tenements for the workers. These are of different types. Some are *pucca* with tiled roofing, some with tin roofing and some *kutcha*. Most of these are in an extremely insanitary condition and are dark and ill-ventilated. The rent for the *pucca* quarter is Re. 1 per month and for *kutcha* as. 6 per month.

Welfare Work.

The mills both at Nagpur and Akola have dispensaries attached to them in charge of qualified doctors. The Empress Mill at Nagpur maintains separate dispensaries for women and children with a Lady Doctor in charge. The workers and also their families are treated free of charge at these dispensaries. In some of them, however, the rush is so great that the patients have to wait for a considerable time before they are examined and can obtain medicines.

All the mills maintain crèches but with varying degrees of cleanliness and comfort. The crèches started by the mills in Nagpur have attained a good standard, and the children are supplied with milk, etc. The crèches attached to the Akola mills are congested and admit of considerable improvement.

With the advent of rationing the mills in Nagpur have discontinued their grain shops. The Akola mills have grain shops where grains are sold at cost

[1] Report of the Royal Commission on Labour in India. p. 278.

price. One unit at Nagpur and both the units at Akola sell cloth to their workers at a concession rate.

In one unit at Akola a tea canteen is run by a co-operative society, while the other managements have employed contractors for running canteens where tea and light refreshments are served.

Except for the Empress Mill in Nagpur, the other units have not provided facilities for the education of workers' children. The Empress Mills, however, have a recognized primary school and there are also classes for adult workers and nursery classes. Books and stationery etc., are given free of charge. The Empress Mills have also made provision for indoor and outdoor recreation.

In all the mills there are co-operative societies which are actively assisted by the managements and all these societies appear to be shaping well.

Only the Empress Mills in Nagpur have made provision for safeguarding the future of their employees. The Jayaratnam Committee had recommended that all mills should institute Provident Fund Schemes for their operatives but this has not been done. The Provident Fund Scheme of the Empress Mills is open to permanent workers only who joined before January 1933. It is understood that over 7,000 operatives are members of the fund. The employers contribute at the rate of one anna in the rupee of the workers' wages, the workers contributing an equal amount. Those completing 20 years' service get the full contribution of the Company. For each years' service less than 20 there is a deduction of 5 per cent. The rate of interest allowed is 5 per cent. This mill has also a Pension Scheme. Permanent workers employed before January 1933 are entitled to join the Provident Fund and are also entitled to an Old Age Pension. Permanent workers employed after 1933 have the alternative of either contributing to the Provident Fund or Pension after retirement. Workers who are declared medically unfit are granted gratuities if they are not members of the Provident Fund or are not entitled to Pension. The amount of gratuity to be paid depends on the discretion of the management.

The workers' representatives complain that many workers who have put in more than five years service are still classified as temporary and are thus deprived of being qualified for either Provident Fund or a Pension.

CHAPTER VII.—DELHI.

Employment.

Delhi has now become one of the important cotton manufacturing centres in the country. It has four cotton mills employing on an average over 15,000 workers daily. In the year 1921 there were in Delhi only 2 mills providing employment to hardly 1,343 workers*. Of the four units one is exceptionally large and employs over 10,000 persons. The two smaller units have come into existence since the war. The following statement shows the number employed in the four units during the year 1944 :—

TABLE XLIX.

Units.	Number employed.			Total
	Men	Women	Childern	
A	10,002	80	..	10,082
B	3,601	64	..	3,665
C	800	50	..	850
D	511	..	..	511
Total ..	14,914	194	..	15,108

* "Location of Industry in India", p. 25.

It will be seen that there is little employment of women and none at all of children. Out of the total number employed, 7,356 are on time rates and the rest on piece rates. There is no contract labour and almost all the workers are employed and paid directly by the managements. About half the labour force is local, the other half being drawn from the neighbouring villages. Owing to the recent shortage of workers in Delhi it was reported by one unit that sometimes it had to send out its agents to places like Hatras and Agra to get workers.

Three of the units have appointed Labour Officers who are in charge of recruitment of workers. In one case all vacancies are notified on the gate and candidates are selected after interview by the Labour Officer. The two large units insist on medical examination of the new recruits before appointment.

Both the larger units have standing orders for their operatives. The workers are classed as Permanent,*badlis* and Temporary in one mill and as Permanent, Probationers and *badlies* in another. In the remaining two they are classified as permanent and temporary. Temporary workers and *badlis* are not given any notice of termination of service while permanent workers have to be given notice of discharging and are also entitled to certain privileges. In the Delhi Cloth Mills the vast majority or nearly 93 per cent., of the workers are permanent while in the Birla Mills about 70 per cent. are permanent.

Except in the case of one mill which had to close down frequently on account of shortage of coal and stores, and the second mill where turnover was high due to workers leaving for better paid jobs, turnover of labour in the other two units seems to be small being of the order of 6 per cent. It is, however, reported that there is a larger turnover among temporary workers than among permanent ones.

Absenteeism is about 9 to 10 per cent. in the mills, although one unit reported a figure of about 20 per cent. In one of the smaller units it was found that absenteeism on the night shift was twice as much as on the day shift. Except for one unit the others did not report higher absence on days succeeding the pay day.

One of the mills has a system of engaging workers as apprentices. They are given no wages for a period of two months and are then absorbed as *badlis* if found suitable. Unskilled workers are engaged as ' learners ' in another mill, usually on half the normal rate of the job. None of the mills has any regular system of apprenticeship and training for the ordinary operatives.

One of the bigger units gives six days leave with pay in a year on medical grounds to permanent workers while another gives 15 days leave with pay in a year. One unit gives no leave with pay while the fourth unit gives 10 days' casual leave and 15 days privilege leave with pay in a year.

Working Conditions.

Hours of work and shifts.—The departments of both the larger units are very well ventilated and lighted and arrangements have been made for keeping off heat by the installation of cooling plants. In one of the smaller units, however, both the lighting and ventilation leave much to be desired. Adequate rest shelters, with proper seating arrangements, have been provided by two of the units. Electric fans have been installed in these shelters for the comfort of the operatives.

All the mills work more than one shift. Two of the bigger units work three shifts in certain departments while the others work two straight shifts

of 9 hours each with a spreadover of 10 hours. The starting time varies from 7.30 a.m. to 8 a.m. Where more than two shifts are worked, the actual hours of work vary considerably, the minimum being 6 and the maximum 9. Two of the units have a weekly changeover of shifts while in the other two it is monthly.

Wages and Earnings.

There have been no changes in the basic wages paid by any of these four units since the pre-war period. A wage census was conducted in all the mills, for the month of January 1944. It is difficult to discuss the average basic wages and earnings for different occupations in the four units in view of the fact that the hours of work are not uniform as between unit and unit and in the same mill also the shift hours differ from 6 to 9. For some occupations, however, it is possible to arrive at some idea of the rates of basic wages paid. For instance, the average wage in one unit for roving tenters working eight hours per day was Re. 0-14-8 while in another it was Re. 0-11-7. The average basic wage of a ring doffer working 7-1|2 hours was Re. 0-9-3 in one unit and Re. 0-8-7 in another unit. In one unit the average daily basic wage of a double sider in the Ring Department for 7-1|2 hours' work comes to Rs. 1-3-8. The basic earnings of weavers, particularly two-loom weavers show a very wide variation. This may partly be due to the different hours worked in the different units and in the different shifts of the same unit. Moreover, the type of cloth manufactured in the different units varies widely.

The following summary table shows the average daily basic wages and earnings in certain important occupations in the industry as a whole in Delhi :—

TABLE L.

Table showing wages and earnings (Weighted average) of Cotton mill workers in Delhi in important occupations.

Name of occupation	Sex.	Number of workers	Piece or Time.	No. of hours of work.	Average daily Basic wages.	Average daily Net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenters ..	M	127	P	8	1 6 0	2 11 2
Intermediate Tenters ..	M	114	P	8	1 0 0	2 4 6
Roving Tenters	M	184	P	8	0 13 4	2 2 4
Ring Doffers	M	391	P	8	0 9 3	1 13 5
Frame Doffers	M	130	T	8	0 9 2	1 13 4
Ring Double Siders ..	M	419	T	8	1 1 0	2 5 6
Ring Full Siders	M	422	T	8	0 12 10	2 0 10
Winders	M	128	P	9	0 8 11	1 10 3
Pirn Winders	M	276	P	7½	0 9 11	1 13 3
Grey Winders	M	277	P	7½	0 11 9	1 15 2
Cone Winders	M	269	P	7½	0 10 0	1 13 5
Weavers (one-loom) ..	M	296	P	9	1 1 7	2 3 1
Weavers (two-loom) ..	M	2,329	P	9	1 10 11	2 13 5
Total ..		5,362				

Considering the frequency distribution of the workers in the various categories of basic wages, it is seen that 5.86 per cent. fall in the wage category below as. 8 per day, 18.31 per cent. in the category as. 8 and under as. 10, 14.07 per cent. in the category as. 10 and under as. 12, 11.97 per cent. in the category as. 12 and under as. 14, 7.56 per cent. in the category as. 14 and

under Re. 1 and the rest or 42.23 per cent. of the total in the category Re. 1 to Rs. 2 and over. In regard to net earnings, nearly half the workers are to be found in the wage groups Rs. 1-12-0 to Rs. 2-4-0 per day. The percentage of those drawing between Rs. 2|4|- and Rs. 3 and over per day comes to 41.72 per cent. of the total.

The detailed frequency tables by occupations will be found in Appendices XIX(a) & (b). A short summary of these tables is, however, given below :—

TABLE LI.

Total number of workers (7,837).

Income groups.	Percentage to total.	
	Basic wages.	Net earnings.
Under As. 8	5·86	..
As. 8 and under As. 12	32·38	..
As 12 and under Re. 1	19·53	1·08
Re. 1 and under Rs. 1/4	7·37	1·42
Rs. 1/4 and under Rs. 1/8	3·89	1·85
Rs. 1/8 and under Rs. 1/12	11·83	5·79
Rs. 1/12 and under Rs. 2	10·73	27·05
Rs. 2 and under Rs. 2/4	5·20	21·09
Rs. 2/4 and under Rs. 2/8	3·21	7·75
Rs. 2/8 and under Rs. 2/12	..	4·33
Rs. 2/12 and under Rs. 3	..	10·45
Rs. 3 and over	..	19·19
Total ..	100·00	100·00

None of the mills has any incremental scale of pay for the operatives although one of the bigger units gives annual promotions in deserving cases by earmarking certain higher posts for promotion.

Except in the case of one unit which pays dearness allowance on a diminishing graded scale of income the rest pay at a flat rate per month to all their operatives irrespective of income. The highest rate of dearness allowance was Rs. 32 per month in the Delhi Cloth Mills, the two others paying about Rs. 30 to Rs. 31|12|-. One mill which is a member of the Bombay Mill-owners' Association pays dearness allowance at the rate fixed by it from time to time for operatives of member mills. No allowance is paid for days of absence.

One of the bigger mills has a system of paying a production bonus in certain departments while one small unit pays a good-attendance bonus of As. 8 per week for full attendance. It has also a system of paying a bonus for each day of attendance in certain departments. The amount paid varies from department to department from as. 2 to as much as 8 annas per day.

The Delhi Cloth Mills have been paying to their workers both an annual and a quarterly bonus. In addition, cash rewards of Rs. 5 to Rs. 10 are given to each operative on festival days. Special rewards are also given at the discretion of the management to deserving workers. The annual bonus paid in 1944 amounted to Rs. 45 per worker and was given irrespective of length of service or any other condition. The quarterly bonus given in October 1944 amounted to Rs. 25 if taken in cash and Rs. 27 if deposited in the Company's Provident Fund or Savings Bank. The Birla Mills pay the annual bonus on the same basis and conditions as the Bombay Mill-Owners' Association which had declared a bonus, subject to certain conditions, of an amount equivalent to one sixth of the total basic wages for the year. One of the smaller units has

given no bonus while the other makes an *ex-gratia* payment of Rs. 6 during the Diwali and Holi holidays to all its operatives.

In the case of all the mills wages are paid monthly and in accordance with the provisions of the Payment of Wages Act.

In none of the mills heavy fines are imposed. The fines are generally credited to a fines fund which is used for the workers' welfare but in one case no such fund existed and the money was being credited to the accounts of the factory.

Standard of Living of the Workers.—The discussion of the position regarding wages and earnings leads to consideration of the standard of living of the workers. Here, the position may be briefly stated on the basis of the provisional results of the tabulation of some 241 family budgets of cotton mill workers in Delhi collected in connection with the Cost of Living Index Number Scheme of the Government of India. From the analysis of the budgets it is seen that the average size of a family consists of 3.84 persons, 1.24 men, 1.17 women and 1.43 children under 17 years of age. Of the 3.84 persons in the family, 1.27 were wage earners and 2.57 dependants.

The average monthly income of the worker's family was Rs. 70-15-7, of which Rs. 68-6-7 accrued from wages including dearness allowance, bonuses, etc.

On an average, the monthly expenditure of a family came to Rs. 64-9-1 per month. The following is the percentage distribution of expenditure on the different groups constituting the family budget.

	Percentage.
Food	61·44
Fuel and Lighting	9·16
House rent	4·79
Clothing and Foot-wear	9·34
Bedding & Household Requisites	3·52
Miscellaneous	11·75
Total ..	100·00

It was noticed that on an average the family had to maintain 2.57 persons who are living away from it and Rs. 4-2-8 were being remitted to them per month for their maintenance.

Housing.

All the mills in Delhi have made provision for housing a proportion of their operatives. This varies from 40 to 50 per cent. of the total. The Delhi Cloth Mills have built about 1,000 quarters, 800 single-roomed and 200 double-roomed. Proper arrangements for drainage have been made and the roads in between the houses have been tarred. The single room quarters consist of a room 12ft × 10ft, a verandah and an enclosed courtyard. The rent charged varies from Rs. 2 to Rs. 4 per quarter. The double room family quarters have two rooms 15 ft. × 12 ft. each, a verandah, a courtyard, bath room, water tap and a latrine. The rent charged varies from Rs. 8 to Rs. 10 per month. In regard to the single room quarters there is no separate provision for water and sanitation. There are common taps and latrines for these. It is understood that the management of the various housing colonies is entrusted to an elected " Punchayat " which looks after the cleanliness and sanitation of the lines and also enquires into complaints and grievances of the workers.

The Birla Mills have four separate housing colonies. In one of these the Company has rented a hired building. In all about 600 quarters are supplied.

The best among these contain a room, a kitchen and a verandah. Arrangements for water supply and sanitation are common. The rent charged is Rs. 7 p.m. For the other quarters supplied, a rent of Rs. 1|8|- to Rs. 4 p.m. is charged. No electric light is supplied.

The other two mills have provided single room tenements. These are generally dark and badly ventilated. The rent charged varies from Rs. 1|4|- to Rs. 2 p.m.

Owing to the acute shortage of housing accommodation in Delhi, such of the workers as are not housed by the mills are finding it extremely difficult to get suitable houses at reasonable rents. In fact, there is very great congestion and the workers have to live in extremely insanitary, dark and ill-ventilated places for which they are compelled to pay heavy rents. An ordinary unskilled worker is sometimes required to pay as much as Rs. 7 for a small room without any conveniences.

The mills are alive to the need of extending the housing facilities provided by them and have schemes for extension. They have the necessary land but are unable to proceed with their schemes either due to the unavailability of building material or because of the high prices of such material.

Welfare work.

Both the bigger units in Delhi are conducting welfare work on a considerable scale and the cotton mill operatives in Delhi are thus well served in this respect. Delhi is probably the one centre of the industry in the country where an employer, *viz.*, the Delhi Cloth Mills, have started a separate Employees' Benefit Fund for conducting welfare activities. Since 1941, this company has created a Trust for financing welfare activities and has passed a resolution to the effect that a contribution shall be made to this fund depending upon the dividend which is declared. Thus, 15 per cent. of the profits are credited to the fund if the dividend is between 6 and 12 per cent. while the contribution is equal to 18 per cent. if the dividend declared is the same. The Board of Trustees contains four elected representatives of the work people. The funds of the Trust amount to about Rs. 10 lakhs and are utilised for the following purposes :—

1. Payment of employer's contribution to the workmen's provident fund.
2. Gratuities paid to workers.
3. Old age pensions.
4. Death benefits, to dependants of deceased workers.
5. Cost of workmen's sickness insurance scheme.
6. Expenditure incurred in connection with other welfare activities.

The activities of the fund may be classified as follows :—

(a) Financial benefits.
(b) Education.
(c) Health.
(d) Recreation and entertainment.
(e) General amenities.

(a) *Financial benefits.*—A compulsory provident fund was instituted by this company in the year 1920. The number of subscribers is now over 10,000. Workers receiving a wage of Rs. 20 or more contribute at the rate of Re. 1 per month and those earning below Rs. 20 per month at the rate of As 12 per month. The employer's contribution is payable in full if the subscriber has put in 12 years' service and at one-fourth if the subscriber has less than 5 years' service.

Those who have put in not less than 20 years' service with the company also receive gratuities up to a maximum of Rs. 1,500. Provision has also been made for the grant of pension to old workers and their families in specially hard cases.

A scheme of sickness insurance has been in operation in the company for the last ten years. It covers all workmen irrespective of their age and earnings and each worker contributes As. 2 per month to the scheme. A cash benefit of Rs. 16 per month is given for a period not exceeding three months. In the year 1943 there were under the scheme as many as 2,441 beneficiaries and the total amount paid came to Rs. 19,420|4|--

There is a bank for the employees and it is reported that 95 per cent. of the depositors are actual workers. Loans are granted on which the interest charged is 6 per cent.

It is understood that the Trust is examining the question of introducing a scheme of life insurance for the workers in the mill.

(b) *Education.*—The Trust runs a Girls' School, has made provision for adult and vocational education, has a workmen's library and publishes a technical magazine. Adult classes are held and study tours are also conducted. In regard to adult education, a novel feature is that all new recruits to the factory who are illiterate are required to join the adult education classes under the terms of their contract of employment. The company has also laid down that no illiterate worker below the age of 40 can become permanent until he has passed the literacy test. As a result of the efforts made in the direction of imparting education to adults, it is understood that as many as 70 per cent. of the operatives of this mill are literate.

(c) *Health.*—A fully equipped hospital is maintained with provision for X-Ray apparatus and other modern appliances. The hospital gives free medical aid not only to the workers but also to their families and dependants. The hospital has 22 beds with a maternity ward. Those suffering from defective vision are supplied with glasses free of charge. Arrangements are also made for giving allopathic, ayurvedic and homeopathic treatment.

Although the number of female workers employed in the mill is small, a crèche has been provided inside the mill premises where free milk, and clothing are provided to the workers' children.

(d) *Recreation and entertainment.*—The mill has made arrangements both for indoor and outdoor sports for the operatives. There is a Sports Club for the workers. A gymnasium has also been built where regular training is given to the workers if they desire to have it. The mill has provided a swimming pool measuring 200ft. × 30ft. The average attendance at the swimming pool is about 800.

The company has built a spacious theatre where popular dramas are staged twice or thrice a month.

(e) In order to meet the needs of single workers, model kitchens have been arranged and there are at present 12 such in existence with a membership of 360 workers. The Trust meets the expenditure on account of rent of the kitchen and the cook's pay, etc. The monthly cost of food varies from Rs. 12 to Rs. 18 per person. There is a canteen in the mills where light refreshments are served at moderate prices.

In the other large unit of the industry also, welfare work on a considerable scale is being attempted. A canteen and a crèche have been provided and arrangements have been made to impart, free of charge, both primary and secondary tuition to the children of the workers. Further, it has provided a library and a reading room for its workers which is well attended. There is

also a Saving Bank for the benefit of workers. Since 1st January 1945 a Provident Fund has been instituted. Permanent workers with at least 6 months' service are entitled to its membership and contribute an amount equivalent to 1|16th of their monthly basic wages. The Company's full contribution is available only after nine years' approved service.

In the smaller units of the industry, however, very little, if anything, is being attempted by way of welfare work except for maintaining a small dispensary by each.

CHAPTER VIII.—THE PUNJAB.

Although the Punjab is a large cotton growing Province, the cotton mill industry has not made much progress in it. In the whole of the Province, including Indian States, there are only eight cotton mills employing about 8,595 persons[1]. The growth of the industry in the Punjab is also fairly recent because in the year 1921 there were only four cotton mills employing about 1,400 persons[2]. For purposes of the present enquiry, an *ad hoc* survey was conducted in three cotton mills in Lahore, one of which is a Government Demonstration Weaving Factory, and in the cotton mill at Lyallpur.

A.—LAHORE.

Employment.

Two out of the three cotton mills in Lahore are situated outside the city while one is situated in the heart of the city itself. Except for one unit which employs more than 1,100 persons, the two others are small in size. The total number of workers employed in these factories at the time of the enquiry was 2,025 of whom 1,980 were men and 45 women. No children are employed. There is no classification of workers into permanent and temporary and all are treated alike.

There is no system of graded promotion nor are there any Standing Orders.

No special system of recruitment is followed by any of these factories and in the larger unit the assistance of Jobbers is sought for filling up vacancies. Jobbers are also sometimes sent out to recruit labour. The appointments are, however, made by the manager himself. Recently, owing to the remunerative character of agriculture, many of the workers in the bigger units left for their villages, some joined active service with the result that there has been considerable shortage of labour. In the case of the Government factory, the appointments are made direct. It is understood that owing to the recent shortage of labour the power of the Jobber has considerably diminished.

In the largest unit there is no system of apprenticeship. In the Government factory there are three classes of apprentices : (A), (B) and (C). In the (A) class, graduates and under-graduates are taken ; in the (B) class, matriculates and in the (C) class weavers by caste or profession and students of the Government Weaving Section at Amritsar are entertained. The course of training for apprentices lasts for two years. Scholarships are granted to all the three classes of apprentices who have to enter into an agreement with the Government that they would remain in the factory for two years at least, failing which they have to refund the amount of scholarship.

No reliable information regarding absenteeism is available, but it is reported that on days following the payment of wages absenteeism amounts to

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[1]Bombay Millowners' Association Report for the year 1943.—Chart.

[2]"The location of Industry in India", page 25.

10 per cent. There is considerable rise in the absenteeism during the sowing and harvesting seasons when the unskilled workers return to their homes for agricultural operations

From such statistics as could be collected on the subject of labour turnover, it would appear that most of the permanent separations are due to the worker voluntarily leaving the mill. The percentage of labour turnover in the three factories was of the order of about 5.

Working Conditions.

Hours of Work and Shifts.—In one of the bigger units of the industry there is a lot of congestion inside the departments and ventilation and lighting are very poor. The departments are also not kept in a clean condition. In the Government Weaving Factory, there is little protection against heat and the departments are very hot during the summer months.

None of these mills has provided rest shelters for their employees.

Sunday is usually observed as a holiday.

Both the bigger units work two shifts per day: in one unit the hours of work per shift are 9 with a spread-over of 13 hours, while in the other, the hours of work are 10 and the spread-over 11. The following are the hours of work in the two units.

A.	1st Shift	7 a.m. to 12 noon, and 4 p.m. to 8 p.m.
	IInd Shift	12 noon to 4 p.m., and 8 p.m. to 1 a.m.
B.	1st Shift	7 a.m. to 12 noon, and 1 p.m. to 6 p.m.
	IInd Shift	6-30 p.m. to 10-30 p.m., and 10-30 p.m. to 5-30 a.m.

In the biggest unit of the industry space is set apart for bathing and washing, while in the Punjab Textile Mills there is a swimming pool. One of these units provides cool water during the summer months. There is no system of granting leave with pay but leave without pay is granted on the merits of each case.

Wages and Earnings.

In all the three factories in Lahore a wage census relating to the months of March and April 1944 was conducted on a sample basis and the results of the census are discussed below.

In the two big units of the industry at Lahore, there are considerable variations both in the basic wages and earnings of the workers in all the important occupations.

The table in appendix XX contains information regarding daily basic wages and earnings in selected occupations. It will be seen that drawing and slubbing tenters have an average basic wage of about Rs. 1-5-0, inter-tenters averaging Rs. 1-1-1 and roving tenters as. 14-3. Full piecers average Re. 0-13-8 while half-piecers average only Re. 0-8-8 per day. Doffers, both ring and frame, get an average basic wage of about as. 7-4 per day. The average basic wage of a reeler is in the neighbourhood of as. 10 per day, while male winders make as much as Rs. 1-1-3 per day from their basic rates. One-loom weaver gets as. 15 per day, while the two-loom weaver makes Rs. 1-9-5 per day from his basic rates. The average wage of a cooly is in the neighbourhood of Re. 0-10-7 per day.

The average daily earnings of a drawing tenter come to Rs. 2-1-11 per day and of a ring doffer to Rs. 1-0-10 per day. The average daily earning of a two-loom weaver comes to Rs. 2-7-7 and of a cooly Rs. 1-3-10.

Tables in appendices XXI (a) and (b) contain frequency of basic wages and earnings in the cotton industry at Lahore. It will be seen from this table that 11.23 per cent. of the workers receive less than as. 8 per day, 37.69 per cent. between as. 8 to as. 12, 23.05 per cent. as. 12 to a rupee, while 28.03 per cent. receive a wage which is a rupee and above per day.

As regards earnings, no worker earns less than as. 12 a day. 15.43 per cent. earn between as. 12 to a rupee, 45.41 per cent. between Re. 1-0-0 and Rs. 1-8-0, 22.75 per cent. between Rs. 1-8-0 and Rs. 2-0-0, while 16.41 per cent. earn between Rs. 2 and Rs. 2-12-0 per day.

Unlike many other centres of the industry in the country, considerable changes have occurred in the basic wage structure of the industry at Lahore since August 1939, and it is reported that as compared to the pre-war period, basic wages have gone up by 18 to 20 per cent. This increase varies from unit to unit and occupation to occupation.

Dearness Allowance.—The following are the rates of dearness allowance in the different units at Lahore.

Unit 'A'; Annas 5 per day (including rest days) to all workers. If a worker is absent for more than three days in the week he does not get dearness allowance for the rest day (Sunday).

Unit 'B'; Sliding scale of dearness allowance. It varies from 100 per cent. of the basic wage if the wage is upto Rs. 10 p.m. to 29.6 per cent.; if the basic wage is Rs. 75 p.m.

Unit 'C'; The rates of dearness allowance for different wage categories were as follows :—

Wage Category.	Dearness allowance paid.
Upto Rs. 20 p.m.	Rs. 8/8 p.m.
From Rs. 21 to Rs. 30 p.m.	Rs. 9/8 p.m.
From Rs. 31 to Rs. 40 p.m.	Rs. 11 p.m.
From Rs. 41 to Rs. 60 p.m.	Rs. 12 p.m.
From Rs. 61 to Rs. 100 p.m.	Rs. 14 p.m.
From Rs. 101 to Rs. 150 p.m.	Rs. 10% of pay or Rs. 14 p.m. whichever is more.
From Rs. 151 to Rs. 250	10% of pay.

Bonus.—The biggest unit at Lahore pays no bonus of any kind.

One of the units pays a production bonus to Jobbers only upto a maximum limit of Rs. 8 p.m. at the discretion of the spinning master. It also pays an attendance bonus to those who are not absent without leave for more than 7 days in a month. This unit paid an annual profit bonus equivalent to three months' basic wages for the year ending 30th June 1943. A half-yearly bonus was also paid for the period July to December 1943. The amount of this 'bonus' differed according to the length of service of the worker.

In the same unit Drawing tenters producing 10 hanks or more per day are entitled to an efficiency bonus of as. 3 while Inter. tenters producing 7-1|2 hanks or more per day get efficiency bonus at the rate of annas 3. Usually forty per cent. of these workers are reported to be earning efficiency bonus.

The other unit paid an annual profit bonus for the year ending 31st March 1943 equivalent to 1-1|2 times the monthly earnings to those workers who were on the rolls throughout the year and also on the day of disbursement. About 50 per cent. of the workers got the benefit of this bonus.

Housing.

One of the units has provided free accommodation practically to all its workers while in the Government factory one fifth of the workers are housed. Incidentally, both these units are situated many miles away from the city. The largest unit situated in the city has provided housing for a fifth of its workers, and the rent charged varies from Rs. 3 to Rs. 6. The sanitary arrangements in the quarters of workers in the mill located in the city are extremely unsatisfactory and there is very great congestion and overcrowding. No latrines have also been constructed for the quarters belonging to the Government Weaving Factory. In some of the quarters provided by the mills no arrangements have been made for the supply of water and the occupants have to procure their supply from the municipal taps in the streets.

Workers who are not provided with employers' housing have to live in houses two or three miles away from the factory. There is great congestion and overcrowding in these houses. The rent per room varies from Rs. 5 to Rs. 6.

Welfare Work.

Two of the bigger units maintain dispensaries in charge of qualified doctors and compounders. No medical facilities are provided in the Government weaving factory. In two of the bigger units of the industry there are canteens in which light refreshments are served. In one of the units the canteen is managed by the mills themselves and articles are sold slightly cheaper than in the market.

There are no crèches in any of the units.

One of the units maintains an adult school for the workers and a primary school for their children. There is also a workers' club for purposes of recreation. This mill maintains three provision shops, two vegetable and fruit shops and also two confectionery shops. It also owns a dairy and supplies milk to the workers at a considerably cheaper rate than the market rate. It runs a flour mill where the workers can have their grain ground. Fire-wood is also supplied at cheaper rate. It supplies wheat to the workers up to a specified quantity at a rate much lower than the prevailing rate. Two of the units sell cloth to workers at a concession of 10 to 15 per cent.

About 30 per cent. of the workers seem to be indebted to the extent of Rs. 10 to Rs. 100 at exorbitant rates of interest varying from 7 per cent. to 30 per cent. per annum and even more in certain cases. This debt is incurred mostly from private moneylenders. The causes of indebtedness are drinking, high cost of living, marriages, sickness and festivals.

There is no provision for provident fund or gratuity in any unit. In the Government Factory pension is allowed according to Government rules in force.

B.—LYALLPUR.

The largest cotton mill in the Punjab was established in Lyallpur in the year 1934. It employs about 4,700 persons and is under the same management as the Delhi Cloth Mills. During the war years there has been considerable increase in the number of persons employed in this mill. There is very little employment of women and none at all of children. Workers are classified as permanent and temporary although the privileges of both are the same. The former account for nearly 87 per cent. of the total.

A somewhat novel feature in connection with recruitment is that the management put up a notice at the gate giving the details of vacancies and the dates from which these are likely to occur. The candidates who present themselves at the gate are then selected by the Establishment Officer in consultation with the departmental head. The workers thus selected are kept on probation for two to three days and are either absorbed or rejected. In the Weaving and Spinning departments of the mill as also in the workshop, apprentices are taken. During the first month of apprenticeship no payment is made. After that, apprentices are absorbed in leave vacancies and thereafter in permanent vacancies. It is reported that absenteeism in this concern amounts to about 13 to 14 per cent. The causes of absenteeism are the return of the workers to their villages during the harvesting season, sickness, domestic affairs, etc. Some of the workers are also reported to be habitual absentees for two or three days in the month. As compared to the year 1940, there was slight increase in the year 1943 in the rate of labour turnover, the percentages being 7 and 8.8 respectively. In the year 1943, there were as many as 186 cases of dismissals. The large number of dismissals is probably due to the fact that the factory has a rule that if a worker who is on leave overstays his leave for more than three days, his name is struck off from the rolls.

There are no Standing Orders in the Mill to regulate the relations between the employers and the employees.

Working Conditions.

Hours of work and shifts.—Being a comparatively new concern, the factory is well laid out and ventilation and lighting are sufficient. An adequate provision is made for water supply and for sanitary arrangements. Cool water is supplied in summer months during working hours. There is a rest shelter measuring 110 ft. × 60 ft. which is a *pucca* structure containing cemented seats. Electric fans have been installed in this shelter.

Two shifts are worked in the weaving section and three in the spinning. The hours of work in the weaving section are from 8 a.m. to 6 p.m. with an interval of one hour and 6 p.m. to 4 a.m. also with an interval of one hour. In the spinning section no interval is allowed and three straight shifts are worked from 8 a.m. to 8 a.m.

Sunday is usually observed as a holiday in summer and Thursday in winter. In addition to sick leave upto 3 months in a year under the sickness Insurance Scheme, every time-worker is granted leave with full pay for six days in a year.

Wages and earnings.

A Wage Census relating to the month of April 1944 was conducted on a sample basis in this mill and the results of the census are discussed below :—

Appendix XXII contains a table showing the basic wages and earnings of workers in this factory in 16 selected important occupations. It will be seen that the average daily basic wage of female reelers is 0-6-9, of ring doffers 0-8-5, of grey winders 0-8-10, of inter and roving tenters about 0-11-11, of drawing and slubbing tenters about a rupee and of two-loom weavers Rs. 1-6-1. Owing to the liberal scale on which dearness allowance is being paid in this factory, the lowest average daily earnings namely of colour winders is Rs. 1-9-4, the highest being Rs. 2-5-8 in the case of double siders.

Tables showing the frequency of wages and earnings in this factory have also been compiled which are printed as appendices XXIII(a) & (b). These

tables show that only 5.80 per cent. of the workers receive a wage between as. 6 and as. 8, 30.91 per cent. receive a wage between as. 8 and As. 12, 24.65 per cent. between as. 12 and a rupee, and 38.64 per cent. over one rupee. With the exception of a few tenters, all those having a basic wage of a rupee or more per day are two-loom weavers.

As regards earnings, no worker in this factory earns less than Rs. 1-8-0 per day 36.93 per cent. earn between Rs. 1-8-0 to Rs. 2-0-0 and the remainder or 63.07 per cent. earn between Rs. 2-0-0 and Rs. 2-8-0. No worker earns more than Rs. 2-8-0 per day, but as many as 40.96 per cent. are in the earning category Rs. 2-4-0 to Rs. 2-8-0.

This concern has laid down a basic minimum wage of Rs. 12-8-0 per month both for males and females. The workers in the spinning department are paid 9 hours wages for eight hours work. In addition to the basic wage, a dearness allowance at a flat rate of Rs. 28-0-0 per month is granted to all workers putting in full attendance. There is also a system of paying rewards for efficient work and the amount paid varies from as. 8 to Rs. 4 per month.

Two types of bonuses are paid : one quarterly and another annual. For the quarter ending 30th June 1944 a bonus was paid at the rate of Rs. 17 for full attendance during the quarter, subject to the condition that 12 days' absence during the quarter would be excused and that for absence exceeding 12 days proportionate deduction in the bonus would be made. The annual bonus paid for the year 1942-43 was at the rate of Rs. 55 for the whole year to those who were on the rolls on the day of the payment of the bonus and had remained on the rolls for the whole year 1942-43.

Housing.

Out of the 4,700 odd employees, more than 2,000 have been accommodated in houses built by the management of this concern. There are three types of houses : single men's quarters, single family quarters and double family quarters. About 42 per cent. of the total number of workers employed are housed in these quarters. In the single quarters there is a room 12 ft. × 12 ft. with a verandah in front and the rent charged is Rs. 1-8-0 per month. Actually, however, about three single men live in a single quarter like this and share the rent among themselves. There are common sanitary arrangements for such quarters. Single family quarters—508 in number—contain a room 12 ft. × 12 ft. with a verandah in front, a small enclosed court-yard and a latrine. The rent charged is Rs. 2-8-0 per month only. The double family quarters contain four rooms with a verandah, an enclosed court-yard, a water tap and a latrine and the rent charged is Rs. 7 p.m. per quarter. All these quarters are well lighted and ventilated with extremely good arrangements for sanitation and water supply. They are also fitted up with some wall furniture.

Out of the workers not provided with quarters 37 per cent. live in their own *kutcha* houses in the surrounding villages. These lack ventilation, sanitary arrangements, etc. The rest who live in private rented quarters have to live mostly in a single roomed tenement without any verandah or court-yard. The monthly rent for such a quarter is Rs. 3-0-0 and upwards.

Welfare Activities.

A Trust has been created since 1941 for conducting and financing welfare activities in the concerns owned by Delhi Cloth and General Mills Co., Ltd. The company contributes 15 per cent. of the profit to the Trust if the dividend declared is between 6 and 12 per cent. and increases its contribution by

½ a per cent. for every increase of one per cent. in the dividend upto 18 per cent. for a dividend of 18.

Two dispensaries are maintained ; one allopathic and another homoeopathic. An indoor ward with eight beds is attached to the dispensary.

The Trust runs one primary and one adult school inside the factory premises. In the primary school books and stationery are given free to the lower classes. Education is free.

Arrangements have been made for the provision of playing fields. There is a grain shop where wheat is sold at concession rates and the workers of this concern also receive cloth about 25 per cent. cheaper than in the bazar.

Periodically, dramatic and other entertainments are arranged for the recreation of the workers. A somewhat striking feature is that the mill has provided two swimming pools measuring 180 × 30 ft. This amenity is very highly appreciated by the employees.

The mill also publishes every week a gazette, copies of which are circulated free to the workers.

There is a library, housed in a spacious building containing books in Indian languages as also newspapers and periodicals.

There is an Employees' Bank which serves the double purpose of encouraging thrift and relieving indebtedness. It is understood that over 1,000 workers of the mill have joined the Bank.

The mill has a system of paying gratuities to workers who have put in at least seven years' service and are medically disqualified or in case of death. The scale of benefit is 13 days' wages for each years' service.

There is also a sickness insurance scheme in operation in this mill. It is compulsory for all the workers and they contribute at the rate of as. 2 per month. The cash benefit is Rs. 16 per month up to a period of three months. In the year 1943, as many as 1,632 workers received the benefit.

This is one of the few industrial centres in the country from which it is reported, that the workers are free from debt to outside moneylenders, grocers, etc.

(ii) INDIAN STATES.

CHAPTER IX.—INDORE.

Employment.

In Central India, Indore is the largest cotton manufacturing centre where the Government of the State established the first mill in the year 1860. The industry gradually expanded until at the time of the visit of the Royal Commission on Indian Labour there were in Indore 7 cotton mills with about 1,80,000 spindles and 5,340 looms, the average daily number of persons employed being in the vicinity of 10,000. By 1939 Indore had already become a large cotton manufacturing centre and the mills were employing nearly 21,000 workers. At the time of the present enquiry (January 1944) the mills employed no fewer than 27,000 workers, 16,000 on the day shift and 11,000 on the night shift. The size of all the units in Indore is fairly large, the two biggest among which employ more than 6,000 persons each. All the units work night shifts. Most of the production is earmarked for Government. Of the total number of employees about 15 per cent. are females. They are mostly employed in the Winding and the Reeling Departments.

The workers can be broadly classified into permanent and *badlis*. There being no Standing Orders for Operatives, there are no definite rules as to when a *badli* worker should be made permanent. All the mills have, however, a system for controlling their *badli* labour. A special feature is that when a *badli* worker works in place of a permanent man his wages are paid to the permanent worker and not to him direct.

None of the mills maintains any accurate statistics of absenteeism but it is understood that the percentage varies from 12 to 18. Absenteeism is reported to be higher among weavers than in some other departments of the mills.

Wages have been standardised in the different units of the industry in Indore and there is, therefore, no inducement for the operatives to leave one mill and join another. The result is that labour is pretty stable and there is a fair amount of continuity of service.

All the mills have appointed Labour Officers but the recruitment is not done by them. It is reported that in Indore, instead of there being a shortage of labour there is a great demand for work in the mills.

Working conditions.

Hours of work and shifts.—Most of the mills in Indore are comparatively old and are built in an orthodox style. All have double storeyed buildings. The departments are not arranged according to the processes and this often entails much unnecessary loss of time to the worker in going from one department to another. With one exception, the mill compounds are not particularly clean and it is not unusual to see the compounds littered with quantities of waste material, etc. The machinery is mostly old and there are complaints on the part of the workers in regard to the unsatisfactory character of the stores used. The spacing of machinery, particularly in the loom-sheds, is such that it does not allow much moving space to the workers. For day time working there is sufficient natural light.

Except for one mill, however, the lighting during the night shift appears to be extremely inadequate and there are loud complaints that the inadequacy of the lighting was putting a very great strain on the eyes of the workers Ventilation seems to be adequate, and some of the mills have also installed cooling plants.

All the mills are working two shifts a day, a day shift and a night shift. The night shift complement is, however, comparatively smaller than the day shift complement.

There is no system of change over of shifts. According to the Indore Factory Act, factories are allowed to work 60 hours per week and ten hours per day. All factories have therefore a ten hour shift with a spread-over of 10½ hours. There is a rest interval of half an hour. A uniform opening and closing hour is observed by all the units. The starting hour is 8 a.m. and the closing hour 6.30 p.m. with a rest interval of half an hour between 1 p.m. and 1.30 p.m. There are no changes in the timings according to seasons. As regards the starting hours of night shifts, these vary from 6.45 to 7.30 p.m., the closing hours being 5.15 a.m. in some cases and 6 a.m. in others.

Wages and earnings.

As a result of the recommendations of a Committee appointed by the Holkar Government, the State has introduced standardization of wages in some occupations in the cotton mill industry at Indore. Among the provisions made is that mills paying more than the standard rate should not scale down

their rates and that with the exception of one mill the others should pay to two-loom weavers with an efficiency of 76 per cent. Rs. 38-0-0 per month for 26 days' work. A brief summary of the standardization scheme will be found in Appendix XXIV.

In spite of the introduction of the standardization scheme referred to, the results of the Wage Census relating to the month of March 1944 show that there are slight variations in the basic wages in the different units of the industry at Indore. For instance, the average basic wage of a ring warping sider is as. 9-4 in two units, as. 0-10-0 in another, the highest being as. 10-8. The average basic wage of female ring doffers varies from as. 6-4 to as. 7-2 per day. In the case of two-loom weavers, the variation is considerable but, as this is a piece-work occupation, this is understandable. In a time-rated occupation, however, such as a cooly, the variation is between as. 0-11-3 and as. 0-13-1. Table in appendix XXV contains the weighted averages of daily basic wages and earnings in principal occupations in the mills at Indore. So far as daily basic wages are concerned, it is seen that tenters average about a rupee, ring siders, warp and weft, about as. 0-10-0, ring doffers about as. 0-6-8, male grey winders as. 0-7-4 and women grey winders about as. 0-7-1. Women reelers average as. 0-6-8. One-loom weavers have an average basic wage of as. 0-13-3 and two-loom weavers of Rs. 1-4-9. The basic wage of coolies is on an average as. 12 per day.

Owing to the liberal scale of dearness allowance which is being paid, even the lowest paid worker such as a male reeler is able to obtain an average daily earnings of Rs. 1-13-11. Tenters make nearly Rs. 2-8-0 per day, doffers nearly Rs. 2 per day and so also grey winders. The highest earning among the process operatives is of two-loom weavers which comes to Rs. 2-12-2 per day.

Tables in appendices XXVI(a) and (b) give the frequency of wages and earnings in the mills at Indore. These tables show that 24.35 per cent. of the workers have a basic wage under as. 8 per day, 22.58 per cent. between as. 8 to as. 12 per day, 12·43 per cent. between as. 12 to a rupee per day, 10·86 per cent. between Re. 1 and Rs. 1-4-0 per day, and 29.78 per cent. over Rs. 1-4-0 per day. The majority of the workers in the last category are weavers.

The frequency of earnings shows that only 0·49 per cent. of the workers were earning between Rs. 1-8-0 to Rs. 1-12-0 per day and none below Rs. 1-8-0 per day. 24.68 per cent. of the workers earn between Rs. 1-12-0 to Rs. 2., 25.52 per cent. between Rs. 2-0-0 to Rs. 2-4-0, 12.18 per cent. between Rs. 2-4-0 to Rs. 2-8-0, 18.85 per cent. between Rs. 2-8-0 to Rs. 2-12-0 and 18.27 per cent. between Rs. 2-12-0 to Rs. 3-0-0.

All the mills have been paying a dearness allowance since July 1940. With effect from 1st April 1942, however, the allowance is paid on the basis of the three-monthly average of the cost of living index numbers for Bombay, Ahmedabad and Sholapur. The rate at which this allowance is paid is as. 0-3-6 per point up to 130 and as. 0-3-0 per point thereafter. For the quarter ending 30th September 1944 the average of the indices was 258 and the monthly allowance amounted to Rs. 30-9-0 per worker for 26 days' attendance.

Bonus.—Most of the mills have a system of paying a bonus in one form or another. Three out of the seven mills pay a production bonus in some departments of their mills. Attendance bonus is paid by all the mills. Two of these pay it to all their workers while others pay it to workers in certain departments only. Usually, the amount of the bonus is Re. 1-0-0 per month for persons who attend throughout the wage period. In five of the units the system is to pay a bonus of as. 0-4-0 per month to those who are not absent for more than 2 days in the wage period and to pay no bonus for absence in excess of 2 days. On

the other hand, in two mills the system is to pay nothing to those who are not present throughout the wage period.

For the year 1943 all the mills in Indore paid as profit bonus, one fourth of the aggregate basic earnings of the workers. Except those who were dismissed for misconduct every one else was entitled to the bonus.

The wage period in all the mills is the Calendar month and wages are usually paid before the 10th of the succeeding month.

Sunday is generally observed as a holiday except when there is some other holiday in the week.

There is no provision in any of the mills for granting leave with pay. Leave is, however, granted to workers without pay as and when they need it. There are no rules on the subject.

Housing.

Except for one mill which employs over 6,000 workers, no other mill has provided any housing for its workers. The mill which has provided housing has 127 quarters with accommodation for about 400 workers. Some of these quarters have a room 10 ft. × 8 ft., a kitchen and a verandah and the rent charged is Rs. 5 per month. Most of the other quarters are rented at about Rs. 3 per month. These contain only a room and a verandah. The rents charged by the mills for these quarters are not appreciably lower than those which have to be paid for private housing. Water has to be obtained from wells and the sanitary arrangements are none too good. These quarters are about one furlong from the mills.

Welfare activities.

All the mills have dispensaries with qualified doctors in charge. Except for the dispensary maintained by one of the mills, the others are not particularly well equipped nor is there an adequate supply of medicines, drugs, etc. One of these mills runs a well equipped maternity hospital. Although preference is given in this hospital to relatives of employees, it is open to all the working class persons in Indore. Food, clothing and medicine are given free to the inmates. There are about 22 beds in this hospital.

Four out of the seven mills maintain crèches but it is understood that the response on the part of the workers is very poor. This may be due to caste prejudice.

All the mills maintain tea canteens which are run by contractors. The rates to be charged at these are fixed by the employers. Except for one mill, no provision has been made for a dining shed.

Four of the mills maintain grain shops where food grains are sold at cost price.

Co-operative societies.—Five of the seven mills have opened co-operative societies for the benefit of their employees. They give loans to the workers and savings accounts can also be opened in them. Though the membership of the societies is not compulsory, they have received a very good response.

Provision for future.—None of the mills has made any provision for the future of its employees. There is no provident fund scheme in any of the mills and gratuity, if given, is not paid according to any fixed rules.

Trade Unions and Strikes.—There are two trade unions of textile workers in Indore, both of which claim a large membership. The older of the two unions is the Indore Textile Labour Association which claims a membership

of about 6,000 workers. It is a registered union but is not recognised by the employers although it is understood that its representatives are listened to with respect by them.

Although there has been no industrial unrest on a large scale in Indore since 1941, there were three strikes. The first strike was in connection with the grant of dearness allowance and ended in favour of the workers ; the second related to dearness allowance and wages and also ended in favour of the workers. The last general strike was in the year 1943 on the bonus issue. As a result, the workers were successful in getting bonus equivalent to 2½ months' basic wages.

CHAPTER X.—BARODA.

INTRODUCTORY.

The State of Baroda is of considerable importance both as a cotton growing and cotton manufacturing centre. The first cotton mill in the State was started in Baroda City in 1892 mainly through the efforts of the Government. The industry has grown considerably during the last few years. While in the year 1928-29 there were 11 cotton mills in the State, during the year 1942-43, there were as many as 18 cotton mills with over 3 lakhs of spindles and nearly 7,000 looms. The average daily number of persons employed being about 24,000. The total amount of capital invested in the industry in the State is over five crores of rupees.

Eight out of the 18 mills are in the district of Baroda, 3 in Navasari and 7 in Mehsana. For purposes of this survey, only the four mills situated in Baroda City have been considered. These employed in January 1944, 7,728 persons, of whom 7,215 were males and 513 females.

Employment.

In the mills in Baroda City there is no special system of recruitment. Temporary workers are usually recruited through Jobbers and Mukadams. The permanent workers are either appointed by the Manager or the Secretary of the Mills. Nearly one third of the workers are employed on a temporary basis.

The industry does not depend much on outside sources for its labour force. It is understood that over 75 per cent. of the workers belong to the City proper. About 10 to 15 per cent. come from outside with a view to making Baroda their permanent home and only the remaining come from surrounding villages.

No reliable statistics are available regarding absenteeism and labour turnover although in the case of one unit where such figures were available, it was found that absenteeism was of the order of about 7 per cent.

Working conditions.

Hours of work and shifts.—Working conditions inside the mills cannot be regarded as very satisfactory. Departments of the mills are not too well lighted and the lay-out of the machinery is such that there is not much moving space for the workers inside the departments. The provision for the supply of water is adequate but the number of latrines and urinals is insufficient. Nor are these kept in a very sanitary condition. Two of the units have provided *kutcha* dining sheds.

All the four units were working two shifts at the time of the enquiry. Curiously enough, the hours of work on the night shift were longer than on the day shift being 10 and 9 respectively. The actual hours of work of a worker on the day shift are usually from 8 a.m. to 6 p.m. and on the night shift from 7 p.m. to 6 a.m. with an interval of one hour for rest.

Wages and earnings.

A wage census on a sample basis relating to the month of March 1944 was conducted in all the units in Baroda in selected important occupations. As, however, the mills were working 9 hours during the day and 10 hours during the night, the figures had to be tabulated separately for the two shifts. It is seen that as between unit and unit there are slight differences in the basic wages. One of the units pays a definitely higher wage than the other three units in almost all occupations. It is understood that the reason for this is that the mill adopted the scale prevailing in the Ahmedabad industry because of its business connections with that centre.

Appendix XXVII contains information regarding wages and earnings in selected occupations in the industry in Baroda city. It will be seen that among process operatives, the highest paid occupation is of two loom weavers, the average basic wage of these being Rs. 1-6-10 per day and the average net earnings being Rs. 3-5-7 per day. The average basic wage of a Mule spinner comes to 0-14-0 per day, their average earnings being 2-13-1 per day. Ring Doffers get an average daily wage of 0-7-5 per day, their average daily earnings being 2-6-5, the daily basic wage and daily average earnings of Frame Doffers being almost the same. The average daily basic wage of Tenters varies from as. 0-12-8 to as. 0-15-5, their average daily earnings varying from Rs. 2-12-3 to Rs. 2-14-8. Female Grey Winders earn from their basic wages 0-7-8 per day, their average daily earnings being Rs. 2-6-8. On the other hand, female colour winders earn about 0-11-2 per day from their basic wage rates, their average daily earnings being Rs. 2-9-2. The average daily basic wage as also the average earnings of female reelers is about the same as of female Grey Winders. The basic daily wage rate of coolies is about 0-10-0, their average daily earnings being Rs. 2-8-7.

The tables in appendices XXVIII(a) & (b) contain the frequencies of wages and earnings in selected occupations in the four units covered by the Wage Census in Baroda.

It will be seen from the summary table given below that no worker earns a basic wage under as. 4 per day, 19.24 per cent. earn between as. 4 to as. 8, 14.40 per cent. between as. 8 to as. 12, 22.28 per cent. between as. 12 to Re. 1, 3.87 per cent. between Re. 1 to Rs. 1-4-0 and 40.21 per cent. between Rs. 1-4-0 and 1-12-0. Among those earning less than as. 8 per day are all doffers and a large proportion of winders and reelers. In the wage group as. 12 to Re. 1 are to be found the bulk of the Mule spinners and Tenters. There are no weavers earning from their basic wage rates less than Rs. 1-4-0 per day and the group 1-4-0 to 1-12-0 comprises predominantly of weavers only.

As regards earnings which consist of basic wages, dearness allowance and bonuses other than the profit bonus, it is seen that not a single worker earns less than Rs. 2-4-0 per day. The percentage of those earning between Rs. 2-4-0 and Rs. 2-8-0 is 22.92, of those earning between Rs. 2-8-0 and 2-12-0 is 11·21 per cent. of those between 2-12-0 and under Rs. 3 is 23·54, while as many as 42.33 per cent. of the total are in the earning group Rs. 3 and over. The latter are all weavers.

TABLE LII.

Summary frequency table showing percentage of workers in different income groups.

Total no. of workers (5,485).

Income groups.	Percentage to total.	
	Basic wages.	Net earnings.
Under As. 4	..	..
As. 4 and under As. 8	19·24	..
As. 8 and under As. 12..	14·40	..
As. 12 and under Re. 1	22·28	..
Re. 1 and under Rs. 1/4	3·87	..
Rs. 1/4 and under Rs. 1/8	26·72	.
Rs. 1/8 and under Rs. 1/12	13·49	..
Rs. 1/12 and under Rs. 2	..	..
Rs. 2 and under Rs. 2/4	..	..
Rs. 2/4 and under Rs. 2/8	..	22·92
Rs. 2/8 and under Rs. 2/12	..	11·21
Rs. 2/12 and under Rs. 3	..	23·54
Rs. 3 and over	..	42·33
Total ..	100·0	100.0

There has been no change in the basic wage structure in the industry as compared to the pre-war period.

Dearness allowance.—Dearness allowance is being paid by the Baroda mills since September 1940. At first, the rate of the allowance was Re. 1 p.m. Since 1942, however, according to the decision arrived at by the Millowners' Association in Baroda City, dearness allowance is being paid on a uniform basis to the employees, the rate of the allowance being fixed at 75 per cent. of the dearness allowance paid by the Ahmedabad Millowners' Association to the employees of their member mills. Thus, the rate of dearness allowance varies from month to month according to the variations in the Ahmedabad rate. The highest amount paid was Rs. 57-12-6 for December 1943 while in June 1944 the allowance amounted to Rs. 44-15-9 per month.

War and other bonuses.—The workers in the Baroda mills get an annual war bonus. It is paid at a certain percentage of the basic wages earned by a worker during a particular year. The percentage was 25 in 1943 and 33 in 1942.

Other bonuses.—Some mills pay an attendance bonus of Re. 1 for attendance on all days and also a production bonus to efficient tenters of the Framing department only. In one mill, a bonus called " Less Damage Bonus " is being paid.

Wage periods.—There are different wage periods for piece and time workers in the Baroda mills. Piece rate workers are paid on a " hapta " basis, two *haptas* constituting a calendar month. Thus, they receive payment twice a month, the dates of payment usually being the 9th and 24th of the month. Time rate workers receive their wages only once in a month usually on the 9th or 10th of the month.

Housing.

Three of the mills have provided housing accommodation for about 1|10 of their workers and the rent charged per tenement varies from as. 12 to Rs. 3 per month. Most of these are single roomed tenements, the dimension of

the rooms varying from 10 ft. × 6 ft. to 22 ft. × 7 ft. On an average there are four to five persons per tenement. Most of these are single storeyed with tin roofing which makes them very uncomfortable especially during summer months. Some of these structures have hardly any plinth. Usually common taps are provided for the supply of water. There are complaints about the inadequacy of sanitary arrangements. In one mill, the majority of the tenements provided are only of *kutcha* structure.

Those not living in employers' houses live in tenements owned by private landlords. These also are mostly single roomed tenements, the average size being 8 ft. × 8 ft. and the rental varying from Rs. 2 to Rs. 2-8-0 p.m. In some cases, the workers have to depend on the Municipal water taps on the streets.

Workers belonging to a particular community called the Rana community stay in their own houses. These are *kutcha* structures. They are located at considerable distances from the mills. On the whole, the housing condition of the workers in Baroda appears to be unsatisfactory.

Welfare work.

Little is being done by way of welfare work. Tea canteens are maintained by some of the units but these are on a profit making basis. Only two units have made provision for medical aid by employing a part-time medical practitioner and full time compounders. Two of the mills maintain a crèche but, for want of proper accommodation, supervision, etc. little advantage is being taken of these by the workers. As compulsory education is in force in Baroda, the mills have no arrangements for the education of the workers' children.

There is no system of granting holidays with pay. None of the mills employs a Labour Officer. No schemes have been instituted either for a Provident Fund or for the payment of a gratuity.

It is reported that a large number of workers are in debt. The main causes of indebtedness are : marriages, festivals, etc. The workers have to pay interest at a heavy rate which, it is stated, varies from 75 per cent. to 200 per cent. As a result, however, of the increased remunerations of the workers during the last two or three years, it is reported that, some of them have been in a position to repay part of their old debts. In this connection, a somewhat novel scheme for encouraging thrift which the State has recently launched requires special notice. Briefly, the scheme is to launch a co-operative society for the workers and compel them to put into the Society a certain proportion of their basic wages and dearness allowance. A copy of the scheme which has kindly been furnished to the Committee by the state authorities will be found in Appendix XXIX. Loans can be obtained from these societies to the extent of five times the basic wage. The Baroda Government have legalized these compulsory deductions under Sections 7(2)(J) and 14 of the Payment of Wages Act.

CHAPTER XI.—MYSORE STATE.

Mysore State is an important Centre of Cotton Mill industry in India with about 1,75,000 spindles and 3,000 power looms. The capital employed in the industry is estimated at over 93 lakhs of rupees.

The development of the industry in the State dates back to the year 1884, when a first Cotton Mill was set up in Bangalore. Since then the in-

dustry has steadily developed under active Government assistance. The following extract from the " Industrial Development of Mysore " will be of interest :

" There has been an unparalleled development of the industry in Mysore during the past 25 years ..... In 1913-14 the output of the mills in Mysore was 4.6 million yards and it increased to 12.3 million yards by 1922-23. From 12.3 million yards in 1922-23 the output increased to 37.6 million yards in 1935-36 ".*

The important centres of the industry in the State are Bangalore, Mysore and Davangere. The largest number of establishments are in Bangalore, which is an important distributing centre.

The following table** shows the distribution of the cotton mills and the number of workers employed in them in 1943 :—

TABLE LIII.

Centre.	Cotton spinning & weaving mills.		Cotton spinning mills.		Cotton weaving Factories.		Total	
	No. of mills	No. of persons employed	No. of mills	No. of persons employed	No. of Factories	No. of persons employed	No. of mills	No. of workers
Bangalore	4	12,322	..	..	19	1,142	22	13,464
Mysore	1	2,238	..	..	17	396	18	2,544
Davangere	..	..	1	1,030	1	90	2	1,120
					Grand Total ..		42	17,128

Most of these are, however, units of a small size the biggest cotton mills in the State being the following five (of which 3 are in Bangalore) which account for about 68 per cent. of the total number of persons employed in the industry :—

(1) The Bangalore Woollen, Cotton and Silk Mills Co. Ltd., Bangalore.
(2) The Mysore Spinning and Manufacturing Co. Ltd., Bangalore.
(3) The Minerva Mills Ltd., Bangalore.
(4) Sri Krishnarajendra Mills Ltd., Mysore.
(5) Davangere Cotton Mills Ltd., Davangere.

Among the other units two or three employ 300 to 700 persons and the rest 100 persons and below.

Scope of the Enquiry.—For purposes of the present survey, 3 large and 3 small units in Bangalore and one large unit in Mysore and the one at Davangere have been covered. Labour conditions in the mills surveyed in these centres are dealt with separately in the following sections.

Wage census.—A Wage Census on a sample basis for January 1944 was conducted in the 8 mills in the centres shown below. The number of persons

* Page 99.

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employed in these units was about 19,500. The results of the census have been discussed in the appropriate sections of this report.

	No. of mills.	No. of workers employed at the time of Census.
Bangalore	6	16,587
Mysore	1	2,200
Davangere	1	751
Total ..	8	19,538

A.—BANGALORE.

Employment.

There are at present working in Bangalore 22 cotton mills, 3 of which are cotton spinning and weaving mills and the rest cotton weaving factories only. One is a mixed concern manufacturing also woollen and silk goods. At the date of the enquiry (May 1944) the total number of persons employed by these concerns was about 13,000. Three of these concerns *viz.*, the Bangalore Woollen, Cotton and Silk Mills, Co., Ltd., the Minerva Mills Ltd., and the Mysore Spinning and Manufacturing Co. Ltd. are very big units employing about 8,000, 2,800 and 2,400 persons respectively. It would appear that employment in the cotton mills at Bangalore has gone up considerably since the War, having risen by about 70 per cent. One of the concerns which has supplied figures on the subject has reported that the volume of employment in the concern increased by about cent. per cent. since January 1939. Except for about 10 per cent. of female labour, the rest is all male labour. Children are not employed in the mills.

The Labour employed in the Bangalore cotton mills is mostly drawn from the neighbouring villages, and from the neighbouring Tamil districts of the Madras Presidency. A certain proportion of the workers has, however, now settled down in Bangalore.

In the smaller units of the industry recruitment is made directly by the management through maistries and jobbers. In the largest unit, however, they have a regular agency for recruitment and selection of workers which in the words of the management is as follows :—

> " The Welfare Superintendent receives and registers applications, sends for and interviews applicants and directs them to departments as vacancies arise. The Manager appoints the applicant after he has been tested for suitability by the Department and certified as medically fit by the mill doctor. This system was adopted to avoid jobbers, clerks and lower-paid staff having anything to do with recruitment and the possible temptations for corruption. It establishes personal contact between the Welfare Superintendent and the new employee from his entrance into the mill and gives the departmental Master a say in the selection of the man to work under him, while the Manager remains the ultimate party for appointing or rejecting an applicant ".

Another large unit in Bangalore has a similar system though not so elaborate Here recruitment is made by the Labour Officer. Preference is shown to relatives of employees, especially those who are senior in service. Here also new recruits are medically tested prior to selection.

Absenteeism and turnover.—Except for the three large units, no detailed information regarding absenteeism is available. It would, however, appear from the figures supplied by these concerns that absenteeism due to all causes was 7.9 per cent. in 1938 and was 10.4 per cent. in 1943 in one concern while in the other two large units, it varied from 7.1 per cent. to 12.1 per cent. in 1939 and from 7.1 per cent. to 15.2 per cent. in 1943. The percentage of absenteeism is higher in the smaller units surveyed, being of the order of 15 to 25. Owing to the method of recruitment followed by the largest concern which has also a regular system of a leave reserve, absence without leave in this concern is almost negligible being of the order of about 2 per cent. only. It is reported that there is more absenteeism on night shifts than on day shifts, during the marriage season and after pay days.

From the figures supplied by the biggest concern it would also appear that the turnover of labour is extremely small in the biggest unit. Among the permanent workers 11.9 per cent. had served for less than five years, 21.8 per cent. between 5 and 10 years, 27.4 per cent. between 10 to 17 years and 39.4 per cent. over 17 years. The labour turnover in the two other units that have furnished information is of the order of about 10 per cent.

Working Conditions.

Ventilation and lighting inside the mills are generally satisfactory. Drinking water is supplied by taps connected with Municipal mains. The largest unit has provided a " Chatram " for workers to take food and rest during the rest interval. The other units have not provided either a dining shed or a rest shelter.

Two units have a common Labour Officer to look into workers' grievances and welfare. The largest unit has no Labour Officer but has appointed a Welfare Superintendent who, in the words of the management, " is empowered to make any enquiries into any subject in the mill ".

Workers' grievances and all matters affecting their welfare and working conditions are discussed at the monthly meetings of each departmental Welfare Committee, while subjects arising out of these meetings which affect the mill as a whole are discussed by the Central Welfare Committee, of which the Director of the Managing Committee is the Chairman.

The other units surveyed have neither Labour Officers nor Welfare Officers.

Hours of Work and Shifts.—Four of the mills work multiple shifts, while the other two have one straight shift only. The duration of a shift is normally one of 9 hours. Where more than one shift is worked there is a system of weekly change-over.

The relations between the employers and employees in the mills surveyed are governed by the " Standing Orders " settled under the Mysore Labour Act 1942.

Sunday is generally an " off day " in all the mills.

Wages and Earnings.—The basic wage rates in the mills surveyed have gone up, as compared to the pre-war period by ½ an anna to 1½ annas. In the largest unit, however, a basic wage Scheme was introduced with effect from 1st January 1943. The Wages schedule of this unit up to the end of December 1942, provided for a minimum and maximum rate of wages for each occupation, but without any system of increment from the minimum to the maximum. Under the new scheme, a ' Basic Wages List ' was introduced, which will be found in Appendix XXX.

The essential features of the scheme are the same as those of the Buckingham and Carnatic Mills which have been referred to already.

A Wage Census was conducted on a sample basis in all the six units of the industry in Bangalore for the month of January 1944. In the smaller units wages are very much lower than those prevailing in the big units and for purposes of discussion, the results yielded by the census relating to these three units are, therefore, being discussed.

Even among the three large units, two of which are under the same management, considerable variations in the different occupations are to be found. In regard to tenters while the basic wage is more or less the same, for different categories of tenters except roving tenters, the average basic wage of roving tenters seems to vary from as. 0-10-3 to as. 0-12-1. In regard to doffers on time-rates while there is no variation so far as Ring doffers are concerned, there is almost a cent. per cent. variation in the case of roving doffers and the average basic wage seems to vary from as. 0-4-2 to as. 0-8-10. The most marked differences are, however, to be found in the case of two-loom weavers whose average basic wage varies from as. 0-13-8 in one mill to Rs. 1-7-2 in the largest unit.

Table in appendix XXXI gives the weighted averages of daily basic wages and earnings in the three large units of the industry in Bangalore. The average basic wage of tenters varies from as. 0-10-7 in the case of drawing tenters to as. 0-13-11 in the case of slubbing tenters and the average earning varies from Rs. 1-4-1 to Rs. 1-6-1. There is considerable variation in the average basic wages and earnings of doffers, the basic wage varies from as. 0-4-4 in the case of ring doffers to as. 0-8-0 in the case of throstle doffers the variation in the average daily earning being from as. 0-12-11 to Rs. 1-2-4. The average basic wage of a full sider is as. 0-9-7 and of 1/3 sider as. 0-4-11 only, the corresponding average earnings being Rs. 1-3-1 and 0-14-11 only. Reelers earn a basic wage of as 0-5-4 per day, their average daily earning being as. 0-15-2. There are considerable variations in the average basic wages of different types of winders, the extremes being as. 0-3-10 per day and as. 0-15-10 as in the case of pirn winders. In the largest unit there are no single-loom weavers. Two-loom weavers earn a basic average wage of Rs. 1-0-9 and their average daily earning is Rs. 1-11-3.

The following summary table shows at a glance the position regarding basic wages and earnings :—

TABLE LIV.

Basic wages.		Net earnings.	
Wage groups.	%age to total.	Wage groups.	%age to total.
Under As. 6	17·58	Under As. 8	Nil
As. 6 and under As. 10	32·24	As. 8 to As. 12	6·52
As. 10 and under As. 14	24·37	As. 12 to Re. 1	13·68
As. 14 and under Rs. 1/2 ..	14·16	Re. 1 to Rs. 1/4	30·16
Over Rs. 1/2	11·65	Rs. 1/4 to Rs. 1/8	16·34
		Rs. 1/8 to Rs. 1/12	20·84
		Over Rs. 1/12	12·46
Total ..	100·00	Total ..	100·00

It will be seen from the above table that so far as basic wages are concerned, 17.58 per cent. of the workers have a basic wage of less than as. 6 per day. These are mostly ring doffers and 1|3 siders. 32.24 per cent. of the workers are to be found in the basic wage category as. 6 and under as. 10. These categories include almost all universal and grey winders, reelers and coolies. Nearly a quarter of the total operatives are to be found in the wage categories as. 10 to as. 14. These include most of the single-loom weavers and a large proportion of two-loom weavers. All roving, inter and drawing tenters and also the majority of slubbing tenters are in the wage categories as. 14 to Rs. 1-2-0 and 14.16 per cent. of the operatives are to be found in this category. These also include all pirn winders and nearly ½ of the two loom weavers. No worker has a basic wage exceeding Re. 1-12-0. 11.65 per cent. of the workers are to be found in the wage categories between Rs. 1-2-0 and Rs. 1-12-0. These include all three loom weavers, most of the six loom weavers and a few others.

So far as net earnings are concerned, it is seen that no worker earns less than as. 8 per day. About 20.20 per cent. of the workers earn between as. 8 to Re. 1, 30.16 per cent. earn Re. 1 to Rs. 1-4-0, 37.18 per cent. earn between Rs. 1-4-0 to Rs. 1-12-0 and 12.46 per cent. earn between Rs. 1-12-0 and Rs. 2-4-0 per day.

Dearness Allowance.—At the time of the enquiry only four out of the 6 units in Bangalore were paying dearness allowance which was linked up with the official cost of living index number published by the Mysore Government. The following is the scale of the allowance :—

For rise in the index no. up to 108 points the monthly dearness allowance was 1-8-0.
For rise in the index no. from 109 to 145 points the monthly dearness allowance was 0-4-0 per point of rise.
For rise in the index no. from 146 to 161 points the monthly dearness allowance was 0-3-0 per point of rise.
For rise in the index no. 162 to 176 points the monthly dearness allowance was 0-2-0 per point of rise.
For rise in the index no. from 177 points and onwards the monthly dearness allowance was 0-1-6 per point of rise.

There is only a slight variation in the rate of the allowance paid between the three large units. In the month of July 1945 the Bangalore cost of living index number stood at 199 and the rate of the allowance according to the above scale therefore worked out to Rs. 19-10-6 per month. The smaller units pay about only half the dearness allowance paid by the three larger units.

The large units in Bangalore have a system of granting an allowance at the rate of one or two annas per day to night shift workers. Night shift workers are also supplied with a free cup of tea.

Bonus—In the largest unit of the industry, a half-yearly bonus was paid to all permanent employees at the rate of the declared dividend which, for 1943 was 15 per cent. of their earnings excluding allowances during the half year. The bonus given to temporary workers amounted to as. 2-3 per rupee of their total earnings. All permanent and temporary workers with six months' service are also paid a War Savings Bonus (Defence Savings Certificate) at the rate of five per cent. each on their earnings and the amount is credited to their account in the Post Office Savings Bank. This unit also gives certain prizes for good attendance. Perfect Attendance Prizes are given at the rate of Rs. 2-14-6 at the end of the half year to all permanent workers with regular attendance during the half year. An extra prize of Rs. 4 and a certificate are also given to a worker winning three consecutive prizes.

In the other two large units half yearly bonus is paid only to all permanent workers at 10 per cent. of the actual earned wages during the six months to which the bonus relates. A war bonus equivalent to 1|12 of the earned

wages was paid by the concerns during the years 1942, 1943 and at the rate of 1|8 of the actual wages during 1944.

The smaller units have not been paying any bonus.

In the large units of the industry the wage period is an English calendar month but, in the smaller concerns, it is either a week or fortnight.

Although fines are imposed, they are not excessive in the larger units of the industry. There are complaints that in the smaller units heavy fines are imposed. In the largest unit of the industry the amount of fines is credited to the fund for workers' housing while in the other two it is utilized for meeting the expenses of the dispensary.

Standard of Living.

In the year 1935, under the auspices of the University of Mysore two students conducted an enquiry into the labour, housing conditions, etc., of labourers in the Bangalore City. In the course of the enquiry 230 budgets were collected. According to the results of this investigation, it is seen that the average income of the family was then Rs. 19-15-6 per month and the average expenditure Rs. 19-5-6 per month. Of the total number of budgets collected during the enquiry, 40 per cent. related to cotton mill workers.

Housing.

All the cotton mills in Bangalore supply housing to a small proportion of their workers. In the case of two units, however, housing is supplied only to workers in essential departments such as Watch and Ward, the Mechanical Section, etc. One of the bigger units supplies land, free of rent, to the workers for building huts, while another large unit which has built about 300 houses in the mill village called the Binnypet, for its permanent operatives, houses about 12.2 per cent. of its permanent labour force. This unit has a housing scheme of its own and has reserved 44 acres of land for the construction of about 900 houses. At present it has built about 313 houses only. It has three types of housing, each containing at least a living room, a kitchen and a courtyard, while the better types contain more than two living rooms, a kitchen, backyard and flush-out latrines. The size of the rooms is 6′ 4½″ × 9′ 9″ and of the hall 5′ 7½″ × 9′ 9″. The buildings are constructed of bricks with mangalore-tiled roofing and *kutcha* flooring. Each room is provided with a window and the hall with a ventilator. Water taps are provided at the corner of each block on the basis of one tap for every 15 quarters. The houses are not supplied with electric lights but street lighting is provided. The rent charged varies from Rs. 1-4-0 a month to Rs. 2-0-0 a month.

The majority of the cotton mill workers in Bangalore live in huts erected either by themselves or by the Municipality. The land on which the huts are constructed usually belongs to the mills, the Municipality or to private parties. Conditions of life in the huts are none too satisfactory.

One of the relatively small units situated about 7 miles from Bangalore and employing about 700 workers has also provided housing to about 200 workers. The number of houses built is 216. They are fairly *pucca* structures with mangalore-tile roofing. One hundred and sixty six (166) are one-room tenements with a partition in each room and a back yard and the rest two room houses. The rent charged is Re. 1 to Rs. 1-4-0 per month, respectively. No lighting and water arrangements have been made. Water is supplied from wells built closely.

Workers belonging to depressed classes are given land and building materials for putting up huts. There are 32 such huts. No rent is charged.

It may also be mentioned in this connection that workers living in houses provided by the Bangalore Cotton Mills are encouraged to raise and maintain regetable gardens.

During the 40 years between 1891 and 1932 the area of Bangalore City increased by 47 per cent., while the population increased by 115 per cent.

The other mills have not supplied housing to workers. In regard to the housing of working class generally, the following extract is of interest :—

" Nearly 55 per cent. of the total population is concentrated in one fourth of the total area which corresponds to the industrial regions and the balance of 45 per cent. is spread over the remaining three fourths of the area of the city. The working classes in Bangalore live in huts constructed of mud walls and thatched roofs. There are 2,442 such huts mainly concentrated in the vicinity of the cotton mills. Applying the standard of overcrowding adopted by the Bombay Municipal Act, the Investigators have estimated that nearly 22 per cent. of the families dwelling in huts are living under conditions of overcrowding. The tenement houses are also a common feature of the congested areas of the city .....

It is reckoned that nearly 53 per cent. of the families occupying tenement houses live under conditions of over-crowding."*

The housing conditions in the employers' quarters can be regarded as fairly satisfactory but of those living in huts require immediate and radical improvement.

Welfare activities.

Except for the largest unit, cotton mills in Bangalore are not carrying out welfare activities on any considerable scale. It is, however, understood that the second large unit in Bangalore has now under consideration a comprehensive scheme of welfare work. The largest unit referred to has a well thought-out scheme of welfare work which includes the following :—

(a) Free supply of tea, coffee and bread to its workers.

(b) Provision of a theatre for the entertainment of its employees ;

(c) Provision of playgrounds and other facilities for exercise and recreation ;

(d) Provision of educational facilities such a Primary and Nursery School, night classes for adult workers, etc. The percentage of literacy among the employees of this mill is very high, being about 63 per cent. of the total. Nearly 14 per cent. of the workers are literate in English as well.

(e) The mill has a well-equipped dispensary which gives free medical aid and advice. About 9,000 to 10,000 cases are treated per month. The medical staff consists of one full-time and three part-time doctors. It also runs a Maternity and Child Welfare Centre in the residential area of the workers where women workers and the wives of workmen are given pre-natal and post-natal advice and attention. There is a clinic in the Mill, Village Colony which is staffed by two Lady Health Visitors. They look after the health of the workers' families.

The other units have made provision for the supply of cheap grain, cloth, etc., and one of the large units also maintains a dispensary.

* Industrial Development of Mysore by Dr. R. Balakrishna, p. 276.

Provident Fund.—Only one of the five mills has a Registered Provident Fund for all its employees. It was instituted in 1941. All permanent workmen are entitled to be members of this fund and contribute 7½ per cent. of their wages per month. The employers contribute an equal amount. The number of employees covered is 390 only.

This mill has also a Gratuity Scheme, which was introduced in 1907. The number of workers covered by the scheme is 2,737. The qualifying period for being entitled to gratuity is 10 years and the amount of gratuity payable is 5 per cent. of the wages for 10 years' service and at 7½ per cent. of wages for every year of satisfactory service over 10 years. The company propose to substitute the existing Gratuity fund eventually by the Provident Fund.

The biggest unit has also instituted a Savings Fund to promote thrift among the workers and to make provision for emergencies. Interest is allowed on such deposits. The number of depositors in the Fund is about 1,000.

Apart from the welfare work being done by the mills the Department of Labour of the Mysore Government has started two Labour Welfare Centres in thick working class areas in Bangalore City. The centres are equipped with Reading Rooms, Libraries and indoor games. In one of the centres a physical culture section has also been organised. Arrangements have also been made for adult literacy class, weekly bhajanas and magic lantern lectures. The daily attendance at each centre is about 300 to 500.

Trade Unions.

All the cotton mills surveyed have Labour Associations registered under the Mysore Labour Act, 1942, and recognised by the Managements. These unions appear to be functioning effectively.

Labour Legislation.—The Cotton Mills surveyed are subject to the following Acts :—

(1) The Mysore Labour Act, 1942.
(2) The Mysore Factories Act, 1936.
(3) The Mysore Maternity Benefit Act, 1937.
(4) The Mysore Workmen's Compensation Act, 1928.

The administration of these Acts is entrusted to the officers of the Department of Labour and the Factory Inspectorate. The proceedings under the Workmen's Compensation Act are conducted by the Deputy Commissioners of the districts who are the Commissioners for purpose of this Act.

B.—MYSORE AND DAVANGERE.

Next to Bangalore, the other important centres of the Cotton mill industry in the State are Mysore City and Davangere in Chitaldrug district. The mill in Mysore is a cotton Spinning and Weaving mill equipped with about 24,360 spindles and 235 looms, while the mill in the other centre (Davangere) is a Cotton Spinning mill with about 12,000 spindles. Both the mills are owned and run by two separate Joint-Stock Companies.

Employment.

The total number of workers employed by the above two mills, at the time of the survey, was about 3,900, (2,800 in the mill at Mysore and 1,100 in the Davangere mill) about 20 per cent. of whom were women. There is little or no employment of children. As compared to the pre-war period, employment in these mills has gone up by about 56 per cent.

Recruitment of workers in both the mills is made directly by the officers of the mill. In the unit at Mysore preliminary selection is made by the Labour Officer and the final engagement by the General Manager in consultation with the Heads of the departments concerned. In the other mill, recruitment is made at the gates by the Spinning Master. The persons selected are given training for a period of about six months, and then made permanent.

The percentage of absenteeism in these mills varies from 15 to 25, common causes being sickness, religious and social functions. In the case of the Mysore mill which is situated at a distance of about three miles from the city, workers living in the city find it difficult to attend in time and this also is one of the causes of absenteeism.

Working Conditions.

Hours of Work and Shifts.—These mills are subject to the Mysore Factories Act, 1936. Ventilation and lighting inside the departments of these mills would appear to require considerable improvement.

Two shifts of 9 hours each (one day and the other night) with a spread-over of 10 hours are worked in the Mill at Mysore, while in the mill at Davangere, a straight shift of 9 hours in the general department and multiple shifts with a spread-over of 13 hours, in the process departments are worked.

Sunday is an ' off ' day for workers in these mills.

There is a Labour Officer in the Mill at Mysore to enquire into workers' grievances. He is also in charge of recruitment. The representatives of the workers, however, seemed to have little or no confidence in him and regarded him as essentially an employers' agent. The mill at Davangere has no Labour Officer and the manager assisted by the departmental Heads enquires into the grievances of the workers.

Both the mills have Standing Orders for operatives settled under the Mysore Labour Act, 1942.

There is a dining shed in the mill at Mysore which at the time of the enquiry, was being used as godowns and the workers had to rest and eat in the open. No proper arrangements exist in the other mill for rest and shelter.

Wages and Earnings.

The wage rates have been increased by 1 to 2 annas since 1939 in the unit at Mysore, while, in the other, the increase is of the order of 16 per cent. The former has a schedule of wage rates for each occupation providing for a minimum and a maximum. This is printed as Appendix XXXII.

A wage Census was conducted in both the mills on a sample basis and the tables in Appendices XXXIII (a) & (b) contain data regarding wages and earnings for important selected occupations separately for the Mysore and Davangere Mills.

As will be seen from the tables, the average basic wage of tenters, in the Mill at Mysore, is between as. 11 to as. 13. The average basic wage of half-siders is only as. 0-5-8 and of full-siders as. 0-7-9. Spinning and Roving Doffers average about as. 5 per day. The average basic wage of female reelers is as low as as. 0-4-4 per day. Female winders average about as. 6 per day while male winders average as 0-6-7 per day. The average wage of two-loom weavers is as. 0-14-6 being as. 0-11-4 in the case of a one-loom weaver. Considerable number of workers in this mill are designated as coolies and these average as. 8 per day only.

The rate of dearness allowance in this mill is about Rs. 12-8-0 per month, which in the case of certain occupations works out to a daily rate equivalent to the basic wage. The average daily earnings are, therefore, not as low as the basic rates. For instance, the average earning per day of a full-sider is Rs. 1-0-7 and a half-sider as. 0-14-6, of spinning and roving doffers about as. 14, of women reelers as. 0-12-4 and of winders as. 14, of two-loom weavers Rs. 1-6-6 and of one-loom weavers Rs. 1-2-10. Coolies make about a rupee per day.

The basic wage level at Davangere which is somewhat in the interior, is lower than the one prevailing in the mill at Mysore. For instance, drawing and slubbing tenters have an average basic wage of about as. 8 per day, spinning doffers of as. 0-4-6 per day, full-siders of as. 0-8-10 per day, half-siders of as. 0-5-1 per day. It should also be stated here that while during the census period, the number of hours per shift in the case of the Mysore Mill were 7½, in the case of Davangere mill they were 9. The following summary table shows at a glance the position regarding basic wages and earnings in the case of these two units for certain selected occupations.

TABLE LV.

Occupation.	Mysore.		Davangere	
	Basic Wage Rs. A. P.	Net earnings Rs. A. P.	Basic Wage Rs. A. P.	Net earnings Rs. A. P.
Drawing tenters	..	..	0 7 11	0 12 6
Slubbing tenters	0 12 11	1 5 2	0 8 2	0 12 8
Intermediate tenters	0 10 11	1 3 2	0 11 2	0 15 8
Roving tenters	..	..	0 9 8	0 14 2
Roving Doffers	0 5 1	0 14 1	0 6 2	0 9 6
Spinning Doffers	0 5 0	0 13 6	0 4 6	0 6 6
Full Siders	0 7 9	1 0 7	0 8 10	0 13 0
Three Quarter Siders	..	..	0 6 6	0 9 8
Half-siders	0 5 8	0 14 6	0 5 1	0 8 1
Reelers. (M)	0 6 11	0 14 10	..	..
(F)	0 4 4	0 12 4	0 5 3	0 7 3
Winder. (M)	0 6 7	0 14 7	..	..
(F)	0 6 0	0 14 0	..	..
Weavers, Single-Loom	0 11 4	1 2 10	..	..
Weavers, Two-Loom	0 14 6	1 6 6	..	..
Weavers, Three-Loom	1 7 11	2 0 0	..	..
Coolies (M)	0 8 0	1 0 3	0 7 7	0 10 7
(F)	0 6 0	0 13 11	..	..

Dearness allowance.—The unit at Mysore pays dearness allowance on the basis of the official Cost of Living Index figures for Bangalore City, the scale being as follows :—

Rs. 1-2-0 p.m. when the Cost of Living Index is 108 points.

Re. 0-2-3 per point above 108 points.

During July 1945 the Bangalore Cost of Living Index Number was 199 and the Dearness Allowance came to about As. 8 per day. The other unit pays dearness allowance at 8 as. in the rupee of wages subject to a maximum of Rs. 25 p.m.

In the mill at Mysore workers on night shift receive one anna per day in addition to their basic wages.

Bonuses.—In both the mills attendance bonus is paid at Re. 1 per month for attendance on all the days during the month.

The Mysore mill pays a profit bonus called the " War Bonus " and the amount paid for 1942 and the first half year of 1943, was equivalent to 1|12th

and 1|6th respectively of the wages earned (dearness allowance and the amount of attendance bonus are excluded).

Over-time is paid for according to the provisions of the Mysore Factories Act.

The wage period is a month in both the mills and wages are paid within 10 to 14 days of their becoming due. There was no payment of Wages Act in Mysore at the time of the enquiry.

Fines.—Although workers are fined for unauthorised absence, damage to property etc., fining is not excessive. Neither of the mills has constituted any Fine Fund.

Leave with Pay.—Leave with pay for 15 days per year is granted by the mill at Mysore to all its permanent workers who have completed 5 years' service. The other mill has no such scheme for its daily-rated workers, while monthly-rated workers are given 10 days' casual leave per year in addition to 5 festival holidays with pay.

Housing.—The mill at Mysore has housed about 5 per cent. of its workers in a colony close to its precincts. The number of tenements constructed is 118—40 two-roomed, 28 single-roomed, 6 houses for scavengers and 44 temporary sheds. The family blocks have been constructed of bricks in mortar with mangalore tile roofing. The single-room tenements consist of a room with a partition and a small verandah. The rent charged is Re. 1 per month. The double-room quarters consist of a front hall and a back room and a kitchen. The rent charged is Rs. 2 p.m. A ground rent of 8 as. p.m. is charged on each hut, which is built of flimsy structures with thatched roofs. In some huts, 2 to 3 families live, the ground rent being shared by them. Common water taps and street lighting have been provided. A sanitary staff looks after the sanitation of the labour colony. It is periodically inspected by the Medical Officer of the mill. The conditions in this colony cannot but be regarded as being very unsatisfactory both from the point of view of structural construction, the floor space permitted, lighting, ventilation, etc. Workers not housed by the Mill, live in surrounding villages and a few live in Mysore city.

The mill at Davangere has constructed two blocks, one consisting of 17 rooms and the other 13, with a partition in each. The blocks are built of mud walls with corrugated iron-sheet roofing. Arrangements for water supply and latrines do not exist. The bulk of the workers live in the nearby villages.

Welfare work.

There is a well-equipped dispensary within the premises of the mill in Mysore, in charge of a full-time qualified medical officer. 150 to 200 cases are treated daily. Malaria is the most common disease.

A canteen is provided where cooked food, coffee and tea are supplied at rates 25 per cent. lower than in the city restaurants. It is run by a contractor and the Welfare Committee consisting of representatives of the management and the workers supervise it.

There is a crèche for babies. It is well-equipped and in charge of a fully qualified nurse and other staff. Milk is supplied to children free of charge.

The Mills maintain a Kindergarten School for children. A qualified Master and Mistress are in charge of the School. The University Adult Literacy Association conducts classes within the premises of the mills every evening. Workers who attend the classes regularly are given a scholarship. The daily attendance is about 100.

There is a registered Co-operative Society which runs a store in which provisions and clothing are supplied at controlled rates. The Society also grants small loans at low rate of interest, recoverable in easy instalments.

The mills have constructed a Bathing ghat within the premises of the mill and facilities are afforded to workers for bathing and washing their clothes during leisure hours.

Chlorinated water is supplied to workers through taps in the mill.

Adequate number of latrines and urinals, separately for women and men, are provided, and they are kept in a clean condition.

The Mill has instituted a Gratuity Fund on the following scale. Only permanent workers are entitled for the benefit.

For 10 years' service	.. ..	6¼% of workers' wages.
10 to 17 years' service	.. ..	7½% of workers' wages.
17 to 24 ,,	.. ..	7½% of workers' wages.

The Mill in Davangere is doing little by way of welfare. No medical facilities exist except a first-aid kit. A contractor is running a canteen. Provisions are supplied at controlled rates through the Co-operative Society of the mill.

Trade Unions.

In both the mills, there is an Association of workers registered under the Mysore Labour Act, 1942, and recognised by the managements. The Association at Mysore is actively functioning but the Union leaders appeared to have a number of grievances against the management. The union at Davangere appears to exist only in name.

CHAPTER XII.—COCHIN.

Employment.

In Cochin State, there are three cotton mills, one at Trichur and two at Pudukad. The unit at Trichur is an old established one, while the two units at Pudukad which are under the same managing agents were started in 1941 and 1943 respectively. The Pudukad Mills are purely spinning concerns, and the one at Trichur is a Spinning and Weaving Mill. The total number of spindles in the Cochin mills is slightly over 37,000, the number of looms being 416. At the time of the enquiry, these three units employed 2,856 persons. Out of these, 1,353 were men and 1,503 women. In these mills a large number of women are employed in departments, such as spinning and weaving, in which usually men are employed in other centres of the industry. During the inspection of these mills, it was stated that experience had shown that women were as efficient weavers as men. The women employees in the cotton centres in Cochin looked extremely well dressed, keen and alert. It is also noticeable that many young girls and boys work in the weaving department of the mills. In most cases, they seemed not to have reached the age of certification. The management, however, stated that they all had their certificates. The employees in the Pudukad mills are drawn generally from the surrounding villages while those in the mill at Trichur are local persons.

In the mill at Trichur, employment has gone up by nearly 15 per cent. as compared to the pre-war period.

Employment in all the units is made directly by the managements.

It is reported that absenteeism in these mills comes to about 15 per cent. being slightly higher in the mill at Pudukad than at Trichur. One of the reasons for the higher absenteeism in the former was that the wage level in this mill is lower than in the mill at Trichur and being only seven miles from Trichur, there was an inducement on the part of the workers to migrate to Trichur itself.

The unit at Trichur being a member of the South India Millowners' Association, Coimbatore, has adopted the Association's Standing Orders. The units at Pudukad have no regular Standing Orders for their operatives.

Working Conditions.

Hours of Work and Shifts.—The units at Pudukad being fresh constructions have been built with due regard to the workers' comfort in the departments. They are extremely well lighted, ventilated and spacious. Some of the departments, however, of the Trichur mill, which is located in the heart of the city, are extremely dark, congested and the lay-out of the machinery does not leave much room for the workers to move about.

The Pudukad Cotton Mills work only a single shift of 9 hours from 8 a.m. to 6 p.m. with an hour's interval between 12 noon to 1 p.m. The mill at Trichur has a system of multiple and overlapping shifts and the spinning department is kept running all the 24 hours. In the weaving department, there are three shifts of 8 hours each. In the winding department, however, there is only one shift of 9 hours from 8 a.m. to 6 p.m. with an hour's interval for lunch.

Sunday is usually observed as a holiday. In the Trichur mill, there are 20 other holidays during the year which are given without pay.

Wages and Earnings.

The basic wage rates of certain selected important occupations in the mill at Pudukad will be found in Appendix XXXIV.

A wage census was conducted in all these three concerns on the basis of a sample for the month of April 1944 and the results of the census will be found in Appendix XXXV. It will be seen from the table that in no case does the average basic wage of a tenter exceed as. 8-11 and is as. 5-10 per day in the case of drawing tenters. Women drawing tenters have an average basic wage of as. 3-9 only. Roving doffers have an average basic wage of only as. 4-6 and the child doffer gets only as. 2-5 per day. Men Ring doffers average as. 2-6 per day and women as. 1-10 per day. Men full-siders average as. 6-9 per day, while women average as. 5-3 per day. Three-fourth siders have an average basic wage of as. 4-8 per day for men and as. 4-7 for women. The average basic wage of half-siders is only as. 3-1 for males and as. 2-10 for women. Women grey winders average as. 3-6 per day. The average wage of woman reeler is as. 4-3 per day. The average daily wage of a single loom weaver is as. 5-0 in the case of women and as. 6-2 in the case of men. Two-loom weavers average as. 10-1 per day. The table shows that in none of the occupations does the average basic wage exceed as. 8-11, the lowest being as. 1-10 in the case of women ring doffers.

As regards earnings, those of two-loom weavers are the highest being Rs. 1-5-3, the lowest earning being as. 3-4 per day in the case of women ring doffers.

The following summary table shows the frequency of wages and earnings.

TABLE LVI.

Daily basic wage.		Daily net earnings.	
Frequency groups.	% of workers to total.	Frequency groups.	% of workers to total.
Under As. 4	33·98	Under As. 8	33·79
As. 4 and under As. 6	20·79	As. 8 and under As. 12 ..	21·93
As. 6 and under As. 8	32·13	As. 12 and under Re. 1 ..	33·53
As. 8 and under As. 10	4·00	Re. 1 and under Rs. 1/4 ..	1·50
As. 10 and under As. 12	9·03	Rs. 1/4 and under Rs. 1/8 ..	9·25
As. 12 and under As. 14	0·07		
Total ..	100·00	Total ..	100·00

Considerable shortage of labour was experienced by the mills in Cochin, because even old workers were leaving the mills on account of the inducement of higher wages obtainable in other textile centres and also in military depots.

The mill at Pudukad was not working to its full capacity on account of shortage of power. As a result, part of the machinery had to be kept idle and during part of the day the workers also had to remain idle.

Dearness Allowance and Bonus.—In Trichur, dearness allowance was being paid at the time of the enquiry at a rate of 120 per cent. of the basic wages. This was in accordance with the recommendation of the Southern India Millowners' Association. In Pudukad, on the other hand, the rate of dearness allowance is 100 per cent. of the basic wages.

Although dearness allowance is being paid at 120 per cent. and 100 per cent. respectively of the basic wages, the representatives of the workers complained that this was grossly inadequate. From such examination as could be made on the spot of the prices ruling during the time of the enquiry and the pre-war prices of certain staple commodities, it appeared that the cost of living had gone up at least by 150 per cent. over the pre-war level.

The mill at Trichur paid a bonus at the rate of two months' basic wages for the year 1943 and also for the year 1944. On the other hand, in Pudukad, an annual Prosperity Bonus of 3½ months' wages including dearness allowance was paid during the years 1943 and 1944. It is given to all workers who are on the muster rolls on the date of payment. In the Pudukad mill, a regular attendance bonus of Re. 1|- for all adult workers is given and at the rate of as. 8 to adolescents. In Trichur also an attendance bonus is paid at the rate of Rs. 1-8-0 for males and as. 12 for females. There are various rates of attendance bonuses for piece-workers.

There seems to be a system of imposing heavy fines in the mills at Pudukad although, such fines do not appear to have been shown in the registers. In the mill at Trichur, fines are imposed only in rare cases.

Housing.

In Trichur, the majority of the workers are from the town itself where they have their own houses or live in rented ones. The question of employers' housing, therefore, does not arise. The management, however, sometimes give advances to those who are desirous of building their own huts or houses. A

few houses have been built by the management for labour recruited from outside sources. The accommodation provided is a living room, a kitchen and a verandah. The arrangements for the supply of water and sanitation are common.

Welfare Work.

The mill at Trichur has a small dispensary attached to it where the workers are given free treatment. There are, however, two government hospitals in Trichur not far away from the mill where the workers can receive treatment. The mill at Pudukad has built a hospital with 12 beds where the workers can receive treatment. There is also a dispensary attached to the hospital in charge of a full time doctor and other staff. The Pudukad mills have provided a school and have also made certain arrangements for out-door recreation. In the mill at Trichur, there is a canteen where cooked refreshments and tea are supplied at 25 per cent. below the market rates. There are also three dining sheds which accommodate about a thousand workers at a time.

The mill pays a gratuity to all its employees who have put in 10 years or more continuous and approved service. The scale of gratuity is 10 days' wages per year of service. It is understood that the question of starting a Provident Fund is under the active consideration of the management.

There is a workers' union at Trichur with a fairly large membership but it has not been recognized by the employers.

In Cochin State, the following Labour Acts are in force :—

Workmen's Compensation Act,
Trade Unions Act,
Factories Act,
Trade Disputes Act,
Payment of Wages Act,
Maternity Benefit Act.

CHAPTER XIII.—SUMMARY AND CONCLUSIONS.

This industry, which is now nearly a century old, and provides the means of sustenance to over five lakhs of workers suffered considerably during the dark days of the depression of 1929 but successfully emerged out of it about the year 1937-38 and has since been on a high plane of prosperity almost unprecedented in its history. It has however, no all-India employers' organisation of its own although there are powerful millowners' associations in Bombay, Ahmedabad and in South India. Unlike the Jute industry, it is not localised in a few centres but is spread-over the whole length and breadth of the country excluding a few regions like Sind and Orissa. It is not confined merely to big cities like Bombay and Cawnpore and is to be found in district towns like Madura and Sholapur, taluka places like Barsi and Gadag and even occasionally in petty villages like Gokak, Papanasam and Pudukad, etc. The power used is coal and electricity. In some cases, natural water falls have been harnessed to provide power. A section of the industry, particularly in the South, is in European hands. There is a definite tendency for new centres to arise rather than for concentration in the older and more established centres like Ahmedabad and Bombay. Nor is the industry located only in British India, but has, in recent years, spread out into the territories of Indian States.

There are some 400 odd units in the industry located in over 140 centres. The capital invested in the industry is estimated to be nearly 48 crores of rupees. Of the total number employed in the units surveyed about 11 per cent. were women workers. Speaking generally, in the North there is little employment of women but it goes on increasing as we go further South. There is little employment of child labour in the industry although it is somewhat in evidence in the South. As a result of the conditions created by the War, employment has gone up by nearly 40 per cent. Owing to the difficulty of getting material and machinery there have been few new constructions of mills during the war period and the expansion of the industry was brought about by an almost universal system of night shift working. The hours of work are generally 54 per week in spite of the exemptions granted in various provinces. The highest number of hours worked are to be found in Cawnpore and Indore. Except for some of the older units, working conditions inside the departments of the mills are, on the whole, satisfactory. Due to the difficulties created by the War, many units desiring to improve these conditions have not been able to do so owing to the unavailability of the necessary material. While the conditions inside the departments can be regarded as satisfactory in most cases, the same cannot be said in regard to the amenities supplied to the workers for taking their meals, for drinking water, sanitary arrangements, etc. So far as sanitary arrangements are concerned, most units have latrines and urinals according to the scales laid down in the Factories Act, but they are to be found generally in a stinking and unhygienic condition. Although in some cases high standards are followed for maintaining crèches, generally speaking, this is an activity which is very much neglected even by mills employing a considerable number of women workers.

Very few units in the industry have made proper provision for dining sheds and it is distressing to see workers squatting on the ground in dirty mill compounds and eating their afternoon meals. In most cases, the provision for drinking water is primitive in character and cleanliness and hygiene are completely ignored.

The older centres of the industry like Bombay, Ahmedabad, Sholapur, Cawnpore, etc. have made no provision for granting leave with pay to their workers. In this matter South India gives the lead because in most mills in the South including those in Mysore State the workers are entitled to leave with pay the period of which varies from 10 to 15 days. In the Delhi Cloth Mills also 15 day's leave with pay per year is granted.

In regard to security of tenure, and improvement generally in the conditions of service, the recent tendency of having Standing Orders for operatives deserves prominent mention. To this, active impetus has been given by the enactment of the Bombay Industrial Disputes Act under which it is laid down that all industries to which the Act applies must have Standing Orders. Although similar legislation does not exist in other centres, both in Cawnpore and in the South almost every unit has Standing Orders regulating the relations between the employers and the employees. In this connection mention may also be made of the Mysore Labour Act which makes it compulsory for every factory employing 100 or more persons to recognize the Union of its employees registered under the Act.

While certain individual employers have made reasonable provision for safeguarding the future of their employees, taking the industry as a whole, it can be said that much leeway in this direction remains to be made. In the absence of some provision for the future the bulk of the cotton textile workers in this country have no provision to fall back upon at the time of retirement since the wages received ordinarily leave no margin for savings.

One of the recommendations of the Labour Commission which has found ready acceptance by the industry, especially in Bombay, is with regard to the appointment of Labour Officers. The Bombay Millowners' Association have also a Labour Officer of their own and so has the Government of Bombay under the Bombay Industrial Disputes Act. In many centres other than Bombay City there is still reluctance on the part of the employers to appoint Labour Officers and to recruit labour through them in view of the apprehension that such appointments would mean an encroachment on their power and responsibility.

As a result of the wage census conducted in the different centres, we have now, for the first time in the history of the industry, reliable data showing the wage position in the different parts of the country. These have been presented in appendices XXXVI(a) & (b). It may be noted here that inspite of certain increases granted to the workers in some centres, the basic wage level remains low although it is noticeable that in Madras proper the bulk of the operatives receive more than as. 12 per day. In the other South Indian centres the basic wage level is strikingly low but these figures must be read in the context of the fact that the South Indian cotton industry is predominantly spinning. Among the Indian States the wage level in Baroda is strikingly high due presumably to its proximity to Ahmedabad where the highest wage level prevails. The wage data referred to shows that in some of the South Indian centres, particularly in the Mysore and Cochin States, wages are extremely low.

Except at Ahmedabad in no other large centre of the industry have wages been standardized. An attempt at standardization has been made in the mills at Indore but even so, wages differ from unit to unit. The many schemes of standardization framed for the Bombay city industry have still remained in cold storage.

With the exception of one or two centres, in most cases the workers are being compensated for the increase in the cost of living by the grant of what is known as a dearness allowance. There is no uniformity in the scale of the allowance granted from centre to centre and the amount of the allowance varies from about Rs. 52 p.m. in Ahmedabad to about Rs. 10 p.m. in some centres in South India. In some important centres like Bombay, Ahmedabad, Cawnpore, Nagpur, etc., the allowance granted is linked with the local cost of living indices, while in others the index number for a different centre is being used. In several centres, there is little or no relation between the allowance granted and the increase in the cost of living. Nor is the same principle followed from centre to centre in regard to the extent to which workers should be compensated for the rise in the cost of living because, while in Ahmedabad, the workers are being compensated to the full extent* of the increase in the cost of living, in Bombay, they are compensated to the extent of only 75 per cent. and in some other centres probably to the extent of hardly 50 per cent. There is only one centre, namely, Gokak which stands out because it pays no dearness allowance in cash at all but provides a fairly large number of commodities at pre-war rates.

In most important centres, the dearness allowance is being paid at a flat rate. The result is that workers in the lower paid occupations are in most cases being compensated for the full and in many cases more than the full extent of the increase in the cost of living.

The industry as a whole has treated its workers generously in regard to the payment of a war or profit bonus which in the important centres has amounted to three months' wages per year.

The housing conditions of cotton textile workers can only be regarded as being dismal. In the large cities like Bombay, Ahmedabad and Cawnpore, the growth of the industry has synchronized with the growth of slums, overcrowding and congestion. A few employers have built houses for their employees but in such housing schemes only a small proportion of the total has been accommodated.

*This has now been altered.

The tendency, until recently, has been to build chawls containing mostly one-roomed tenements, but there are some refreshing new exceptions such as the housing colony at Indora in Nagpur and Harveypatti near Madura.

The standards of welfare work adopted by individual units vary considerably from centre to centre and even from unit to unit in the same centre. Most units have dispensaries attached to them although these are not always in charge of qualified whole-time doctors. On the whole, however, most cotton mill workers can, if they desire, avail themselves of free medical treatment. Some enlightened employers have built hospitals for their workers the notable examples being those in Ahmedabad, Madras and Pudukad.

Presumably due to the adoption of schemes of compulsory primary education in important cities by the local municipalities, the need for starting schools etc. for the education of the workers' children is now not so great as it was a few years ago but, even so, certain employers have made provision in this behalf. The need for starting adult education classes is very great but this is more the responsibility of the municipalities and the State than of individual employers. Even so, however, in Delhi, Madras and Bangalore excellent arrangements exist for adult education.

Due to short supplies, scarcity, etc., the movement for starting canteens in which cooked food is served is catching on and this is especially noticeable in some centres in the south notably in Coimbatore.

In regard to labour welfare, it is noticeable that since 1939 some of the Provincial Governments are undertaking this responsibility and an outstanding example is provided by the Bombay Government. Details regarding the welfare work which is being done by it are given in Appendix II.

Before concluding this Report, it may, perhaps, be helpful to emphasize certain striking features which attract special attention in the different centres.

Rationalization by way of the introduction of efficiency schemes has made the highest progress in Bombay. Ahmedabad provides an example where the highest wages in the industry are paid and among the major centres, this is the one centre which in times of war, has granted a dearness allowance on a more liberal scale, which compensates the workers for the total increase in the cost of living*. The Madras mill pays a night shift allowance of 25 per cent. of wages as against no allowance at all in most other centres. There are no graded scales of pay in the industry but in the Madras and Bangalore mills the workers are now being given an annual increment of one per cent. of their basic wages.

The mills at Delhi, Lyallpur Madras and Madura provide an object lesson of what an enlightened employer can do for the welfare of his operatives. In this connection the Welfare Trust Fund of the Delhi Cloth Mills to which every year the company credits 15 per cent. of the profits deserves special mention. The housing colony provided by the Madura Mills at Harveypatti is a model for any enlightened employer to follow and should serve as an eye-opener to those who still think of industrial housing in terms of back-to-back one-room tenements. At Lyallpur, the employers have built swimming pools for their workers, while both at Lyallpur and Delhi the rest shelters built for the operatives are provided with seats and have been fitted with electric fans. The co-operative store at Madura is another instance of the appreciable increase in the workers' welfare which can be brought about by a sympathetic management. Baroda is carrying out a unique experiment for compulsory saving by compelling the workers to save money both out of their wages and their dearness allowance. The Thrift Society at Madura shows how, at a little sacrifice, an employer can induce the workers to save.

A feature more prominent in the South than in the other centres of the industry is the compulsory medical examination of operatives and in some cases insistence on a standard of literacy before recruiting the workers.

*This has now been altered.

In the case of the bulk of the workers employed in the industry little or no provision exists for safeguarding their future although, certain employers, such as those at Delhi, Madras, Madura, etc. have made liberal provision by way of instituting Provident Fund and Gratuity schemes and in some cases old age and retirement pensions. The South again takes the leading part in adding to the little comforts of the ordinary worker by supplying in some cases a refreshing cup of tea with occasionally a piece of bread with it. At Madras and at Lahore the employers have undertaken responsibilities other than those strictly theirs, such as a starting of vegetable farms and of dairies for providing cheap and good vegetables and milk to their employees.

The Northern India Employers' Association is the only employers' organisation in the country which runs an employment exchange for recruiting labour.

In spite of the changed outlook both of the State and the employers so far as trade unionism is concerned, it has not yet come into its own. Nor are, generally speaking, trade union leaders trusted to the fullest extent. A striking example of what the benefit both to the workers and to the employer can be, if cordial relations and mutual trust exist between an employer and the union officials is provided by the Madura Mills. Here, recruitment is made through the union, welfare activities are conducted in consultation with them and in fact, no step relating to work, wages or welfare is taken by the management without the active co-operation of the union officials.

A workers' organization slightly different in complexion to the one at Madura, with a history extending over a period of 25 years and with solid achievement to its credit, is the one to be found in Ahmedabad. The conciliation and arbitration machinery established in Ahmedabad for settling disputes has considerably assisted its growth and well-being. If Bombay leads in the matter of rationalization, the example of its Government can also usefully be followed in regard to the extensive and well organized welfare work which is being conducted for providing amenities to industrial workers in the city. However, perhaps, its outstanding achievement in regard to labour welfare has been the enactment of the Bombay Industrial Disputes Act. Opinions may differ as to the merits of individual provisions of the Act but there is no doubt, that apart from preventing strikes and diminishing industrial unrest the Act has, for the first time made the worker conscious of his rights and obligations and made him self-respecting. He can today sit round the table with the millionnaire agent of his mill before the Conciliator and express his point of view without fear of victimization. The Bombay mill worker has now ceased to be a " mill hand " and is gradually growing up into a self-respecting individual who, in course of time, will be the leader of his fellow workers.

The present War has shown, as never before, how entirely India is at the mercy of foreign countries even in regard to ordinary supplies like pins and needles let alone heavy machinery. The inability of the industry to add to its equipment owing to the stoppage of foreign imports, the difficulties experienced in regard to mill stores, chemicals, etc. put a great strain on it. During the war period and especially since the entry of Japan into the war it has had to meet not only the large home and army demand but foreign demands as well. The end of the War has given rise to the spectre of mass un-employment in many industries but from such indications as are available, the demand for the products of the Cotton industry may continue at the present pace or for that matter at an accelerated pace, because large regions of the war-torn world are suffering from an acute shortage of cloth. Moreover, there is a serious shortage of cloth in India itself, the per capita consumption per year having fallen from 16 yards in peace time to about 9 yards at present. From a broadcast speech given by the Textile Commissioner of the Government of India on 13th Decem-

ber 1943, it is clear that the demand for the products of Indian mills will continue. In this connection the following extract from a foreword written by Sir H. P. Mody is of interest.

"What of the future? The industry has shown its capacity to meet practically all the requirements of the country, efficiency of labour and technical direction have shown much advance in recent years, and working conditions inside the mills are steadily being improved and brought into line with modern ideas. If this spirit of progress continues, and when new equipment is available after the war, if old machinery and old methods are put on the scrap heap and some measure of regional planning undertaken, the future is full of hope. 390 million customers, with a standard of living capable of being substantially raised, are a tremendous asset to any industry, and to the extent to which they are served with efficiency and integrity, the cotton mill industry in India will have vindicated its title to be the greatest of our national industries." *

It has been stated already that the industry has been on a high plane of prosperity during recent years and has made enormous profits amounting to nearly 12 crores of rupees in the year 1944.** Provided that it is able at no distant date to obtain the necessary machinery and to retain markets which it holds both in India and outside, there is no reason why the volume of employment in it should diminish. Moreover, if, as pointed out by Sir Hormusji Mody,† the industry has not forgotten the lessons of the last War and has conserved its financial resources, there seems no reason why it should not follow a forward policy in regard to the conditions of work and wages of its employees who, no less than the captains of the industry have contributed so greatly to its prosperity and success. The survey made in the foregoing pages seems clearly to point out that the basic wage structure of the industry is in need of revision especially in regard to the least skilled operative. In effecting such a revision, among other considerations, an important one would be to fix the minimum at a level which, at a given level of prices, will ensure to the worker and his family a reasonable standard of living. Among other matters which appear to need attention is improvement in water supply and sanitation in the mills, some scheme for the provision for the future of the employees, adoption of means for ensuring security of tenure, etc. The housing of the workers is another big problem; but, this is one, for the solution of which, the employers alone cannot be held responsible, particularly, in crowded cities like Bombay, Ahmedabad, Cawnpore, etc. The State and the Municipalities must take bold and energetic action in this matter if the workers are to be saved from leading short and mutilated lives.

S. R. DESHPANDE,
Member,
Labour Investigation Committee.

SIMLA,
19th October, 1945.

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*The Indian Cotton Textile Industry (1943 Annual), Page ii.

** Indian Finance—December 16, 1944, p. 828.

† Foreword by Sir H. P. Mody to the Indian Cotton Textile Industry (1943 Annual) by M. P. Gandhi, p. ii.

APPENDIX I (a).

QUESTIONNAIRE FOR *AD HOC* SURVEYS.

PART I.

Name of concern..... Location.....

Name of Proprietor..... District.....
or Managing Agent.

Date of Establishment..... Province.....

A. EMPLOYMENT.

1. State the average daily number of workers (other than the clerical staff) employed in August 1939 and in January 1944, or at date of enquiry as follows :—

(a) Total number of workers.....

(b) Number of piece-rate workers.....

(c) Number of time-rate or salaried workers.....

	Men.		Women.		Children.	
	Aug. 1939.	Jan. 1944.	Aug. 1939.	Jan. 1944.	Aug. 1939.	Jan. 1944.
(*i*) Employed and paid directly						
(*ii*) Employed and paid through contractors.						
(*iii*) Employed through contractors but paid directly.						

2. If you have any statistical information regarding the length of service of operatives in your concern, please give it in the following form :—

Those between 0 & 1 year of service,

Those between 1 & 5 years of service,

Those between 5 & 10 years of service, and

Those over 10 years of service.

3. Are your workers classified as permanent and temporary ? Give the percentage in each category and describe the privileges of each type of workers.

4. State the system of apprenticeship for ordinary and supervisory posts and terms, if any.

Is the apprenticeship period counted towards total service ?

5. Is there any system of graded or time-scale promotion ? If so, give details.

6. State the labour turnover in your concern for the years 1939 and 1943 or any recent years in the form below :—

Average daily number of workers employed during the month or year.	Total number of workers who left during the month or year.					
	Permanent.			Temporary.		
	Retirement	Dismissal.	Voluntary.	Retirement	Dismissal.	Voluntary.

What are the reasons for the labour turnover, if any ? Suggest measures for reducing it.

7. Supply figures of absenteeism in your concern for the years 1939 and 1943. What are the causes of absenteeism and how would you reduce it ?

8. Are there any Standing Orders governing the relationships of employers and employees ? Please supply a copy of the same, if possible.

9. (a) How do you recruit labour ? Explain the system of recruitment fully.

(b) Have you a Labour Officer to enquire into the grievances of workers ? If not, what other machinery have you set up for this purpose ?

B. Wages and Earnings.

10. What are the wage-rates for different types of workers ? What changes have occurred in basic wages, salaried and piece (exclusive of allowances, etc.) since August 1939 ?

Does contract labour receive the same rates of wages as labour directly employed in the same or similar occupations ?

11. Please describe in brief the principles determining the fixation of your wage rates for all classes of employees.

12. Please give details of dearness and other allowances, bonuses and gratuities paid to workers since the outbreak of the War and state which of these is temporary and which is permanent. Are any conditions attached to the payment of these allowances ?

13. How is overtime calculated and paid for ? Is overtime work compulsory ? Do you maintain any registers for recording overtime ? Are these available to the workers or their representatives for inspection ?

14. What deductions are made from wages ?

15. Is there a Fine Fund ? What is the amount outstanding in it and how is it utilised ? Who is in charge of its disposal ?

16. What are the periods of wage payment for different kinds of workers ? How long after the end of the wage-period are wages paid ?

17. Are there any regular closed days in the month in your concern ? What holidays (other than for festivals, etc.) are given to workers ?

C. Working Conditions.

18. How many shifts are worked in your concern ? What is the number of hours of work in each shift and the times of commencement and ending ? What is the total spread-over *i.e.*, the relation between hours worked and hours during which worker is on call ?

19. If any multiple or overlapping shifts are worked, describe their arrangement.

20. State the conditions of ventilations, lighting (natural and artificial), congestion (*i.e.*, floor area per worker), flooring, protection against heat, etc.

21. Are shelters provided for employees during rest intervals ? Give their dimensions, structural details, seating arrangements, etc.

D. Welfare Activities.

22. Give an account of sanitary arrangements, water supply, latrines, urinals, washing and bathing facilities etc. and their distances from the concern. Is cool water supplied in summer ?

23. Is there any dispensary or hospital for workers and their families ? If so, state the number of cases treated every day, prevalent diseases, qualifications of doctors in charge, their emoluments, etc. What is the system of medicine ? Can any of the diseases workers suffer from be called occupational in character ? Is there any periodical medical examination of workers ?

24. Is any canteen provided or arrangements made for tea, cold drinks, light refreshments, etc. ? Who runs them and how are profits, if any, utilised ? Describe conditions of contract, if any, and compare sale prices of articles supplied with market prices.

25. Do you maintain a *créche* for the benefit of your women workers ?

26. What are the facilities available for the education of adult workers and their children ?

27. Is there a grain shop for workers ? What are the commodities supplied and how do their prices compare with market prices ?

E. Housing Accommodation.

28. Give details of housing provided by the employer with reference to :—

(a) Proportion of workers housed,
(b) Rentals,
(c) Types of houses,
(d) Congestion,
(e) Sub-letting, and
(f) Sanitation and water supply.

29. If workers live in their own houses or in houses provided by private landlords or public bodies, state their condition carefully.

F. Trade Unions and Strikes.

30. Have workers formed any trade union ? State membership, monthly subscriptions, etc. Has there been any agreement regarding wages, hours of work, employment, dismissal, etc. Please supply a copy of agreement, if any.

31. Is there any works committee ? Give its constitution and an account of its activities.

32. Give details of strikes in your concern during the last fifteen years. What were the causes of such strikes and how were they settled ? How far were the demands of the strikers satisfied ?

G. Safety Acts, etc.

33. Does the concern come under the Factories Act ? If so, are the provisions of the Factories Act complied with ? Give dates of visits of Factory Inspectors during the past ten years and extracts from the remarks in the Factory Inspection Book.

34. Are the provisions of the following Acts observed in your concern :—

(1) Electricity Act,

(2) Payment of Wages Act,

(3) Workmen's Compensation Act, and

(4) Maternity Benefit Act.

What action have you taken to acquaint your staff with the provisions of these Acts ?

35. Give the number and nature of cases of occupational diseases reported in the last 10 years. Is there any provision of medical facilities for the treatment of occupational diseases ?

36. State the number of accidents which occurred in 1943. Was any compensation paid ? If so, how much and in how many cases ?

H. Indebtedness.

37. Are the workers indebted ? Give an idea of the extent of their indebtedness and the causes responsible for the same.

38. What is the usual rate of interest charged from the workers ? What remedial measures have been enforced by the Government to reduce this indebtedness ? How far have they been successful ?

I. General.

39. Please supply a copy of the Provident Fund rules, if any, *especially* in reference to :—

(a) Membership,

(b) Contributions,

(c) Rate of interest,

(d) Investment, and

(e) Conditions of claims on employer's contributions.

40. Give details of pension schemes and gratuities, if any. Please supply a copy of the rules.

APPENDIX I(b).

LIC-IV

WAGE CENSUS IN THE COTTON MILL INDUSTRY.

Males / **Females** / **Children** — **1st** / **2nd Shift.** / **3rd**

Name of concern .....

Information relating to the wage period from ..... to.... ...

Occupation .....

Name of Centre .....

No. of actual working days during the wage period .....

Type of concern .....

Actual hours of work per shift .....

Total 'spread over' .....

Total number of persons employed in the occupation or department .....

1	2	3	4	5	6	7	8	9	10	11	12
Muster or [Serial or Ticket No.	Piece or Time	Actual number of days worked by the operative in Co. 1.	Rate of wages per...	Total wages earned.	Over-time pay.	Allow-ances	Bonuses	Gross earnings	Deduc-tions under Section 7, ii, a & c Payment of wages Act.	Net earnings.	Remarks.
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	

APPENDIX I(c).

SCHEDULE OF MINIMUM WAGES FOR UNRATIONALISED OCCUPATION IN COTTON MILLS IN BOMBAY CITY.

Time Workers.

Occupations.	Earnings in a month of 26 working days.	Rate in annas per day.	Remarks.
1	2	3	4
	Rs. A. P.	As.	
MIXING ROOM:			
Nowganies	23 9 0	14½	
Bale Breaker Attendant	23 9 0	14½	
Mixing Spreaders	20 5 0	12½	
BLOW ROOM:			
Oilers	23 9 0	14½	
Bardan Pickers: Men	18 11 0	11½	
„ Women	14 10 0	9	
Sweepers: Men	16 4 0	10	Same pay for all other departments.
„ Women	12 3 0	7½	
Dropping Carriers	18 11 0	11½	
Lattice Feeders	19 8 0	12	
Exhaust & Lap Machine Men Breaker Scutcher	21 2 0	13	When one man attends to one machine.
Inter „ Finisher „			
CARD ROOM:			
Fly Gatherers	20 5 0	12½	
Lap Carriers	20 5 0	12½	
Card Tenters or Can Boys	19 8 0	12	
Flat Grinders	23 9 0	14½	
Oilers	23 9 0	14½	
FRAMES (Time Workers):			
Back Tenters	18 11 0	11½	
Doffer Boys	16 4 0	10	
Oilers	23 9 0	14½	
RING SPINNING:			
Doffer Boys	16 4 0		
Tarwallas	20 5 0	12½	
Siders	Twist Frames.		Weft Frames.
Upto & including 300 Spindles	20 5 0	12½	Rs. 21 2 0 As. 13
301/360 Spindles	21 2 0	13	Rs. 21 15 0 As. 13½
361/420 Spindles	21 15 0	13½	Rs. 22 12 0 As. 14
Over 420 Spindles	22 12 0	14	Rs. 23 9 0 As. 14½
Oiler & Bander	25 3 0	15½	
Doff Carriers	18 11 0	11½	

APPENDIX I(c)—*contd.*

1	2	3	4
BUILDING & BALING :			
Weighers	25 3 0	15½	
Knotters	27 10 0	17	
Pressers	29 4 0	18	
Bundle Boys	18 11 0	11½	
Balers	26 13 0	16½	
MISCELLANEOUS :—			
Departmental Carpenters	34 15 0 to 45 8 0	12½ to 28	
Mochis	24 6 0	15	
Wrapping Boys	19 8 0	12	
Roller Covers	26 13 0 to 34 15 0	16½ to 21½	
Asst.	21 2 0 to 25 3 0	13 to 15½	
Rope Splicers	26 13 0	16½	
Line Levellers	60 2 0 to 78 10 0	37 to 49	
DOUBLING :			
Siders	20 15 0	12½	
Doffers	16 4 0	10	
WARPING DEPARTMENT :			
Warpers	34 15 0 to 45 8 0	21½ to 28	one Warper to each machine.
Creel Boys	17 1 0	10½	
SIZING DEPARTMENT : (If on Time Rates).			
Front Sizer	55 4 0 to 65 0 0	34 to 40	
Back Sizer	30 1 0 to 34 15 0	18½ to 21½	
Head Size Mixer	28 7 0	17½	
Size Mixer	21 15 0	13½	
WAREHOUSE & CALENDERING :			
Head Cutlooker	39 13 0	24½	
Asst. Cutlooker	32 4 0	20	
Head Stamper	31 11 0	19½	
Asst. Stamper	22 12 0	14	
Ticket Appliers	20 5 0	12½	
Calender Men	22 12 0 to 25 2 0	14 to 15½	
Finisher Men	20 5 0 to 25 3 0	12½ to 15½	
Folders	20 5 0 to 23 9 0	12½ to 14½	

N.B.—These minimum wages do not include the increments granted as a result of the interim recommendations of the Textile Labour Inquiry Committee, nor do they include the special Dearness allowance of 2 annas per full working day paid since December 1939.

APPENDIX II.

A note on the activities of the Labour Welfare Department of the Government of Bombay.

The Labour Welfare Department of the Government of Bombay was established by the Congress Ministry in 1939. The object was to open a number of Labour Welfare Centres at which different recreational facilities would be provided for men, women and children. The original chart of activities, covered a very wide scope of human endeavour in the field of Labour Welfare. Lack of specialist staff for each particular type of activity charted has been largely responsible for not giving effect to all the schemes originally planned.

2. To-day, the Department conducts three ' A ' Type, nine ' C ' Type and four ' D ' Type Labour Welfare Centres in Bombay ; one ' A ' Type and four ' C ' Type Centres in Ahmedabad ; five ' C ' Type Centres in Sholapur ; and one ' C ' Type Centre at Hubli. A new ' A ' Type Centre has been erected at Sholapur but owing to the fact that it could not be electrified at present and supplied with an adequate quantity of pipe laid water, this Centre has not yet started functioning. An ' A ' Type Labour Welfare Centre is housed in a large Government building or pavilion built mainly in the form of a theatre and with a large playground attached to it. The ' C ' Type Centre is housed in hired premises and provides no facilities for out-door recreation. The ' D ' Type Centre provides only for out-door sports ; the only building construction it has is a small hut for storing sports equipment. The ' B ' Type Centre is a replica of an ' A ' Type Centre but on a very much smaller scale. No ' B ' Type Centres have yet been opened in any city or town in the Province of Bombay.

3. All ' A ' Type and ' C ' Type Labour Welfare Centres are provided with well-equipped libraries and reading rooms which are open from 8-30 to 11-30 a.m. and from 5-30 to 9-30 p.m. In addition to the stationary libraries at the Centres there are a number of circulating library posts attached to each Centre. The total number of such posts which have so far been opened is 140. Each post has a box or cupboard containing 50 to 100 books and these boxes or cupboards are placed in the charge of enthusiastic workers or in temples, small social clubs, factories or with *bhajan mandalies*. A small committee of five or six workers is attached to each post. Its work is purely advisory. For Sholapur and Hubli four full time librarians have been appointed to run the circulating library posts established at these places. In Bombay and Ahmedabad the work of issuing books is done by the persons who hold the books in an honorary capacity. Each circulating library post has from 100 to 200 members and the staff attached to the Labour Welfare Centres covering the particular locality exercises supervisory control. The books in each box are changed at frequent intervals or as soon as they have been read by a majority of the members.

4. All the ' A ' Type and the ' C ' Type Labour Welfare Centres are provided with considerable equipment for indoor games such as chess, draughts, carrom, snakes, and ladders and a number of other indoor games. The most popular indoor pastime is carrom. All the Centres are open from 8-30 to 11-30 a.m. for men and boys ; from 4-30 to 6-30 p.m. for boys ; and from 6-30 to 9-30 p.m. for adult men, whilst women's activities are conducted at all the Centres between 1-0 and 4-30 p.m. on all week days excluding Sundays. These activities include literacy classes, sewing and embroidery classes and the organization of round games. At all the ' A ' Type Centres a full time Nursery School is conducted from 9-0 a.m. to 5-0 p.m. Children from the ages

of three to six are admitted in these schools. On arriving at the schools the children are bathed and dressed in clean uniforms. Teaching by the Montessori method is given. The children are allowed to be taken away to their homes between 1 and 2 p.m. for feeding. Well equipped children's playgrounds with swings, see-saws, merry-go-rounds, giant slides, etc., have been established at all the ' A ' Type Centres. These are open from 8 to 11-30 a.m. and again from 4 to 7 p.m. Each children's playground is in charge of a specially appointed full time Overseer and a part time teacher. Outdoor sports at the ' A ' Type and the ' D ' Type Centres consist of hockey, football, volleyball, basket-ball, cricket and hututu. Inter Labour Welfare Centre competitions are periodically organised in outdoor games, indoor games sports, wrestling, tug-of-war etc.

5. The Labour Welfare Department has its own cinema equipment with a number of films at Bombay and Ahmedabad. This equipment is taken by turns to all the ' A ' Type Centres and to the ' C ' Type Centres where space permits for pictures to be shown. Separate shows are organized for children and adults. Occasionally dramas are organized at all the ' A ' Type Centres and at the larger of the ' C ' Type Centres. Variety entertainments, musical concerts and socials for women are organized at all Centres at frequent intervals. In addition to these a short programme of music and singing is given at all the Centres by turns by harmonium and tabla players. Special programmes consisting of magic shows, Dog Shows, Physical Culture Demonstrations, Mimicry, Ballad Singing, etc., are also arranged from time to time. Every Centre has been provided with a Radio Set which is switched on for interesting programmes of the All India Radio Stations.

6. The above are the normal activities at all the Labour Welfare Centres in the Province. In order to give medical relief to the working classes residing round about each Centre an Ayurvedic and Nature Cure Dispensary has been established at one ' A ' Type Centre in Bombay ; an Homeopathic and Biochemic Dispensary at the ' A ' Type Centre at Ahmedabad and Allopathic Dispensaries at all the ' C ' Type Centres at Sholapur. In addition, a specially equipped ' C ' Type Labour Welfare Centre has been opened for the benefit of the handloom workers at Bhavanarishipeth in Sholapur where in addition to the normal activities of a ' C ' Type Centre provision has also been made for conducting a Nursery School and a Créche. The average attendance at the Créche per day consists of approximately 15 babies, who are carefully nursed, fed and looked after by a full time Créche Nurse who has had two years' previous experience of this work in a mill Créche and a full time Ayah who assists the Créche Nurse in bathing, feeding and maintaining general cleanliness of the equipment and premises of the Créche.

7. The staff at each ' C ' Type Centre consists of one full time Labour Welfare Organizer, one part-time Lady Worker who attends in the afternoons for women's activities, two part-time workers one of whom attends in the mornings and the other in the evenings ; and a full time cleaner. The staff at the ' A ' Type Centres is very much larger. There is a full time Superintendent, a full time Labour Welfare Organizer, a full time Nursery School Teacher, a full time peon and a full time cleaner. At each of the ' A ' Type Centres in Bombay and at Ahmedabad there is also a gymnasium building attached to the main pavilion and also separate shower-baths for men and women. Each gymnasium building is provided with a properly made wrestling pit and adequate bathing arrangements. Each of these ' A ' Type Centres has a number of part-time workers for different kinds of outdoor sports and gymnastics and for indoor games.

8. InAhmedabad a fully equipped and well staffed engineering workshop for imparting training in turning, fitting, smithy and moulding, tailoring, carpentry, and painting to adult men either in or out of employment as alternative occupations and to young apprentices has also been established. A well qualified Superintendent is in charge of this Workshop and there are special instructors for each Trade.

9. A provision of rupees one lakh was made in 1939 by Government for providing amenities to Industrial workers. To-day the Labour Welfare Department is spending over two and a half lakhs of rupees per annum on welfare work.

10. A further expansion of welfare work on a wide scale is expected when the post-war reconstruction schemes of the Government of Bombay come into operation.

APPENDIX III.

STANDING ORDERS FOR OPERATIVES IN THE MADURA MILLS COMPANY LTD., MADURA.

1. In these orders, unless there is anything repugnant in the subject or context :—

(a) " Operatives " means all work-people male or female employed in the Mill, including Maistries.

(b) " The Company " means Madura Mills Co. Ltd.

(c) " The Manager " means Messrs. A. & F. Harvey and " The Manager " means the firm's representative for the time being in charge of the particular place.

(d) " The Union " means the recognised Union for the time being, *viz.*, The Madura Labour Union.

(e) The masculine includes the feminine.

2. The mill will work each day for such number of hours as the Managers may from time to time fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives will be posted up on the Notice Board at the entrance of the Mill as required by the Indian Factories Act, 1934. If a shift system is being worked in the Mills, operatives may be transferred from one shift to another.

3. Every permanent and probationary operative without exception will be provided with a departmental ticket showing his number, and on attendance, each day, shall deliver up the ticket at the place provided.

4. Operatives attending late are liable to be shut out and treated as absent.

Any operative who after presenting his ticket is found absent from his proper place or places of work during working hours without permission or other sufficient reason, is liable to be treated as absent.

5. Any operative who desires to obtain leave of absence, except for a temporary purpose within the mill premises, must apply previously to the Head of his Department or any officer appointed by the Managers for the purpose who, if he thinks fit, may grant him leave. In the event of an operative remaining absent in excess of the period granted, he shall lose the lien on his appointment, unless he has previously secured permission to extend the leave orginally granted and returns to work on the first working day following the period covered by any such extension. If however, on his return to work he

gives a satisfactory explanation to the Head of the Department, or such other person as may have been appointed for the purpose, for his omission to apply for such an extension, his case for reinstatement when a suitable vacancy occurs shall be considered.

Requests or applications for *non-urgent-leave* of more than seven days' duration will be received on two fixed days per week, and sanctioned leave in respect of such applications will ordinarily commence on the third day following the day fixed for receiving applications.

(a) Operatives requiring leave for urgent purposes such as attending to sickness or funerals of near relatives may approach the Spinning or Carding Master direct who will grant them leave at once. They will be given a special leave chit and enquiries will be made later regarding their *bona fides*. If on such enquiry it is proved that the leave applied for by an operative was not for an emergency as described above he will be dismissed.

The following will be considered as near relatives :

Husband, wife, son, daughter, mother, father, grandparents, grandchildren, brother, sister, father-in-law, mother-in-law, uncle, aunt, cousin, nephew, niece, brother-in-law, sister-in-law, or any dependant if actually living with an operative.

In the case of the death of husband or wife or child, a worker may apply for leave by sending word through the Departmental Maistry. The worker need not apply for leave in person.

(b) Operatives who leave the Compound without permission after being refused leave will be dismissed.

(c) Tuesdays and Fridays will be the days fixed to receive application for non-urgent leave of more than 7 days' duration and such applications will be received on these days only. If it so happens that these days happen to be holidays, applications will be received on the preceding working day.

6. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.

No operative shall be permitted to pass out of the compound during working hours without showing a dated " pass out " order initialled by an officer appointed for the purpose.

7. All male operatives are liable on leaving the mill premises to be searched by the checker or watchman and all female operatives are liable to be searched by the female examiner.

Workers carrying tiffin boxes home should have the lids open as they pass the gate.

8. Notices specifying (a) the days on which the Mill will be closed, and (b) the days on which wages will be paid will be posted as required by the Indian Factories Act and the Payment of Wages Act respectively.

9. The Company may, at any time or times, in the event of fire, catastrophe, breakdown of machinery, stoppage of the power supply, epidemic, civil commotion or other cause, whether, of a like nature or not, beyond the control of the company, stop any machine or machines or department or departments, wholly or partially for any period or periods, without notice and without compensation in lieu of notice.

10. Any employee played off under order 9 will not be considered as dismissed from service, but as temporarily unemployed, and will not be entitled to wages during such unemployment. All operatives played off will be given

prior rights to reinstatement on the resumption of normal work, provided they present themselves for work when normal working is resumed.

11. The Company may in the event of a strike affecting either wholly, or partially, any one or more department or departments of the Mill, close down, either wholly or partially, such department or departments, and any other department or departments affected by such closing down, and for any period or periods and without notice or payment of compensation in lieu of notice to the operatives employed in such department or departments.

12. (a) The employment of any permanent operative may be terminated without assigning any reason by 14 days' notice or by payment of 13 days' wages in lieu of notice.

(b) Probationary operatives other than those transferred from permanent posts in the Mill may leave, or be discharged from service without notice. This also applies to all operatives on daily rates.

(c) Where the employment of any person is terminated by or on behalf of the Mill, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated.

13. Any permanent operative desirous of leaving the Company's service shall give 14 days' notice to the Head of the Department concerned. The wages due to such an operative will, if possible, be paid on the day the notice expires and in any case within two days after the expiry of the notice.

If ten or more employed persons, acting in concert, absent themselves from work without due notice as required in this order and without reasonable cause, they will, at the discretion of the Managers and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding eight days' earnings in each case.

14. Any wages due to an operative but not paid on the usual pay-day on account of their being unclaimed will be paid by the Company on the unclaimed wages pay-day succeeding the date on which a substantiated claim was presented by the operative or on his behalf by his legal representatives, provided that such claim is submitted within three years.

15. The following rules will be observed in connection with the granting of privilege leave with pay and sick leave with pay :—

(i) After the completion of 1 year's continuous service operatives will be entitled to—

(a) 6 days leave per annum on full pay when their services can be spared by the Manager, and

(b) up to 7 days leave per annum on full pay on medical certificate.

(ii) For purposes of 6 days privilege and 7 days sick leave the year shall be a period of 12 months commencing from 1st January to 31st December.

(iii) The following will be considered as constituting a break in service and will debar an operative from either privilege or sick leave benefit mentioned in rule (i) above :—

(a) Absence without permission for more than 7 days in aggregate in a year from the date of commencement of these rules, or

(b) Aggregate absence whether with or without permission exceeding 30 days in a year from the date of commencement of these rules.

Absence due to sickness and 6 days privilege leave with pay will not be included in the count of 30 days.

(iv) Neither sick nor privilege leave can be accummulated.

(v) Operatives granted quarantine wages whether as sufferers or as contacts will be considered to have been given sick leave with pay for the proportionate period.

The following will be observed in the payment of quarantine wages :—

(a) Sufferers will be granted full wages up to a maximum of 30 days provided they have put in 1 year's service and provided they have not been absent for 15 or more days at a stretch during the one year period.

(b) Contacts will be allowed half wages up to a maximum of 30 days provided they have put in 3 years' service and provided they have not been absent for 15 or more days at a stretch any time during the 3 year period.

(vi) Operatives on piece rate will be allowed a fixed rate of 8 annas per day for the days they are entitled to privilege or sick leave.

16. The following rules will be observed in connection with the payment of Bonus to workers :

The Bonus will apply to workers, including Maistries and Mill Writers, who have 2 years' service and over as on 1st January of the year in which the Bonus is paid and who have qualified in attendance in keeping with our leave rules in the previous year.

		Bonus.
When dividend to Shareholders less than	10%	Nil.
When dividend to Shareholders	10%	½ month's wage subject to maximum of Rs. 50 payable to any individual.
Do.	15%	1 month's wage subject to maximum of Rs. 100 payable to any individual.
Do.	20%	2 month's wage subject to maximum of Rs. 200 payable to any individual.

17. Any operative who is adjudged by the Managers on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be dismissed without notice or, alternatively, to be suspended.

The following acts or omissions will be treated as misconduct :—

(a) Wilful insubordination or disobedience whether alone or in combination with another or others to any lawful and reasonable order of a superior.

(b) Striking work either singly or with other operatives without giving 14 days' previous notice.

(c) Inciting whilst on the premises any operative to strike work without giving 14 days' previous notice.

(d) Theft, fraud or dishonesty in connection with the Company's business or property.

(e) Taking or giving bribes or any illegal gratification whatsoever.

(f) Habitual absence without leave or absence without leave for more than six consecutive days without sufficient cause.

(g) Habitual late attendance.

(h) Habitual breach of any Standing Orders.

(i) Collection of any moneys within the mill premises for any purpose whatsoever.

(j) Drunkenness or riotous or disorderly behaviour during working hours or any act subversive of discipline or efficiency.

(k) Habitual negligence or neglect of work.

(l) Habitual breach of any rules, or instructions for the maintenance and running of any Department or maintaining its cleanliness.

(m) Committing nuisance in any place other than in the latrines provided for the purpose.

(n) Cleaning machinery whilst in motion.

(o) Bringing smoke materials and|or matches or other inflammable materials inside the Mill premises.

Any other serious act of misconduct.

An operative suspended under this Order will not be permitted to work in the Mills for the period of suspension and no remuneration will be paid or be due to him for this period.

18. Operatives may be fined for any of the underquoted offences but the offence if repeated, or in any gross case, may be treated as misconduct under Order 17. Fines will be imposed in accordance with the provisions of the Payment of Wages Act for the following offences :—

(a) Bad and careless work and neglect of duty.

(b) Disobedience and impertinence.

(c) Misbehaviour and quarrelling.

(d) Petty theft.

(e) Being under the influence of drink or drugs while at work.

(f) Smoking on the Mill premises, and|or bringing into the compound smoking materials and matches.

(g) Committing a nuisance on the premises, or any act prejudicial to health and cleanliness.

(h) Sleeping or loitering during working hours.

(i) Late coming.

(j) Entering or leaving the Mill premises except by the gates provided for the purpose.

(k) Causing damage to property by negligence and carelessness.

(l) Disobedience to any rule expressly given or to a rule expressly framed, or breach of any standing orders and instructions.

(m) Interference with, or disregard of, any safety guard or other device provided for the purpose of securing the safety of the workmen.

No fine shall be imposed except by the Officers authorised under the Payment of Wages Rules and until the operative concerned has been given an opportunity of being heard.

19. All fines imposed on operatives and realised will be credited to a special fines fund which will be utilised for such purposes as may be approved in this behalf by the Local Government in accordance with the provisions of the Payment of Wages Act.

20. The following rules will be observed in connection with complaints, etc., from individual workers :—

(i) Grievances of workers should be represented by the individual effected—

(a) to the Spinning Master-in-charge of the concerned Mill.

Failing satisfaction,

(b) to Head Office.

(ii) If the worker feels that his case has not been properly dealt with and if the Union is satisfied that there are reasonable grounds for further investigation, the Union may then take up the question with the Managers on the workers' behalf.

21. The company's policy is to recognise one Union only, which must be non-political and non-communal in character. The recognised Union is at present the Madura Labour Union.

The Company will not entertain representations from political or communal bodies purporting to speak on behalf of its workers.

Any worker who is found to work in a manner that will prejudice the above policy may be dismissed as being guilty of misconduct under standing Order 17.

Note.—The Management regard activities on behalf of a rival union or a rival association as incompatible with this policy.

22. Each Maistry will be personally held responsible for the proper and faithful observance of the Standing Orders and of the special rules made under the Factories Act and posted in the Mill, particularly regarding the employment and working of women and children under him.

23. A copy of these Orders in English and Tamil will be posted in all departments and in such other places on the Mill premises as the management may decide, and shall be kept in a legible condition.

APPENDIX IV.

Table showing average daily wages and earnings of workers in selected occupation in Madura Mills, Madura.

Occupation.	Sex	Piece or time Rate.	No. of hours of work per shift.	No. of workers.	Average daily Basic Wages earned.	Average daily net earnings incl. over times allowances and bonuses.	Actual average net earnings in the wage period.	Average Basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11
					Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Drawing Tenter	M	T	9	305	0 10 0	1 10 3	39 6 1	15 9 0	41 1 0	25
Slubbing Tenter	M	T	9	89	0 11 8	1 12 0	43 3 10	18 3 10	43 11 0	25
Inter Tenter	M	T	9	186	0 11 2	1 11 5	42 0 6	17 5 0	42 13 0	25
Roving Tenter	M	T	9	343	0 11 1	1 11 5	40 15 5	17 5 0	42 13 0	25
Roving Doffer	M	T	9	355	0 8 8	1 7 11	34 8 11	13 8 0	39 0 0	25
Ring Doffer	M	T	9	1,793	0 7 9	1 6 9	33 15 0	12 2 0	38 4 2	25
,, ...	F	T	9	83	0 7 9	1 7 7	32 14 11	12 2 0	37 0 0	25
Spinner	M	T	9	1,950	0 7 9	1 8 4	35 0 8	12 2 0	38 0 4	25
Lessona Winder	M	T	9	517	0 8 4	1 8 8	35 14 5	13 0 0	38 0 0	25
Winder	M	T	9	405	0 8 4	1 8 7	34 15 0	13 0 0	38 8 0	25
,, ...	F	T	9	10	0 8 4	1 8 0	37 1 11	13 0 0	37 8 0	25
Cooly	M	T	9	383	0 10 10	1 4 9	31 6 7	17 2 5	41 15 8	25
			Total ..	6,419						

APPENDIX V.

Table showing wages and earnings (weighted averages) of Cotton Mill Workers in Madura in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily Basic wages earned.	Average daily net earnings.
	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	T	8,9	465	0 9 3	1 7 8
Slubbing Tenter ..	M	T	8,9	137	0 10 10	1 9 2
Inter Tenter ..	M	T	8,9	281	0 10 3	1 9 9
	M	P	9	5	0 11 9	1 3 0
Roving Tenter ..	M	T	8,9	476	0 10 7	1 9 3
	M	P	9	12	0 9 10	1 0 0
Roving Doffer ..	M	T	8,9	585	0 7 8	1 5 3
Ring Doffer	C	T	8,9	345	0 3 9	0 10 2
	M	T	8,9	2,281	0 7 5	1 6 6
	F	T	8,9	138	0 7 0	1 6 0
Spinning full siders ..	M	T	9	3,435	0 11 5	1 9 9
	F	T	9	193	0 7 2	1 3 1
Reeler	M	P	9	1,329	0 7 1	1 5 3
	F	P	9	2,897	0 7 3	1 6 1
Single-Loom Weaver ..	M	P	9	11	0 11 11	1 7 4
Double-Loom Weaver	M	P	9	139	0 13 2	1 8 7
Winder	M	T	9	429	0 7 6	1 6 7
Cone Winder ..	M	T	9	212	0 7 11	1 7 9
Pirn Winder ..	M	T	9	10	0 6 4	1 2 3
Lessona Winder ..	M	T	9	517	0 8 4	1 3 3
Cooly	M	T	9	665	0 9 2	1 4 4
			Total ..	14,562		

APPENDIX VI.

MADRAS GOVERNMENT'S COMMUNIQUE REGARDING WAGES, ETC. IN COIMBATORE COTTON MILLS.

The Ministry of Public Information has issued the following Press Communique :—

With their Press Communique of the 19th May 1938, the Government published the report of the Court of Enquiry on the labour disputes at Coimbatore with the remark that some of the recommendations of the Court were under their consideration and in respect of others they were inclined generally to endorse the conclusions of the Court. In their Communique of the 2nd July

the Government directed Mr. D. M. Strathie, I.C.S., then Commissioner of Labour, to proceed to Coimbatore and report as to how far matters could be satisfactorily adjusted between the employers and the workers on the question of standardisation of wages. The Government has examined the Court's recommendations once again and also the report of the Labour Commissioner and now proceed to make the following observations and recommendations for consideration and adoption in the textile mills in Coimbatore district. In giving effect to these recommendations, it should be clearly understood that where better conditions of service especially regarding wages existed prior to the 1st June 1938, such workers who have that advantage should not be adversely affected as a result of the recommendations of Government.

2. In the light of the facts elicited by the Labour Commissioner, the Government are convinced that at present complete standardisation of wages for all categories of workers is not possible in the circumstances obtaining in Coimbatore district. The schedule of rates appended to this communique which the Government recommended for adoption covers practically all well-defined classes of workers which are common to all the Mills and also a larger number of the smaller classes of workers. The Court had strongly recommended that the best wage system was to have a basic rate of pay supplemented by a Commission depending on output. The Government understand that the employers are also eager to have such a system. But the Commissioner of Labour has reported that it is difficult to devise such a system for the Coimbatore district as a whole. While the Government do not disagree with the principle of the Court's recommendations, they feel that under the special conditions prevailing at present in the district, it is not possible to give effect to it. In their view the method they have followed in arriving at the rates adopted in the schedule is, taking all circumstances into consideration, not unfair to either the workers or the employers. No attendance bonus is included or recommended as from the report of the Commissioner of Labour the Government understand that though the Court recommended such a bonus, both the employers and the workers are of the opinion that an attendance bonus is not desirable. The schedule prescribed Rs. 11 permensem as the minimum wage for adult unskilled workers. In the view of Government it is essential to improve the standard of living of the workers and it is justifiable to call upon the well-established and organised industries like Textile to give a lead in this matter. They are however, prepared to make an exception in the case of waste-pickers. Their work is light and not continuous. They are mostly old women who would find it difficult to secure employment elsewhere and whose earnings are not expected to maintain a family. As suggested by the Commissioner of Labour, the Government have prescribed a minimum wage of Rs. 7-8-0 in their case in the schedule. While the Government agree with the principle of the Court's recommendation that extra wages should be paid for workers on night shift, they consider that a flat rate of Re. 1 per worker would be adequate. This increased wage rate for workers employed exclusively during nights is not included in the schedule but is all the same strongly recommended for adoption. The Government believe that the wages now recommended are reasonable and that, given efficient management, the industry can afford to pay them and yet continue to thrive and provide employment.

3. The question of rates of wages for the weavers is still under consideration and the Government hope to be able soon to announce their recommendations in the matter.

4. The Government must make it clear that the increase in wages now recommended should take effect from the 1st June 1938. They realise that it would be impossible for the employers to work out the resultant arrears and

pay them on the next pay day this month. It is therefore recommended that the arrears should be drawn and disbursed as early as possible but in any case before the pay day in the month of September 1938.

5. The Government also wish to reiterate their position that unless there is complete discipline within the works, the workers will have no justification to expect just treatment from their employers. While employers should value contented labour as the greatest asset in any industry, strict observance of discipline and loyal work on the part of workers are the surest way to the improvement of their lot both in the immediate future and permanently. The Government commend for general adoption the rates of wages suggested in the schedule and the increased wages for night work suggested in para. 2 above.

SCHEDULE OF RATES.

Power Section.

The staff here consists of skilled technicians and varies greatly from mill to mill. Government do not propose to interfere with the discretion of the Management. Any worker now receiving between Rs. 20 and Rs. 30 should, as recommended by the Court, be given an increase of ·5 per cent. on his existing pay.

Mixing Section.

Mixing coolies.—Unskilled—A standard wage of Rs. 12-14-0 is recommended as suggested by the Court.

Maistry.—The pay of the Maistry in charge of this section varies greatly with his experience and seniority. Government will not suggest any standard pay. An increase of 5 per cent. should be given to any maistry now drawing between Rs. 20 and Rs. 30.

Blow Room.

Bale breaker attendant.—Unskilled—Rs. 11 is recommended as a minimum.

Mixing Stacker or Spreader.—Rs. 11 recommended as a minimum.

Cotton-feeder or hopper attendant.—Rs. 11 recommended as a minimum.

Scutcher.—Government consider he should be classified as skilled. A pay of Rs. 15 is recommended.

Oiler.—Skilled—If employed exclusively as an Oiler a minimum standard wage of Rs. 14 recommended.

Jobber or Maistry.—Skilled—Uniformity is unnecessary. Those now geting between Rs. 20 and Rs. 30 should receive the 5 per cent. increase recommended by the Court.

Carding Section.

Lap-carrier.—Semi-skilled—Rs. 12 recommended.

Fly-carrier.—Unskilled—Rs. 11 recommended.

Card-tenter or can-tenter.—Skilled—Rs. 13 recommended.

Card-stripper.—Skilled—Rs. 16-8-0 recommended.

Grinder.—Skilled—Rs. 16-8-0 recommended.

Oiler (if employed separately).—Skilled—Rs. 14 recommended.

Jobber or Maistry.—Skilled—The rates may vary with seniority and are left to the discretion of the Management. The 5 per cent. increase suggested by the Court should be given to those whose wages are now between Rs. 20 and Rs. 30.

Fly Frame Section.

Doffing boys.—Where adolescents are employed, a standard wage of Rs. 8 recommended. Where adults are employed there should be a minimum wage of Rs. 11.

Oilers.—Where oilers are employed in this section, a minimum wage of Rs. 16 is recommended.

Drawing Tenters.—Government consider that these workmen should be classed as skilled. The system of payment varies greatly, where monthly wages are paid, there should be a minimum of Rs. 12. Where there is a separate indicator, there should also be a minimum of Rs. 12. Where piece-rates are paid, conditions vary so greatly that it is impossible to prescribe a standard piece-work rate. Government consider that the minimum wage for a workman attending every working day should be Rs. 14.

Slubbers.—Government recommended the adoption of a flat rate of 1 a. 5 ps. per hank for spindles from 81 to 102 and 11 ps. for spindles from 50 to 80 with a quarter production allowance for coarse counts of 10 and 1|6 production allowance for fine counts of 40 and above.

Inters.—Government suggest a uniform rate of 1a. 7ps. per hank with an allowance of ¼ production for working on counts of 10 and 1|6 for working on counts of 40 and over.

Rovers.—A flat rate of 1 a. 8 ps. per hank is suggested with the same allowance of ¼ production for counts of 10 and 1|6 production for counts of 40 and over.

Jobbers or Maistries.—Uniformity is impossible. The increase of 5 per cent. recommended by the Court should be given to those on pay of between Rs. 20 and Rs. 30.

Ring Frame Section.

Doffing Boys.—All are adolescents. A standard wage of Rs. 8 is recommended.

Spinners.—The following rates are suggested for *full-siders* :—

For those	working on	frames of	300 to 350	spindles	Rs. 15-8-0
,,	,,	,,	351 to 400	,,	Rs. 16-0-0
,,	,,	,,	401 to 450	,,	Rs. 16-8-0
,,	,,	,,	above 450	,,	Rs. 17-0-0

Government consider however that the rates of Rs. 16-8-0 and Rs. 17 should not apply to spinners working on counts of 40 and over on single sides. They consider that men working single sides on higher counts are subject to little strain and that Rs. 16 is therefore a reasonable wage for them.

Tarwallahs.—It is recommended that Tarwallahs, where they exist as a separate class, should be abolished. They should be replaced by a reserve of full-siders. The reserve should be about 10 per cent. of the number of workers required to man the frames. Where the Tarwallahs exist they should be treated as full-siders.

For ¾ *siders*, Rs. 11 is recommended independent of the number of spindles and for *half-siders*, Rs. 9.

Banders or Tape-stitchers.—In some cases, they are paid fixed wages, in other they are paid by piece-work. It is unnecessary to secure uniformity. A minimum standard wage of Rs. 16 is recommended. The wages of the existing men should not however be lowered.

Oilers.—If an oiler is employed in this section, his wages should approximate to that of a bander.

Doffin Jobbers.—They are usually paid by piece-rates. The general adoption of a rate of 7 ps. per 1,000 lbs. production converted to 20s. is recommended.

Line Jobbers.—They too are paid by piece-rates. A rate of 9½ pies per 1,000 lbs., production converted to 20s is recommended.

Head Jobbers or Supervisors.—This will be left to the discretion of the management.

Reeling Section.

The following table of rates is proposed for Reelers.

Counts.	*Rate for 100 lbs.* Rs. A. P.
4's	0 5 6
8's	0 7 6
10's	0 8 6
12's	0 9 6
14's	0 10 6
16's	0 11 6
18's	0 12 6
19's	0 13
20's	0 13 6
21's	0 13 11
22's	0 14 4
24's	0 15 2
26's	1 0 0
28's	1 0 10
30's	1 1 8
32's	1 2 6
40's	1 6 0
42's	1 7 0
44's	1 8 0
60's	2 0 0
80's	2 10 0

The wages for Maistries in this section vary greatly. Women are sometimes employed as maistries. In some cases, they are paid by piece-work at 0-5-6 per 1,000 lbs. of issues. In other cases, fixed wages varying from Rs. 15 to Rs. 17 are paid. In these cases the 10 per cent. increase recommended by the Court should be granted.

Bundling and Baling Section.

Paper Boy or Packer.—Unskilled—If adolescent Rs. 8 is recommended, and if adult Rs. 11.

Knot-server.—Rs. 8 for adolescents and Rs. 11 for adults recommended.

Weigher.—Skilled—A standard wage of Rs. 15 is recommended.

Knotter or Yarn Dresser.—A standard wage of Rs. 13 is recommended.

Yarn Pressmen.—A standard wage of Rs. 16 is recommended.

Baling Pressmen.—A standard wage of Rs. 14 is recommended.

For all other unskilled workers, there should be a minimum of Rs. 11 except for waste-pickers, who should be paid at Rs. 7-8-0 per mensem.

APPENDIX VII.

Standing Orders for Operatives in Cotton Mills in Coimbatore.

1. These orders shall come into force as and from 15th June 1939.

2. In these Orders, unless there is anything repugnant in the subject or context :

(a) " Operatives " means all work-people male or female employed in the mill and include Jobbers and Supervisors or overlookers.

(b) " The Company " means..... Mills Co., Ltd., and

(c) " The Manager " means the Company's Manager, or Acting Manager for the time being.

(d) The masculine includes feminine.

3. Operatives will be classed as (1) Permanent Operatives (White Cards), (2) Probationers (Blue Cards), and (3) Substitutes (Red Cards).

A " permanent " operative is one whose name has been entered in the muster roll and has been given a permanent ticket and has completed a probationary period of three months in the same or another occupation in the Mill.

A " probationer " is one who is provisionally employed to fill a permanent vacancy, and has not completed three months' service on that post. If a permanent operative is employed as a probationer in a new post, he may, at any time during the probationary period of three months, be reverted to his old permanent post.

A " substitute " is one who is employed on the post of a permanent operative or probationer, who is temporarily absent.

4. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Orders, shall be final subject, however, to appeal to the Managing Agents and without prejudice to any right of an operative aggrieved by his or their decision to resort to legal proceedings in a court of Law.

5. The Mill will work each day for such number of hours as the Manager may from time to time fix in accordance with the Indian Factories Act, and the periods of work for all classes of operatives will be posted up on the Notice Board at the Time Keeper's Office as required by the Indian Factories Act, 1934. If a relay system is being worked in the Mills, operatives may be transferred from one shift to another.

6. (a) Every permanent and probationary operative without exception will be provided with a departmental ticket showing his number, and on attendance each day, shall deliver up the ticket at the place provided.

(b) Every "substitute" will be provided with a "substitute" Card, which shall be surrendered if he obtains permanent or probationary employment.

(c) Operatives shall assemble and be ready for work inside the works and in their respective places of work at the appointed time for starting work.

7. (a) Operatives attending late are liable to be shut out and treated as absent.

(b) Any operative who after presenting his ticket is found absent from his proper place or places of work during working hours without permission or other sufficient reason, is liable to be treated as absent for the period of his absence.

(c) An operative shall not leave his place of work without informing the Jobber or Maistry concerned and without obtaining a permit to go out.

8. (a) Any operative who desires to obtain leave of absence, except for a temporary purpose within the mill premises must apply previously to the Head of his Department or any officer appointed by the Manager for the purpose who, if he thinks fit may grant him leave for a period not exceeding 3 working days. If the leave granted exceeds 3 working days, the officer granting it shall keep a record of its grant and give the operative a written and signed certificate as to the period of leave granted to him. In special cases, the Manager may grant leave for a period exceeding 3 working days. In the event of an operative remaining absent in excess of the period granted, he shall lose the lien on his appointment, unless he has previously secured written permission to extend the leave originally granted and returns to work on the first working day following the period covered by any such extension. If, however, on his return to work he gives a satisfactory explanation to the Head of the Department or such other person as may have been appointed for the purpose, for his omission to apply for such an extension, his case for reinstatement when a suitable vacancy occurs shall be considered.

(b) Requests or applications for non-urgent leave of more than seven days duration will be received on two fixed days (Wednesday and Saturday) per week, and sanctioned leave in respect of such applications will ordinarily commence on the third day following the day fixed for receiving applications.

(c) Operatives shall be entitled to 6 days' casual leave and 7 days' sick leave after the completion of one year's service provided they have worked at least 90 per cent. of the working days in the year.

9. No operative shall enter or leave the mill premises except by the gate appointed for the purpose.

10. All male operatives are liable on leaving the mill premises to be searched by the gate-man, and all female operatives are liable to be detained by the gate-man for search by the female searcher, if, acting without malice, he suspects that any operative so detained or searched has wrongful possession of property belonging to the Company.

11. Notices specifying (a) the days on which the Mill will be closed, and (b) the days on which the wages will be paid will be posted as required by the Indian Factories Act and the Payment of Wages Act respectively.

12. Notices specifying the rates of wages payable to all classes of workers and for all classes of work will be displayed in a conspicuous position in the Departments in which the operatives concerned are actually working. No alterations in the rates of wages will be made without giving 14 days' notice by means of a general Notice specifying the nature of the changes proposed.

13. (a) The Company may, at any time or times, in the event of a fire, catastrophe, breakdown of machinery or stoppage of the power-supply, epidemic, civil commotion or other cause, whether of a like nature or not, beyond the control of the company, stop any machine or machines or department or departments, wholly or partially for any period or periods, without notice and without compensation in lieu of notice.

(b) In the event of a stoppage of any machine or department under this order during working hours, the operatives affected shall be informed, as soon as practicable, when work will be resumed and whether they are to remain or leave the Mill. The period of detention in the Mill shall not ordinarily exceed one hour, after the commencement of the stoppage. If the period of detention does not exceed one hour, operatives so detained shall not be paid for the period of detention. If the period of detention in the mill exceeds one hour, operatives so detained shall be entitled to receive wages for the whole of the time during which they are detained in the Mill as a result of the stoppage. In the case of piece-workers, the average daily earnings for the previous month shall be taken to be the daily wages.

(c) In the case of all piece workers, the piece rates include all stoppages for cleaning. Any incidental stoppage due to shortage of back materials or empty bobbins will not entitle them to compensation.

14. The Company may, at any time or times, in the event of shortage of orders or for any other trade reason, stop any machine or machines, or departments or departments wholly or partially, for any period without notice and without compensation in lieu of notice.

15. Any employee played off under Order 13 or Order 14 will not be considered as dismissed from service, but as temporarily unemployed, and will not be entitled to wages during such unemployment. All operatives played off will be given prior rights to reinstatement on the resumption of normal work, provided they present themselves for work when normal working is resumed.

16. The Company may, in the event of a strike affecting either wholly or partially, any one or more department or departments of the Mills, close down, either wholly or partially, such department or departments and any other departments affected by such closing down, and for any period or periods, and without notice or payment of compensation in lieu of notice to the operatives employed in such department or departments.

17. (a) The employment of any permanent operative may be terminated without assigning any reason by fourteen days' notice or payment of thirteen days' wages in lieu of notice. If he draws wages on a piece-rate basis, the thirteen days' wages shall be computed on the average daily earnings of such operative for the days actually worked during the previous wage-period.

(b) Probationary operatives other than those transferred from permanent posts in the Mill and substitutes may leave, or be discharged from service without notice by an officer not below the rank of the Head of a department.

(c) Where the employment of any person is terminated by or on behalf of the Mill, the wages earned by him shall be paid before the expiry of the second working day from the day on which his employment was terminated.

18. (a) Any permanent operative desirous of leaving the Company's service shall give seven days' notice to the Head of the Department concerned. The wages due to such an operative must, if possible, be paid on the day the notice expires, and, in any case, within two days after the expiry of the notice.

(b) If any permanent operative leaves service without notice, he shall be liable to be sued for damages.

(c) If ten or more employed persons, acting in concert absent themselves from work without due notice as required in this Order, and without reasonable cause, they will, at the discretion of the Manager and in accordance with the Payment of Wages Act, be liable to a deduction from their earned wages of an amount not exceeding six days' earnings in each case.

19. Any wages due to an operative but not paid on the usual pay-day on account of their being unclaimed will be paid by the Company on the unclaimed wages pay day succeeding the day on which a substituted claim was presented by the operative or on his behalf by his legal representative, provided that such claim is submitted within six months.

20. Any operative who is adjudged by the Manager on examination of the man, if present, and of the facts to be guilty of misconduct is liable to be dismissed without notice or, alternatively, to be suspended for a period not exceeding four days.

The following acts or omissions will be treated as misconduct—

(a) Wilful insubordination or disobedience whether alone or in combination with another or others to any lawful and reasonable order of a superior.

(b) Striking work either singly or with other operatives without giving 14 days' previous notice.

(c) Inciting whilst on the premises any operative to strike work.

(d) Theft, fraud or dishonesty in connection with the Company's business or property.

(e) Taking or giving bribes or any illegal gratification whatsoever.

(f) Habitual absence without leave or absence without leave for more than three consecutive working days without sufficient cause.

(g) Habitual late attendance.

(h) Habitual breach of any Standing Orders.

(i) Collections of any moneys within the mill premises for purposes not sanctioned by the Manager.

(j) Drunkenness or riotous or disorderly behaviour during working hours or any act subversive of discipline or efficiency.

(k) Habitual negligence or neglect of work.

(l) Habitual breach of any rules, or instructions for the maintenance and running of any Department or maintaining its cleanliness and any other serious act of misconduct.

An operative suspended under this order will not be permitted to work in the mills for the period of suspension, and no remuneration will be paid or be due to him for this period.

21. Operatives may be fined for any of the underquoted offences, but the offence, if repeated, or in any gross case, may be treated as misconduct under Order 20. Fines will be imposed in accordance with the provisions of the Payment of Wages Act for the following offences, or at the discretion of the Manager for acts of misconduct specified in Order 20 as an alternative to dismissal or suspension :—

(1) Absence without leave without sufficient cause.

(2) Negligence in work or neglect of work.

(3) Smoking on the Mill premises or in possession of smoking materials.

(4) Entertaining or leaving, or attempting to enter or leave the Mill premises except by the gate provided for the purpose.

(5) Absence without leave or without sufficient cause from appointed work in the Mill.

(6) Breach of any rules or instructions for the maintenance and running of any department and maintaining its cleanliness.

(7) Damage to work in process or to any other property of the Company.

(8) Interference with any safety devices installed in the Mills.

(9) Distributing or exhibiting inside the Mill premises hand-bills, pamphlets or posters without the previous sanction of the Manager.

(10) Losing tickets and|or tokens.

No fines shall be imposed except by the Officers authorised under the Payment of Wages Rules, and until the operative concerned has been given an opportunity of being heard.

22. All fines imposed on operatives and realised will be credited to a special fund which will be utilised for such purposes as may be approved in this behalf by the local Government in accordance with the provisions of the Payment of Wages Act.

23. When any probationary or permanent operative is summarily dismissed, suspended or discharged, or leaves the services of the Company, or is granted leave of absence, he will, except in cases of general retrenchment, closing down of departments, strike or lock-out, be given a written order in the form prescribed by the Company from time to time.

24. Each overlooker, Jobber or Maistry will be personally held responsible for the proper and faithful observance of the Standing Orders and of the special rules made under the Factories Act and posted in the Mill particularly regarding the employment and working of women and children under him.

25. A copy of these Orders in English and Tamil will be posted near the Timekeeper's Office, and in all departments and such other places on the Mill premises as the Company may decide, and shall be kept in a legible condition. An abstract of these Standing Orders will be supplied to every permanent operative and every probationer engaged *on and after* 15*th June* 1939.

26. Except to the extent of making by-laws or rules not inconsistent with these Standing Orders for the maintenance or running of any departments, maintaining cleanliness or other similar matters of internal administration, the Company will not rescind, add to or otherwise alter these Standing Orders without the previous written consent of the Southern India Millowners' Association, Coimbatore.

27. Notwithstanding anything to the contrary contained in these Standing Orders, it shall be lawful for the Company by a resolution of its Board of Directors that circumstances require or justify that such action shall be taken after giving not less than fourteen days' notice to its operatives of its intention to do so, to substitute for the then existing system of employment of its labour a system of day to day employment. Upon the introduction of a system of day to day employment, such of these Standing Orders as are inconsistent with a system of day to day employment shall cease to apply, and the employment of an operative shall be determinable by either the Company or the operative at 24 hours' notice.

APPENDIX VIII.

Table showing Wages and Earnings (Weighted averages) of Cotton Mill Workers in Bengal in Selected Occupations.

Occupation.	SEX.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily Basic Wages earned.	Average y net earnings.
1	2	3	4	5	6	7
Drawing Tenter . .	M	P,T	9,8	84	0 9 4	1 4 6
Inter Tenter . .	M	P,T	9,8	121	1 0 5	1 15 6
Slubbing Tenter . .	M	P,T	9,8	73	0 12 3	1 7 1
Roving Tenter . .	M	P,T	9	82	0 12 2	1 2 11
Piecer . . .	M	T	9	1,201	0 8 11	1 4 11
Double Piecer . .	M	T	8,9	116	0 11 3	1 10 2
Head Piecer . .	M	P	9	12	1 5 2	2 11 2
Doffer . . .	M	T	8,9	633	0 8 9	1 5 8
Colour Winder . .	M	P	9	127	0 11 2	1 12 7
	F	P	9	31	0 11 4	1 5 11
Drum Winder . .	M	..	9	6	0 12 2	0 12 2
Pirn Winder . .	M	P,T	9	155	0 11 1	0 15 11
	F	T	9	10	0 10 0	1 0 5
Winder . . .	M	T	9	59	0 13 3	1 11 9
	F	P	9	44	0 6 9	1 6 4
Resocona Winder .	M	P	9	195	0 8 4	1 7 9
	F	P	9	285	0 5 4	1 4 4
Cone Winder . .	M	T	9	49	0 5 3	0 12 0
Inter Winder . .	M	P	9	13	0 6 2	1 2 7
Lessona Winder . .	M	P	9	21	0 11 2	1 10 7
	F	P	9	23	0 8 10	1 6 11
Cord Winder . .	M	P	9	2	0 10 4	1 9 7
Cheese Winder . .	M	P,T	9	49	0 7 7	1 5 5
	F	P	9	3	0 8 2	1 7 5
Grey Winder . .	M	P,T	9	282	0 11 0	1 3 0
	F	P	9	134	0 9 1	1 0 6
Single-Loom Weaver .	M	P	9	62	0 7 6	1 1 9
Two-Loom Weaver .	M	P,T	9	2,735	0 15 5	2 4 9
Three-Loom Weaver .	M	P	9	9	1 2 2	2 0 6
Weaver, Tape-Making .	M	P,T	9	314	1 1 8	1 6 6
Reeler . . .	M	P,T	9	289	0 8 4	1 3 9
	F	P	9	96	0 8 3	0 15 5
Cooly . . .	M	P,T	9	991	0 10 0	1 6 0
Total .				8,306		

APPENDIX IX(a).

Frequency table showing average daily Basic Wages in selected occupations in 13 Cotton Mills covered by the wage census in Bengal.

Occupation.	Number of workers whose average daily Basic Wages were :—											
	Under -/4/-	-/4/- & under -/6/-	-/6/- & under -/8/-	-/8/ & under -/10/-	-/10/ & under -/12/-	-/12/- & under -/14/-	-/14/- & under Re. 1/-	Re. 1/- & under 1/2	1/2/- & under 1/4/-	1/4/- & under 1/8/-	1/8/- & under 1/12/-	Total.
Drawing Tenter	..	..	34	17	6	27	..	..	..	..	..	84
Inter Tenter	..	..	6	..	23	..	6	..	86	..	..	121
Slubbing Tenter	..	..	..	11	3	55	4	..	..	..	..	73
Roving Tenter	..	..	4	19	20	8	31	..	..	..	..	82
Piecer	..	95	61	1,036	9	..	..	..	..	..	..	1,201
Double Piecer	..	..	..	50	3	63	..	..	..	..	..	116
Head Piecer	..	..	..	..	..	..	..	..	..	12	..	12
Doffer	..	..	136	479	18	..	..	..	..	..	..	633
Colour Winder	..	..	10	9	139	..	..	..	..	..	..	158
Drum Winder	..	..	..	..	..	6	..	..	..	..	..	6
Pirn Winder	..	3	31	8	93	12	..	..	18	..	..	165
Winder	..	..	44	11	..	..	48	..	..	..	..	103
Rasocona Winder	..	285	..	195	..	..	..	..	..	..	..	480
Cone Winder	..	49	..	..	..	..	..	..	..	..	..	49
Inter Winder	..	..	13	..	..	..	..	..	..	..	..	13
Lessona Winder	..	..	..	23	21	..	..	..	..	..	..	44
Cord Winder	..	..	..	..	2	..	..	..	..	..	..	2
Cheese Winder	..	7	..	45	..	..	..	..	..	..	..	52
Grey Winder	..	..	67	184	92	19	13	12	11	18	..	416
Single-Loom Weaver	..	11	7	44	..	..	..	..	..	..	..	62
Two-Loom Weaver	..	..	..	..	166	674	..	1,895	..	..	..	2,735
Three-Loom Weaver	..	..	..	..	..	..	..	..	9	..	..	9
Weaver Tape making	..	..	..	..	32	..	154	31	5	51	41	314
Reeler	..	..	37	348	..	..	..	..	..	..	..	385
Cooly	..	..	137	97	670	59	18	10	..	..	..	991
Total	..	450	587	2,576	1,297	923	274	1,948	129	81	41	8,306
Percentage to total	..	5·42	7·07	31·02	15·62	11·11	3·30	23·44	1·55	0·98	0·49	100

APPENDIX IX(b).

Frequency table showing average daily Net Earnings in selected occupations in 13 Cotton Mills covered by the wage census in Bengal.

Occupation.	Number of workers whose average daily Net Earnings were :—										
	Under -/8/-	-/8/- & under -/12/-	-/12/- & under Re. 1/-	Re. 1/- & under Rs. 1/4/-	Rs. 1/4- & under Rs. 1/8/-	Rs. 1/8/- & under Rs. 1/12/-	Rs. 1/12/- & under Rs. 2/-	Rs. 2/- & under Rs. 2/4/-	Rs. 2/4/- & under Rs. 2/8/-	Rs. 2/8/- & under Rs. 2/12/-	Total.
Drawing Tenter	..	..	15	42	..	27	..	..	..	..	84
Inter Tenter	..	6	4	13	12	..	..	..	86	..	121
Slubbing Tenter	..	..	12	2	7	48	4	..	..	..	73
Roving Tenter	..	4	19	8	51	..	..	..	..	..	82
Piecer	..	..	200	220	781	..	..	..	..	..	1,201
Double Piecer	..	..	..	..	50	..	66	..	..	..	116
Head piecer	..	..	..	..	..	..	..	..	..	12	12
Doffer	..	35	154	11	32	401	..	..	..	..	633
Colour Winder	..	..	3	16	28	111	..	..	..	..	158
Drum Winder	..	..	6	..	..	..	..	..	..	..	6
Pirn Winder	..	22	20	114	9	..	..	..	..	..	165
Winder	..	..	..	11	44	..	48	..	..	..	103
Resocona- Winder	..	..	..	..	480	..	..	..	..	..	480
Cone Winder	..	..	49	..	..	..	..	..	..	..	49
Inter Winder	..	..	..	13	..	..	..	..	..	..	13
Lessona Winder	..	..	..	..	23	21	..	..	..	..	44
Cord Winder	..	..	..	..	..	2	..	..	..	..	2
Cheese Winder	..	7	..	..	45	..	..	..	..	..	52
Grey Winder	..	26	180	68	43	99	..	..	..	..	416
Single Loom Weaver	..	2	35	..	15	..	10	..	..	..	62
Two Loom Weaver	..	..	..	213	256	371	..	..	..	1,895	2,735
Three Loom Weaver	..	..	..	..	..	..	..	9	..	..	9
Weaver Tape Making	..	..	32	31	119	132	..	..	..	..	314
Reeler	..	15	22	172	176	..	..	..	..	..	385
Cooly	..	41	127	169	20	634	..	..	..	..	991
Total	..	158	878	1,103	2,191	1,846	128	9	86	1,907	8,306
Percentage to total	..	1·90	10·57	13·28	26·38	22·23	1·54	0·11	1·03	22·96	100

APPENDIX X.

Statement showing the rates of dearness allowance paid by Cotton Mills in Bengal.

Rate of Dearness Allowance.

24—Parganas—

A.	Below Rs. 30/- p.m.	Rs. 24/9/- p.m.
	Rs. 30/- and above	Rs. 33/5/- p.m.
B.	Rs. 2/- per week plus 0-10-6 as War Allowance.	
C.	Below Rs. 35/- p.m.	50% of wages earned.
	Rs. 35/- and above.	33⅓% ,, ,, ,,
D.	Time-rated workers	20% of their pay.
	Piece -rated ,,	50% of their pay.
E.	Re. 0/6/0 per day.	

Howrah—

A.	Rs. 2/- per week plus War Bonus varying between 0/1/6 to 0/8/0 per day to each worker.
B.	Re. 0/11/0 per rupee earned.
C.	0/4/0 per rupee to piece-rated workers. 0/6/0 per rupee to daily rated workers. 25% of their pay to monthly ,,
D.	Rs. 2/- per week plus 20% of their pay.

Hooghly—

A.	Upto Rs. 15/- p.m.	..	100%
	Rs. 15/- Rs. 30/-	..	75%
	Rs. 30/- Rs. 50/-	..	62%
	Rs. 50/- & above	..	50%
B.	Upto Rs. 15/-	..	0 10 0 per rupee.
	Rs. 15/- to Rs. 50/-	..	0 9 9 ,, ,,
	Rs. 50/- to Rs. 75/-	..	0 4 0 ,, ,,
	Rs. 75/- to Rs. 100/-	..	0 3 0 ,, ,,
C.	0 7 6 per rupee		
D.	0 8 0 per rupee		

Dacca—

A.	Rs. 12/8/- per month
B.	Rs. 12/8/- per month
C.	Rs. 13/-/- per month to monthly rated. Re. 0/8/4 per day to daily and piece-rated workers.

APPENDIX XI.

Statement showing the prevailing rates of bonuses in the Cotton Mill Industry at Bengal.

Units	Bonus	
	Attendance	Production
A.	....	43¾% to the Weaving Department.
B.	As .-/5/- per day	....
C.	As. -/12/- per week to workers in the spinning doffer and interslubbing section and As. -/6/- per week to the drawing and winding section for min. presence of 4 days in a week.	....
D.	As. -/2/- per day	
E.	Rs. 3/- for full month's presence. Rs. 2/- for 1 day's absence in a months, Re. 1/- for 2 days' absence in a month.	Rs. 10/- per month for 75% of efficiency. Rs. 6/- per month for 70% of efficiency. Rs. 4/- per month for 65% of efficiency.
F.	Do.	....
G.	....	....
H.	As. -/1/6 per week to those who get d. a. are present during the whole week ..	....
I.	Rs. 2/- per month for full attendance ..	....
J.	Re. 1/- per week for full presence and Rs. 1/8/- for night shift	
K.	As.-/2/6 for each attendance @ 2/8/- for full presence during a fortnight to the weavers. @ -/8/- for full attendance for a week ..	Efficiency bonus Rs. 3 to 10/-.
L.	@ Re. 1/- for full attendance in a week ..	10% of the wages.
M.	As.-/1/6 per rupee for full attendance in Spinning Dept.	
N.	As. -/2/- daily	
O.	....	As. -/1/- to -/4/- per day in different departments.

APPENDIX XII.

Statement showing the number of persons registered as well as the number of persons placed in employment by the Labour Bureau at Cawnpore for the years 1938-39 *to* 1943-44.

Industries.	REGISTERED.						FOUND EMPLOYMENT.					
	1938–39	1939–40	1940–41	1941–42	1942–43	1943–44	1938–39	1939–40	1940–41	1941–42	1942–43	1943–44
A. Cotton Textiles—												
Weaving . .	3,087	2,184	1 060	1,104	1,115	886	1,377	656	195	605	991	602
Spinning . .	2,455	2,051	2,998	3,306	3,980	3,978	796	445	640	690	1,557	1,133
Carding . .	1,589	1,754	1,249	867	1,201	774	481	457	536	616	1,390	559
Reeling . .	354	311	221	127	318	115	107	100	183	160	330	97
Coolies . .	1,682	1 774	1,720	1,358	1,431	1,319	350	312	174	387	431	154
Miscellaneous	2,741	2,187	1,794	1,386	1 469	1,002	997	772	537	579	1,034	395
B. Woollen.												
Weaving . .	*Nil*	..	330	278	626	84	..	..	330	309	751	89
Spinning . .	..	..	307	1,199	502	206	..	..	307	243	534	313
Carding . .	..	..	50	60	159	96	..	..	50	80	183	100
Reeling . .	..	..	..	..	..	..	..	..	..	..	..	..
Coolies . .	..	..	174	229	302	141	..	..	174	310	357	178
Miscellaneous .	..	..	310	304	638	396	..	..	310	348	728	405
C. Jute.												
All Categories .	..	..	22	8	3	1	..	..	4	..	1	..
D. Leather.												
All Categories .	..	1,966	4,409	7,000	10,379	5,129	..	1,966	4,299	7,419	10,692	5,136
E. Miscellaneous												
All Categories	..	..	128	1	2	3	..	..	64	1	55	..
Total .	11,908	12,227	14,772	16,227	22,125	14,130	4,108	4,708	7,803	11,747	19,034	9,161

NOTES :—1. For 1940/41, 1941/42, 1942/43 and 1943/44. The total shows figures by Industries & in the case of the cotton textiles and woollen Industries the various Categories are also shown.

2. The excess of the numbers of found employment against those registered is due to re-employment of men previously registered.

3. In the years 1938/39, 1939/40 Woollen, Jute and Miscellaneous industries were included in the figures shown against Miscellaneous.

APPENDIX XIII

Statement showing the number and percentage of permanent, temporary, relieving and casual workers in cotton textile Mills at Cawnpore during December 1944.

Unit. No.	Permanent.		Temporary.		Relievers.		Casual		Total.
	No.	P. C.	No.	P. C.	No.	P. C.	No.	P. C.	No.
1	6,083	69	2,587	29	..	..	166	2	8,836
2	6,263	77	1,852	23	..	..	..	..	8,115
3	6,050	88	482	7	..	..	363	5	6,895
4	4,838	90	555	10	..	..	..	..	5,393
5	1,179	93	90	7	..	..	..	..	1,269
6	4,474	89	576	11	..	..	..	..	5,050
7	1,560	82	328	17	..	..	13	1	1,901
8	4,033	77	1,037	20	178	3	..	..	5,248
9	1,353	69	322	16	260	13	29	1	1,964
10	2,290	70	507	15	175	5	300	9	3,272
11	2,719	83	564	17	..	..	..	..	3,283
12	806	88	110	12	..	..	..	..	916
13	..	..	50	100	..	..	..	..	50
14	25	100	..	..	..	..	..	..	25
15	20	69	9	31	..	..	..	..	29
Grand Total	41,693	80	9,069	17	613	1	871	2	52,246

APPENDIX XIV.

Statement showing the average earnings of cotton mill operatives at Cawnpore during the year 1929 and 1937.

No.	Category Designation.	Earnings per month*	
		1929	1937
		Rs.	Rs.
1	Opener Attendants	16·35	16·03
2	Scutcher Attendants	16·12	15·70
3	Lap Carriers	17·15	16·92
4	Card Machine Attendants	15·90	16·15
5	Fly Gatherers	17·31	17·41
6	Strippers	16·46	16·59
7	Drawing Tenters	25·23	28·00
8	Slubbing Tenters	27·75	29·07
9	Inter Tenters	25·84	25·52
10	Roving Tenters	23·80	21·69
11	Doffers Carding	12·06	11·45
12	Doffers Spinning	12·53	12·68
13	Siders	17·63	18·84
14	Doubling Tenters	16·74	17·10
15	Reelers	15·69	12·15
16	Grey Winders (O. T.)	20·05	19·92
17	Grey Winders (H. S.)	23·18	22·76
18	Warpers (O. T.)	40·17	38·05
19	Warpers (H. S.)	38·40	59·68
20	Warping Creelers	14·14	14·83
21	Front Sizers	29·20	31·80
22	Back Sizers	19·61	20·61
23	Drawers-in	26·57	30·47
24	Reachers	12·65	13·65
25	Weavers	36·67	37·07
26	Folders Machine	16·01	15·15
27	Folders Hand	15·86	16·58
28	Coolies	..	..
29	Oilmen	17·02	16·07
30	Sweepers (D)	12·64	13·33
31	Sweepers (Compound)	12·40	12·44

Figures relate to the month of March in the two respective years.

APPENDIX XV.

Table showing wages and earnings (weighted averages) of cotton mill workers in Cawnpore in selected occupations.

Name of the occupation.	Sex	Piece or Time.	Number of hours of work.	Number of workers.	Average daily basic wages.	Average daily net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	10	660	1 1 8	2 5 4
Do.	,,	,,	9	125	0 14 7	1 14 1
Slubbing Tenter	,,	,,	10	254	1 5 2	2 7 2
Do.	,,	,,	9	61	0 14 3	1 13 5
Inter Tenter	,,	,,	10	369	1 0 0	2 2 4
Do.	,,	,,	9	118	0 13 4	1 12 10
Roving Tenter	,,	,,	10	890	0 13 8	2 0 3
Do.	,,	,,	9	132	0 15 2	1 14 2
Mule Piecer	,,	,,	10	437	0 12 11	2 1 2
Ring Piecer	,,	,,	10	825	0 13 7	1 15 4
Do.	,,	T	10	1,089	0 11 1	1 13 1
Do.	,,	P	9	62	0 14 10	1 15 3
Do.	,,	T	9	116	0 11 5	1 10 5
Ring Doffer	,,	P	10	353	0 10 5	1 12 4
Do.	,,	,,	9	239	0 9 4	1 7 11
Winder	,,	,,	11	162	0 13 8	1 14 11
,,	,,	,,	10	286	0 12 10	1 14 4
,,	,,	,,	9	129	0 13 0	1 13 2
,,	F	,,	9	4	0 12 10	2 1 3
Colour winder	M	,,	10	67	1 1 4	2 4 8
Do.	,,	,,	9	109	1 0 7	2 2 4
Grey winder	,,	,,	10	425	0 14 2	2 0 9
Do.	,,	,,	9	447	0 9 10	1 8 7
High speed winder	,,	,,	10	160	0 15 8	2 4 7
Do.	,,	,,	9	135	0 8 5	1 10 8
Reeler	,,	,,	10	1,031	0 7 10	1 11 0
,,	,,	,,	9	505	0 11 0	1 10 9
,,	F	,,	10	50	0 5 6	1 7 9
,,	,,	,,	9	45	0 4 5	0 15 4
Single loom weaver	M	,,	10	427	1 1 8	2 3 4
Do.	,,	,,	9	841	1 1 5	1 14 5
Weaver (Two looms)	,,	,,	10	4,689	1 4 11	2 7 1
Do.	,,	,,	9	3,897	1 4 5	2 4 4
Weaver (Three looms)	,,	,,	10	340	1 10 0	2 14 3
Weaver (Four looms)	,,	,,	9	138	1 9 7	2 9 0
Cooly	M	T	10	1,508	0 9 4	1 11 8
,,	,,	,,	9	847	0 9 1	1 11 6
		Total		21,992		

APPENDIX XVI.

Note on the Labour Welfare Activities of the Government of United Provinces.

The U. P. Government for the first time accepted responsibility for Labour Welfare Work in 1937 when it granted a sum of Rs. 10,000 during the financial year 1937-38 to ameliorate the conditions of the workers, to wean them away from drink and drugs and to inculcate the habits of temperance and promote their happiness and wellbeing. To start with, four welfare centres were started in Cawnpore providing facilities such as free medical aid including free medicines, free reading rooms and libraries and some indoor and outdoor games. The staff at each centre consisted of an organiser and an assistant for supervising the activities of the centre and to carry on propaganda among the workers and a medical officer and a compounder to look after the dispensary. A comprehensive scheme for the extension of welfare work received Government sanction in January 1943. The number of welfare centres has been increased to 13 consisting of 3 ' A ' class, 4 ' B ' class and 6 ' C ' class. The activities of these centres can be classed as under :—

A. Health (Medical aid, milk distribution, and physical culture).

B. Instructional (Library, Reading Room, adult schools, etc.).

C. Entertainment.

D. Children's and women's section (child welfare, maternity welfare, tailoring classes, adult education, etc.).

' A ' class centres provide all the above amenities, ' B ' class similarly provide all but only on a smaller scale, ' C ' class centres are in the nature of workers' clubs catering mainly for recreation and serving as feeder centres to those in categories ' A ' and ' B '.

Every welfare centre is equipped with a dispensary, a reading room and a library, a refreshment room, a gymnasium, co-operative store, a games room and a children's clinic. Cradles are provided in all ' A ' and ' B ' types of centres. A whole time nurse and a maid servant are also in attendance. Soap, oil and change of clothes are provided for the use of the children. In all the ' A ' and ' B ' types of welfare centres, radio sets have been provided for the entertainment of the workers. Provision has also been made for games and sports and a tournament is annually conducted by the Department in which the teams of the various local mills participate. The Department has also got a cinema van and a talkie apparatus which are utilised to give free cinema shows to the workers. For the entertainment and instruction of workers, musicians have been appointed by the Department. They guide and direct amateur musicians and also hold periodical music parties for the amusement of workers. Allopathic and homeopathic doctors are employed at ' A ' and ' B ' types of welfare centres respectively. Besides attending the dispensary, the medical officers visit workers at their homes if they are too ill to attend the dispensary. Medicines and in some cases milk are supplied free. Midwives and nurses attend to maternity cases in the Labour *ahatas* and *bustees* under the direct supervision of the Medical Officer in charge. Children attending the centres are washed, bathed and massaged free of charge. Soap, oil and towels are supplied free for the purpose. Regular records are kept of the weight and general health of children attending the centres. Propaganda work in connection with maternity and child welfare is also undertaken by the nurses. Baby shows are organized and prizes given in deserving cases.

The ' A ' class welfare centres have besides tailoring classes where qualified sewing instructresses train labour class women in sewing, knitting, embroidery work, etc.

APPENDIX XVII.

Table showing earnings (weighted averages) of cotton mill workers in Nagpur in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily net earnings.
1	2	3	4	5	6
					Rs. A. P.
Drawing Tenter	M	P/T	9	372	1 15 6
Slubbing Tenter	M	P/T	9	70	2 0 0
Inter Tenter	M	P/T	9	122	2 0 4
Roving Tenter	M	P/T	9	166	1 15 4
Ring Doffer	M	T	9	1,426	1 7 8
Single Sider	M	T	9	2,653	1 13 11
Winder	M	P	9	281	1 6 0
,,	F	P	9	605	1 6 8
Reeler	F	P	9	1,442	1 6 2
Weaver—one Loom	M	P/T	9	3,834	1 14 0
Weaver—Two Looms	M	P	9	1,122	2 6 9
Cooly	M	T	9	540	1 10 1
,,	F	T	9	7	1 10 0
			Total ..	12,640	

APPENDIX XVIII.

Table showing wages and earnings (weighted averages) of cotton mill workers in Akola in selected occupations.

Occupation.	Sex.	Piece or Time	Number of hours of work per shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	9	67	0 12 1	1 10 8
Slubbing Tenter	M	P	9	20	0 13 9	1 12 10
Inter Tenter	M	P	9	41	0 10 9	1 7 6
Roving Tenter	M	P	9	74	0 10 7	1 9 3
Ring Doffer	M	P	9	193	0 6 0	1 4 7
Single Sider	M	P	9	346	0 9 7	1 8 0
Double Sider	M	P	9	12	1 0 10	1 15 2
Universal Winder	M	P	9	47	0 12 3	1 10 7
,,	F	P	9	45	0 11 11	1 10 3
Cheese Winder	F	P	9	7	0 10 8	1 9 1
Grey Winder	M	P	9	20	0 11 5	1 9 10
,,	F	P	9	109	0 7 11	1 6 4
Colour Winder	F	P	9	31	0 10 8	1 9 1
Reeler	M	P	9	118	0 10 9	1 11 11
,,	F	P	9	196	0 6 9	1 7 3
Weaver—One Loom	M	P	9	124	0 12 10	1 12 1
Weaver—Two Looms	M	P	9	393	1 5 10	2 4 [illegible]
Cooly	M	T	9	104	0 11 1	1 [illegible] 4
,,	F	T	9	2	0 4 11	1 3 4
		Total .		1,949		

APPENDIX XIX —(a)

Frequency table showing average daily Basic wages in selected occupations in 4 cotton mills covered by the wage census in Delhi.

Occupations.	Number of workers whose average daily Basic wages were :—												
	As 4 and under As. 6	As. 6 and under As. 8	As. 8 and under As.10	As. 10 and under As. 12	As. 12 and under As.14	As. 14 and under Re. 1	Re. 1 and under Rs. 1/2	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8	Rs. 1/8 and under Rs. 1/12	Rs. 1/12 and under Rs. 2.	Rs. 2 and over.	Total
Drawing Tenters	..	..	..	.	.	19	36	20	54	53	..	12	194
Slubbing Tenters	..	..	..	..	..	15	23	27	33	8	..	..	106
Inter Tenters	..	..	..	..	16	93	57	9	8	..	..	..	183
Roving Tenters	..	..	..	88	71	102	..	..	28	..	..	..	288
Mule Piecers	..	..	..	..	..	15	..	..	8	..	..	..	23
Doffers	..	..	760	..	..	..	..	..	..	..	..	..	760
Tarwallas	..	..	180	..	..	..	..	..	..	..	..	..	180
Double Siders	..	..	..	65	158	..	..	176	92	..	..	..	491
Triple Siders	..	.	..	.	..	..	..	..	..	18	..	..	18
Full Siders	..	..	..	27	464	..	..	..	..		..	..	491
Half Ring Piecers	6	..	10	..	..	..	..	..	..	..	..	..	16
Ring Piecers (Single)	..	..	..	72	25	..	..	..	..	..	..	..	97
Universal Winders	..	..	30	39	..	..	..	..	..	..	..	..	69
Winders	10	11	107		..	.	..	..	..	..	..	..	128
High Speed Winders	..	..	..	176	..	..	..	..	..	..	..	..	170
Colour Winders	..	..	..	17	37	..	..	11	..	..	..	..	65
Pirn Winders	..	..	196	121	..	..	..	..	..	..	..	..	317
Grey winders	..	..	..	223	107	..	..	..	..	..	..	..	330
Multiple Winders	..	..	..	.	12	..	..	..	..	..	..	..	12
Cone Winders	..	..	62	207	..	..	..	..	..	..	..	..	269
Reelers	..	416	14	61	35	14	..	..	..	..	..	..	540
1-loom weavers	16	..	5	..	13	7	61	69	..	125	..	..	296
2-loom weavers	..	..	..	..	..	327	89	..	82	723	841	588	2,650
4 -loom weavers	..	..	..	..	..	..	..	..	..	..	..	18	18
6-loom weavers	..	..	..	..	..	..	..	..	..	..	..	32	32
8-loom weavers	..	..	..	..	..	..	..	..	..	..	..	9	9
Coolies	..	..	71	13	..	..	..	..	..	..	..	..	84
Total ..	32	427	1,435	1,103	938	592	266	312	305	927	841	659	7,837
Percentage to total ..	0·41	5·45	18·31	14·07	11·97	7·56	3·39	3·98	3·89	11·83	10·73	8·41	100

APPENDIX XIX—(*b*)

***Frequency** table showing average daily Net Earnings in selected occupations in 4 cotton mills covered by the wage census in Delhi.*

Occupations.	Number of workers whose average daily Net Earnings were :—										Total
	As. 12 and under Re. 1.	Re. 1 and under Rs. 1/4.	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12.	Rs. 1/12 and under Rs. 2.	Rs. 2 and under Rs. 2/4.	Rs. 2/4 and under Rs. 2/8	Rs. 2/8 and under Rs. 2/12.	Rs. 2/12 and under Rs. 3	Rs. 3 and over.	
Drawing Tenters	..	..	..	19	..	..	36	54	73	12	194
Slubbing Tenters	..	..	..	5	3	..	57	33	4	4	106
Inter Tenters	..	..	16	..	..	51	108	8	..	..	183
Roving Tenters	..	..	25	..	..	236	.	28	..	..	289
Mule Piecers	..	..	23		..	..	..	..	..	..	23
Doffers	..	73	..	..	687	..	..	..	..	..	760
Tarwallas	.	..	..	..	180	..	..	..	..	..	180
Double Siders	..	..	..	..	65	158	176	92	.	.	491
Triple Siders	..	..	..	.	..	..	..	..	18	..	18
Full Siders	..	..	..	..	27	464	..	..	..	..	491
Half Ring Piecers	6	..	..	..	10	..	..	..	..	..	16
Ring Piecers (Single) ..	..	..	72	..	..	25	..	..	..	..	97
Universal Winders.. ..	..	3	..	..	66	..	..	..	..	..	69
Winders	21	..	..	..	107	..	..	..	..	..	128
High Speed Winders ..	..	..	..	..	82	88	..	..	..	..	170
Colour Winders	..	..	..	..	17	37	11	..	..	..	65
Pirn Winders	..	..	..	..	317	..	..	..	..	..	317
Grey Winders	..	..	..	..	222	108	..	..	..	..	330
Multiple Winders	..	..	..	..	..	12	..	..		..	12
Cone Winders	..	..	..	62	207	..	..	..	..	..	269
Reelers	58	..	..	358	75	49	..	..	..	..	540
1-loom weavers	..	16	9		..	9	137	124	1	..	296
2-loom weavers	..	..	..	..	..	416	82	..	723	1,429	2,650
4-loom weavers	..	..	..	..	..	..	..	..	..	18	18
6-loom weavers	..	..	..	..	..	..	..	..	..	32	32
8-loom weavers	..	..	..	..	..	..	..	..	..	9	9
Coolies	..	19	..	10	55	..	..	..	..	..	84
Total ..	85	111	145	454	2,120	1,653	607	339	819	1,504	837
Percentage to total ..	1·08	1·42	1·85	5·79	27·05	21·09	7·75	4·33	10·45	19·19	100

APPENDIX XX.

Table showing wages and earnings (weighted averages) of cotton mill workers in Lahore in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work.	Number of workers.	Average daily basic wages.	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. Ps	Rs. A. P.
Drawing Tenter ..	M	P	9	43	1 5 0	2 1 11
Slubbing Tenter ..	M	P	9	16	1 4 7	2 0 6
Inter Tenter ..	M	P	9	28	1 1 1	1 12 5
Roving Tenter ..	M	P	9	33	0 14 3	1 7 10
Half Piecer ..	M	T	9	31	0 8 8	1 3 3
Three-fourths Piecer ..	M	T	9	62	0 10 5	1 4 2
Full Piecer	M	T	9	94	0 13 8	1 9 4
Doubling Piecer ..	M	T	9	2	0 8 0	0 15 4
Ring Doffer ..	M	T	9	81	0 7 4	1 0 10
Frame Doffer ..	M	T	9	55	0 7 5	1 1 1
Reeler	M	T	9	4	0 10 0	1 11 11
,, ..	M	P	9	148	0 10 7	1 6 6
,, ..	F	P	9	24	0 10 5	1 4 0
Winder	M	P	9	76	1 1 3	1 8 1
Weaver (One Loom) ..	M	P	9	34	0 15 0	1 7 10
Weaver (Two Looms)	M	P	9	128	1 9 5	2 7 7
Weaver (One & Two Looms)	M	P	9	48	1 3 9	1 9 5
Cooly	M	T	9	117	0 10 7	1 3 10
		Total ..		1,021		

APPENDIX XXI (a).

Frequency table showing average daily basic wages in selected occupations in 3 cotton mills covered by the wage census in Lahore.

Occupations.	Number of workers whose average daily Basic wages (excluding allowances) were :—													
	Under As. 4.	As. 4 and under As. 6	As. 6 and under As. 8	As. 8 and under As. 10	As. 10 and under As. 12	As. 12 and under As. 14	As. 14 and under Re. 1	Re. 1 and under Rs. 1/2	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8	Rs. 1/8 and under Rs. 1/12	Rs. 1/12 and under Rs. 2.	Rs. 2 and above.	Total.
Drawing Tenter	..	..	..	..	..	.	..	..	.	43	..	..	..	43
Slubbing Tenter	..	..	..		..	..	..	..	. 4	12	..	..	..	16
Inter Tenter	..	..	..	..	.	..	..	22	6	..	..	..	..	28
Roving Tenter	..	..	..	..	.	..	33	..	..	..	..	..	..	33
Piecer	..	..	4	65	26	94	.	..	.	..	..	..	..	189
Rin . Doffer	..	..	81	..	..	..	..	..	..	..	..	..	.	81
Frame Doffer . ..	..	8	22	25	.	..	..	..	..	..	..	..	..	55
Ruler	..	..	..	3	150	23	.	..	..	..	..	..	..	176
Winder	..	..	..		..	..	52	..	24	..	..	..	..	76
Weaver	..	..	..	..	..		34	..	48	..	128	..	..	210
Cooly	..	..	..	29	88	..	..	..	..	..	..	..	..	117
Total ..	..	8	107	122	264	117	119	22	82	55	128	..	..	1024
Percentage to total ..	..	0·78	10·45	11·91	25·78	11·43	11·62	2·15	8·01	5·37	12·50	..	..	100·0

APPENDIX XXI (b).

Frequency table showing average daily net earnings in selected occupations in 3 cotton mills covered by the wage census in Lahore.

Occupations.	Number of workers whose average daily Net Earnings were :—										
	Under As. 8.	As. 8 and under As. 12	As. 12 and under Re. 1.	Re. 1 and under Rs. 1/4.	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12	Rs. 1/12 and under Rs. 2.	Rs. 2 and under Rs. 2/4.	Rs. 2/4 and under Rs. 2/8	Rs. 2/8 and under Rs. 2/12.	Total
Drawing Tenter	..	..	..	..	..	..	15	28	..	..	43
Slubbing Tenter	..	..	..	..	..	..	4	12	..	..	16
Inter Tenter	..	..	..	..	..	16	12	..	..	..	28
Roving Tenter	..	..	..	..	33	..	..	..	..	..	33
Piecer	..	..	6	50	52	81	..	..	..	..	189
Ring Doffer	..	..	34	47	..	..	..	..	..	..	81
Frame Doffer	..	..	30	..	25	..	..	..	..	..	55
Reeler	..	..	..	3+4	169	..	..	..	..	..	176
Winder	..	..	..	.	29	47	..	..	..	..	76
Weaver	..	..	..	..	24	58	..	..	66	62	210
Cooly	..	..	88	..	29	..	..	..	..	..	117
Total ..	..	..	158	104	361	202	31	40	66	62	1,024
Percentage to total ..	..	..	15·43	10·16	35·25	19·73	3·02	3·91	6·45	6·05	100·0

APPENDIX XXII.

Table showing average daily wages and earnings of cotton mill workers in Lyallpur in selected occupations.

Occupation.	Sex.	Piece or Time.	No. of hours of work per shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings incl. overtime allowances and bonuses.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	8	63	0 15 9	2 5 1
Slubbing Tenter ..	M	P	8	19	0 15 11	2 5 3
Inter. Tenter ..	M	P	8	47	0 11 11	2 1 3
Roving Tenter ..	M	P	8	32	0 11 10	2 1 1
Ring Doffer	M	T	8	246	0 8 5	1 11 1
Full Sider	M	T	8	439	0 13 5	2 0 1
Half Sider	M	T	8	79	0 8 8	1 11 4
Double Sider ..	M	T	8	1	1 3 0	2 5 8
Grey Winder ..	M	P	8 & 9	116	0 8 10	1 10 7
Cone Winder ..	M	P	8	36	0 10 5	1 11 6
Pirn Winder ..	M	P	9	53	0 10 10	1 12 1
Colour Winders ..	M	P	9	6	0 8 1	1 9 4
Reeler	F	P	9	32	0 6 9	1 9 5
,, ...	M	P	9	65	0 6 7	1 10 3
One-Loom Weaver ..	M	P	9	107	0 11 6	1 12 5
Two-Loom Weaver ..	M	P	9	871	1 6 1	2 6 10
Coolies	M	T	8 & 9	117	0 9 0	1 11 1
			Total ..	2,329		

APPENDIX XXIII (a).

Frequency table showing average daily basic wages in selected occupations in one cotton mill covered by the wage census in Lyallpur.

Occupations.	Number of workers whose average daily Basic Wages were:—											
	As. 6 and under As. 8	As. 8 and under As 10	As 10 and under As. 12.	As. 12 and under As. 14.	As. 14 and under Re. 1	Re. 1 and under Re. 1/2	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8	Rs. 1/8 and under Rs. 1/12.	Rs. 1/12 and under Rs. 2	Rs. 2 and above.	Total.
Drawing Tenter	..	..	..	..	43	20	..	..	..	..	..	63
Inter Tenter	..	33	14	..	..	..	..	..	..	..	..	47
Slubbing Tenter	..	..	..	..	11	8	..	..	..	..	..	19
Roving Tenter	..	23	9	..	..	..	..	..	..	..	..	32
Ring Doffer	246	..	..	..	..	..	..	..	..	..	..	246
Full Sider	..	..	439	..	..	..	..	..	..	..	..	439
Half Sider	..	79	..	..	..	..	..	..	..	..	..	79
Double Sider	..	..	..	..	..	..	1	..	..	..	..	1
Grey Winder	28	88	..	..	..	..	..	..	..	..	..	116
Cone Winder	..	18	18	..	..	..	..	..	..	..	..	36
Pirn Winder	..	..	53	..	..	..	..	..	..	..	..	53
Colour Winder	..	6	..	..	..	..	..	..	..	..	..	6
Reeler	97	..	..	..	..	..	..	..	..	..	..	97
One-Loom Weaver	..	..	49	58	..	..	..	..	..	..	..	107
Two-Loom Weaver	..	..	..	..	..	..	..	871	..	..	..	871
Cooly	10	99	8	..	..	..	..	..	..	..	..	117
Total	135	536	184	520	54	28	1	871	..	..	..	2,329
Percentage to total	5·80	23·01	7·90	22·33	2·32	1·20	·04	37·40	..	..	..	100·0

APPENDIX XXIII (b).

Frequency table showing average daily net earnings in selected occupations in one cotton mill covered by the wage census in Lyallpur

Occupations	Number of workers whose average daily Net Earnings were :—							
	Rs. 1/8 & under Rs. 1/12.	Rs. 1/12 & under Rs. 2.	Rs. 2 & under Rs. 2/4.	Rs. 2/4 & under Rs. 2/8.	Rs. 2/8 & under Rs. 2/12.	Rs. 2/12 & under Rs. 3.	Rs. 3 & above.	Total.
Drawing Tenter	..	..	..	63	..	..	..	63
Inter Tenter	..	..	47	..	..	..	..	47
Slubbing Tenter	..	..		19		..	..	19
Roving Tenter	..	..	.. 32	..	..	..	..	32
Ring Doffer	246	..	..	..	..	..	..	246
Full Sider	..	3	436	..	..	..	..	439
Half Sider	79	..	..	..	..	..	..	79
Double Sider	..	..	..	1	..	..	..	1
Grey Winder	116	..	..	..	..	..	..	116
Cone Winder	18	18	..	..	..	..	..	36
Pirn Winder	53	..	..	..	..	..	..	53
Colour Winder	6	..	..	..	..	..	..	6
Reeler	97	..	..	..	..	..	..	97
One-Loom Weaver ..	49	58	..	..	..	..	..	107
Two-Loom Weaver ..	..	..	..	871	..	..	..	871
Cooly	94	23	..	..	..	..	..	117
Total ..	758	102	515	954	..	..	..	2,329
Percentage to total ..	32·55	4·38	22·11	40·96	..	..	..	100·0

APPENDIX XXIV.

Summary of the scheme for standardization of wages in the Indore Cotton Mill Industry.

The Government of Holkar State, by a cabinet Resolution No. 585, dated 2nd June 1942, decided to standardise the wages of operatives in certain occupations as follows :—

(a) It has been decided to standardise the wages of two-loom weavers of all the mills except the Rai Bahadur Kanhaiyalal Mills with effect from April 1942. All these weavers would get Rs. 38 for 26 working days with 76 per cent. efficiency. For ' dobby ' and other works, allowances would be granted in accordance with the scales recommended by the Bombay Textile Labour Enquiry Committee on pages 140 to 145 of their report.

Weavers working on " daries " and " blankets " do not come under this scheme. But in view, however, of the depressing effect on their net earnings as a result of the revision in the method of calculating Dearness Allowance they shall receive a compensatory rise of 6¼ per cent. on their basic wage rates.

(b) In order to give this scheme a fair chance of working, pending improvement in production and earnings, all the mills, except the R. B. Kanhaiyalal Bhandari Mills, shall guarantee to weavers on all sorts, payment at a rate of 6¼ per cent. higher than the current rate for such sorts. This guarantee will remain in force for 6 months in the first instance after which period, the case for its extension or discontinuance will be decided by the Government.

(2) The rates of wages for other occupations as mentioned in the Bombay T. L. E. C. Report on pages 134 to 138 would be fixed as follows for all mills except the R. B. Kanhaiyalal Bhandari Mills.

The average of wages paid in these different occupations in each mill shall be taken for the year 1941 excepting the months of April and May which were affected by a strike. With this as the base, for each occupation, the average will then be drawn by taking into account the actual average wages being paid in that occupation in different mills. These average rates shall be made the minimum basic rates for each occupation in all the mills below which in future no mill will go irrespective of the period for which the rest of the settlement will be effective. Mills paying lower than these rates will level up to these rates and those paying higher rates will continue to do so. In both cases there will be a further 6¼ per cent. rise above the new minimum and on the existing rates higher than the minimum and the rates thus arrived at shall be adopted as the prevailing rates in each mill for the period of the proposed settlement mentioned below ;

(3) This scheme would be in force till September 1944 after which date changes would be made mostly depending on the economic position of the mills.

(4) In the case of R. B. Kanhaiyalal Bhandari Mills, Ltd., a rise of 15 per cent. shall be granted in the basic wage at present paid to the weavers, and in other occupations mentioned on pages 134 to 138, of the Report of the Bombay Textile Labour Enquiry Committee. The rates shall be fixed in such a way that the increased wage bill should not exceed 12½ per cent. of the previous wage bill. In fixing the rates for individual occupations, a total maximum increase of 12½ per cent. shall be made in a graduated manner so that the operatives getting lower wages get a higher rate of increase and those getting higher wages a comparatively lower rate of increase.

APPENDIX XXV.

Table showing wages and earnings (weighted averages) of cotton mill workers in Indore in selected occupations.

Occupation.	Sex.	Piece or Time.	Number of hours of work per shift.	Number of workers.	Average daily basic wages.	Average daily net earning.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	10	401	1 0 4	2 8 3
Slubbing Tenter ..	M	P	10	141	1 1 0	2 8 10
Inter Tenter ..	M	P	10	249	0 15 10	2 7 8
Roving Tenter ..	M	P	10	440	0 15 2	2 7 4
Ring Warp Sider ..	M	T	10	721	0 9 11	2 1 9
Ring Weft Sider ..	M	T	19	696	0 10 2	2 2 1
Ring Tarwalla ..	M	T	10	68	0 10 3	2 1 9
Ring Doffer	M	T	10	1,697	0 6 8	1 14 7
Grey Winder ..	M	P	10	499	0 7 4	1 14 10
,, ..	M	T	10	90	0 11 4	2 1 9
,, ..	F	P	10	982	0 7 1	1 14 6
Colour Winder ..	M	P	10	38	0 13 2	2 4 8
,, ..	F	P	10	273	0 9 2	2 0 8
Universal Winder ..	M	P	10	82	0 6 7	1 14 0
,, ..	M	T	10	16	0 8 3	2 0 3
,, ..	F	P	10	109	0 6 2	1 13 10
,, ..	F	T	10	17	0 9 8	2 1 7
Pirn Winder ..	M	P	10	33	0 7 1	1 14 7
,, ..	F	P	10	54	0 7 9	2 0 1
,, ..	F	T	10	19	0 8 3	2 0 3
Reeler	M	P	10	47	0 9 7	2 1 3
,, ..	M	T	10	9	0 6 5	1 13 11
,, ..	F	P	10	508	0 6 8	1 14 3
Weaver (One Loom) ..	M	P	10	993	0 13 3	2 4 8
Weaver (Two Looms)	M	P	10	5,197	1 4 9	3 12 2
Cooly	M	T	10	1,403	0 12 0	2 3 3
			Total ..	14,782		

APPENDIX XXVI (a).

Frequency table showing average daily basic wages in selected occupations in 7 cotton mills covered by the wage census in Indore.

Occupations.	As. 4 and under As. 6.	As. 6 and under As. 8.	As. 8 and under As. 10	As. 10 and under As. 12.	As. 12 and under As. 14.	As 14 and under Rs. 1.	Re. 1 and under Rs. 1/2.	Re. 1/2 and under Rs. 1/4.	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12.	Total
Drawing Tenter	..	..	..	..	30	119	204	48	..	..	401
Slubbing Tenter	..	..	..	..	..	30	87	..	24	..	141
Inter Tenter	..	..	..	..	47	103	67	..	32	..	249
Roving Tenter	..	..	..	..	134	106	200	..	..	..	440
Ring Warp Sider	..	..	417	304	..	..	..	..	..	..	721
Ring Weft Sider	..	..	..	696	..	..	..	..	..	..	696
Tarwalla	..	..	..	68		..	..	..	..	..	68
Ring Doffer	..	1,697	..	..	..	..	..	..	..	..	1,697
Grey Winder	..	1,262	219	90	..	..	..	..	..	..	1,571
Colour Winder	..	..	242	31	8	30	..	..	..	..	311
Universal Winder	85	82	43	10	..	4	..	..	..	..	224
Pirn Winder	..	73	27	..	..	6	..	..	..	..	106
Reeler	319	82	49	114	..	..	..	..	..	..	564
Weaver (One Loom) ..	..	..	21	409	255	60	248		..	..	993
Weaver (Two Looms) ..	..	..	..	..	..	99	164	588	4,089	257	5,197
Cooly	..	..	..	597	806	..	..	..	..	..	1,403
Total ..	404	3,196	1,018	2,319	1,280	557	970	636	4,145	257	14,782
Percentage to total ..	2·73	21·62	6·89	15·69	8·66	3·77	6·56	4·30	28·04	1·74	100

APPENDIX XXVI (b).

Frequency table showing average daily net earnings in selected occupations in 7 cotton mills covered by the wage census in Indore.

Occupation.	Re. 1/8 & under Re. 1/12.	Re. 1/12 & under Rs. 2.	Rs. 2 & uuder Rs. 2/4.	Rs. 2/4 & under Rs. 2/8	Rs. 2/8 & under Rs. 2/12.	Rs. 2/12 & under Rs. 3.	Total
Drawing Tenter	..	..	..	105	296	..	401
Slubbing Tenter	..	..	..	30	87	24	141
Inter tenter	..	..	..	148	69	32	249
Roving Tenter	..	..	..	240	200	..	440
Ring Warp Sider	..	..	721	..	..	..	721
Ring Weft Sider	..	..	696	..	..	..	696
Tarwalla	..	..	68	..	..	..	68
Ring Doffer	..	1,697	..	..	..	..	1,697
Grey Winder	..	1,369	202	..	..	..	1,571
Colour Winder	..	..	281	30	..	..	311
Universal Winder	..	167	53	4	..	..	224
Pirn Winder	..	73	27	6	..	..	106
Reeler	73	342	149	..	..	..	564
Weaver (One Loom)	..	..	430	563	..	..	993
Weaver (Two Looms)	..	..	..	418	2,135	2,644	5,197
Cooly	..	..	1,145	258	..	..	1,403
Total ..	73	3,648	3,772	1,802	2,787	2,700	14,782
Percentage to total ..	·49	24·68	25·52	12·19	18·85	18·27	100

APPENDIX XXVII.

Table showing wages and earnings (weighted averages) of cotton mill workers in Baroda in selected occupations.

Occupation	Sex.	Piece or Time.	Number of hours of work.	Number of workers.	Average daily basic wages.	Average daily net earnings.
1	2	3	4	5	6	7
					Rs. A. P.	Rs. A. P.
Drawing Tenter ..	M	P	9, 10	128	0 14 9	2 13 11
Slubbing Tenter ..	M	P	9, 10	42	0 15 5	2 14 8
Inter Tenter ..	M	P	9, 10	77	0 14 8	2 13 5
Roving Tenter ..	M	P	9, 10	189	0 12 8	2 12 3
Mule spinner ..	M	T	9, 10	1,064	0 14 0	2 13 1
,, ..	F	T	9	11	0 13 5	2 12 7
Frame Doffer ..	M	T	9, 10	211	0 7 6	2 6 6
Ring Doffer	M	T	9, 10	575	0 7 5	2 6 5
Grey Winder ..	M	P	10	182	0 9 2	2 9 3
,, ...	F	P	9	207	0 7 8	2 6 8
Colour Winder ..	M	P	9, 10	10	0 11 1	2 10 2
.. ..	F	P	9	82	0 11 2	2 9 2
Cheese Winder ..	M	P	10	3	0 13 9	2 12 6
,, ..	F	P	9	10	0 11 3	2 8 2
Reeler	M	P	10	10	0 7 1	2 5 10
,, ...	F	P	9	42	0 7 7	2 6 1
Weaver (Two looms) ..	M	P	9, 10	2,201	1 6 10	3 5 7
Cooly	M	T	9, 10	441	0 10 3	2 8 7
		Total ..		5,485		

APPENDIX XXVIII (a).

Frequency table showing average daily basic wages in selected occupations in 4 cotton mills covered by the wage census in Baroda.

Occupation.	Number of workers whose average daily Basic wages were:—												
	As. 4 and under As. 6	As. 6 and under As. 8	As. 8 and under As. 10	As. 10 & under As. 12	As. 12 & under As. 14	As. 14 and under Re. 1.	Re. 1/- and under Rs. 1/2.	Rs. 1/2 and under Rs. 1/4	Rs. 1/4 and under Rs. 1/8.	Rs. 1/8 and under Rs. 1/12.	Re. 1/12 and under Rs. 2	Rs. 2 & over.	Total
Drawing Tenters	..	..	..	..	57	45	..	26	..	..	..	..	128
Slubbing Tenters	..	..	..	..	12	17	5	3	5	..	..	..	42
Inter Tenters	..	..	..	..	54	10	13	..	..	..	..	..	77
Roving Tenters	..	..	..	78	86	..	13	12	..	..	..	..	189
Mule spinners	..	..	..	..	935	.	140	..	..	..	..	..	1,075
Frame Doffers	..	211	..	..	..	..	..	..	..	..	..	..	211
Ring Doffers	..	575	..	..	..	..	..	..	..	..	..	..	575
Grey Winders	..	237	87	65	..	..	..	..	..	..	..	..	389
Colour Winders	..	..	4	85	3	..	..	..	..	..	..	..	92
Cheese Winders	..	..	..	10	3	..	..	..	..	..	..	..	13
Reelers	..	20	..	20	..	..	..	..	..	..	..	..	52
Weavers	..	..	..	..	..	..	..	..	1461	740	..	..	2,201
Coolies	..	..	232	209	..	..	..	..	..	..	..	..	441
Total	..	1,043	323	467	1,150	72	171	41	1,466	740	..	..	5,485
Percentage to total	..	19·02	5·89	8·51	20·97	1·31	3·12	·75	26·72	13·49	..	..	100

APPENDIX XXVIII (b).

Frequency table showing average daily Net Earnings in selected occupations in 4 cotton mills covered by the wage census in Baroda.

Occupation.	Number of workers whose average daily Net Earnings were:—				
	Rs. 2/4 and under Rs. 2/8.	Rs. 2/8 and under Rs. 2/12.	Rs. 2/12 and under Rs. 3.	Rs. 3 and over.	Total
Drawing Tenters	..	..	115	13	128
Slubbing Tenters	..	..	29	13	42
Inter Tenters	..	..	77	..	77
Roving Tenters	..	102	62	25	189
Mule spinners	..	..	1,005	70	1,075
Frame Doffers	211	..	..	..	211
Ring Doffers	575	..	..	..	575
Grey Winders	207	182	..	..	389
Colour Winders	63	29	..	..	92
Cheese winders	..	10	3	..	13
Reelers	52	..	..	..	52
Weavers	..	..	..	2,201	2,201
Coolies	149	292	..	..	441
Total	1,257	615	1,291	2,322	5,485
Percentage to total	22·92	11·21	23·54	42·33	100

APPENDIX XXIX.

Working of the Factory Co-operative Societies in the Baroda State.

1. *The aim of the Government.*—The labouring classes of the town especially in the Textile Mills and other large works are now in receipt of dearness allowances, bonuses and other payments on a generous scale. These surplus amounts paid to them due to war conditions will be discontinued on cessation of war. Instead of these amounts being frittered away on drink and luxuries, etc., it may be saved for times of need and as a provision for bad years and old age. Prior to this Government Order No. (R.)-22|11|29-6-43 four co-operative societies in the Textile mills of the State were working on the principle of savings. Labour Officer Mr. B. S. Desai had put in his best efforts for the organisation of these societies and successfully running them. By the above order of the Government dated 29th June 1943, Mr. B. S. Desai, was appointed as a Special Registrar of Co-operative Societies to start societies in the labour centres.

2. *Registration of the societies and starting of work.*—The work of organisation and registration of societies was taken up immediately and 14 new societies are started during the period making a total of such societies to 20.

3. *Important features of these societies.*—The main object of these societies is to encourage the spirit of thrift which is mostly lacking in the class of factory labour as a whole. Section 3 of the bye laws stresses the necessity of thrift for misery and old age.

The best way to live a happy life is to live thriftly and discriminately.

To create more share capital a relation between the holding of shares and limit of advancing loan proportionately is laid down in section 25 of the bye laws.

By section 14 of the bye laws the savings of different types is made compulsory such as from pay, dearness allowance. bonus and other surplus emoluments received by labourers from time to time. This stands as a brake on the unnecessary waste of money. Section 14 stands as under :—

Section 14.

Every member should at least deposit a monthly compulsory deposit in the society according to the scale as under which will be returned on his requisition from the society. These deposits will bear an interest at ½ per cent. pie per rupee per month.

Monthly Salary.	Monthly Compulsory. Deposits. Rs. A. P.
Re. 1 to 25	0 8 0
Rs. 25 to 40	1 0 0
Rs. 41 to 60	1 8 0
Rs. 61 to 80	2 0 0
Rs. 81 to 100	3 0 0
Rs. 101 and over	4 0 0

A member will be permitted to purchase shares out of the above compulsory savings if he so desires.

14 (c). (ii) Over and above the compulsory savings mentioned in section (14) every member shall be required to deposit from annas two to eight annas per rupee of the dearness allowance as dearness savings upto the time the war lasts and dearness allowance is continued. A separate dearness allowance savings ledger for these accounts will be maintained and sums entered in the name of the individual members. These savings may be returned to the member by a majority vote of the managing body on completion of war and stoppage of dearness allowance.

(2) The dearness allowance savings will not be returned as long as the war lasts and dearness allowance is continued, but a part of it may be given for urgent unavoidable expenditure if the Managing Committee thinks fit.

(3) These deposits will bear an interest upto ½ per cent.

Loans. (Section 25).

Loans are advanced very guardedly. The limit laid down is ten times the share capital, six times the monthly salary whichever is lower, but at any time this should not exceed Rs. 1,000.

4. *General and managing bodies.*—The annual general meeting of the society meets every year in the 1st three months of the co-operative year, and looks after the general progress of the society. The main functions of this body are :

1. To pass balance sheet and declare dividend, and distribute profit.
2. To elect the President and 3 members of the Managing Body.
3. To appoint honorary auditors.
4. To amend the bye laws, if necessary.

The Managing Committee looks after the day to day work of the society throughout the year. It has the power to admit members, advance and recover loans, keep supervision over the staff employed, accept loans and deposits and deposit the surplus funds of the society with a bank or such safe concern.

5. *Progress of the work.*—The co-operative societies of the factories of the Baroda State are making rapid progress which can be seen from the figures given below regarding the achievements made within a short period of 8 months.

1. No. of members	20,260
2. Share subscription	Rs. 1,13,845
3. Compulsory Savings	Rs. 1,45,065
4. Dearness allowance Savings	Rs. 4,49,275
5. Other deposits	Rs. 15,024
6. Reserve and other funds	Rs. 372
7. Total working capital	Rs. 7,23,581

6. *Deductions of Co-operative Societies legalised.*—Under section 7 (2) (j) of the Payment of Wages Act the deductions of the co-operative societies are permitted, but the section was not so very clear about the compulsory nature of deduction. However, the work done during the period was as good as compulsion. Necessity for the order of compulsory deductions was felt to safeguard the work so laboriously started, and to give further impetus to it. The Government realised the utility of such an order and the deductions were legalised. **[Under section 7 (2) (j) and 14 of the Payment of Wages Act.]**

APPENDIX XXX.

Basic Wage Scheme in the Bangalore Woollen, Cotton & Silk Mills Co. Ltd.

After an examination of the present rates of pay the Management have decided to raise the general level of wages as from the 1st January 1943. The following adjustments will be made on present wages (excluding allowances for shift work etc.) to all Permanent and Temporary employees who were in our employ on the 31st December 1942.

(a) *Time Workers.*

Category.		Increase per day. Rs. A. P.
Employees now drawing under Re. 0-8-0	Per day	0 0 9
Employees now drawing from Re. 0-8-0 to 0-15-9	„	0 1 0
Employees now drawing from Rs. 1-0-0 to 1-7-9	„	0 1 3
Employees now drawing from Rs. 1-8-0 to 1-15-9	„	0 1 6
Employees now drawing from Rs. 2-0-0 to 2-7-9	„	0 1 9
Employees now drawing from Rs. 2-8-0 to 2-15-9	„	0 2 0
Employees now drawing from Rs. 3-0-0 to 3-7-9	„	0 2 3
Employees now drawing from Rs. 3-8-0 and upwards	„	0 2 6

(b) *Monthly paid workers.*

Adjustments will be equivalent to those given to Time workers by converting the monthly rate to daily rate on the basis of 26 days per month.

(c) *Piece Workers.*

For those employees who are paid on piecework rates, the adjustments will be on the basis on the average wage of the occupation.

21*st Jan.* 1943.

Messrs. BINNY & CO., (MADRAS) LTD.,
Agents Secretaries & Treasurers,
The Bangalore Woollen Cotton & Silk Mills.

The Bangalore Woollen Cotton and Silk Mills Co. Ltd.

NOTICE.

As from the 1st January 1943 the following scheme of wage payments will be adopted.

Standard Basic Wages.

(1) A basic wage has been fixed for every job in the Mill.

Note.—The basic wage given to jobs formerly having minimum and maximum rates of pay, is, in no case, less than the present minimum.

(2) On the 1st January of EVERY year AFTER 1943 an increase of 1 per cent. on the Basic wage will be given ; this will be called the " percentage ".

(3) A worker transferred to a higher paid job will at once receive his new Basic Wage and in addition a percentage sufficient to bring his gross earnings up to those of a worker of similar total service already engaged in the job to which he is promoted or equal to the amount of the " Percentage " drawn prior to his transfer, whichever is less.

(4) All permanent and Temporary Employees who were in our employ on the 31st December 1942 will have their wages covered and divided as follows.

(a) Basic wage. (b) Percentage.

Note Example to make this clear.

No. 100 Cooly—

His rate in December 1942 was Re. 0-11-0 per day or Rs. 17-14-0 per month of 26 days.

Increase from 1st January 1943 Re. 0-1-0 per day or Rs. 1-10-0 per month of 26 days.

Re. 0-12-0 or Rs. 19-8-0

His 1943 pay will be divided as under :—

(a) Basic Wage	0	10 3
(b) Percentage	0	1 9
	0	12 0

As Annas 1/9 is over 17% and under 18% of the basic wage he will receive 18%. His pay for 1943 will be

Basic wage	0-10-3 per day or Rs.	16-10-6 per month of 26 days.
Plus 18% of	16-10-6	3-0-0
		19-10-6

(5) Dearness allowance will continue as a special allowance paid under special arrangements.

Messrs. BINNY & CO., (MADAS) Ltd.,
Agents Secretaries and Treasurers,
The Bangalore Woollen Cotton & Silk Mills Co.

21*st Jan.* 1943.

APPENDIX XXXI.

Table showing wages and earnings (Weighted averages) in selected occupations in January 1944 *in the three big Cotton Mills at Bangalore.*

Occupation.	Sex.	Piece or Time rate.	Number of hours of work per shift.	Number of workers.	Average daily Basic wages earned.	Average daily net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	T	8, 9	125	0 10 7	1 4 1
Slubbing Tenter	M	P	8, 9	65	0 13 11	1 5 6
Inter Tenter	M	P	8, 9	77	0 11 11	1 6 1
Roving Tenter	M	P	8, 9	303	0 11 4	1 5 8
Ring Doffer	M	P	9	425	0 4 4	0 12 11
Slubbing Doffer	M	T	8	53	0 7 9	1 2 4
Roving Doffer	M	T	9	178	0 6 4	0 15 11
Throstle Doffer	M	T	9	239	0 8 0	1 2 9
Full Sider	M	T	9	133	0 9 7	1 3 1
	F	T	9	9	0 8 7	1 2 5
Half-Sider	M	T	9	41	0 6 2	1 5 11
Two-Thirds Sider	M	T	9	130	0 7 11	1 1 6
	F	T	9	14	0 6 11	1 0 8
One-Third Sider	M	T	9	194	0 4 11	0 14 11
Grey Winder	M	P	9	65	0 6 9	1 1 1
	F	P	9	90	0 7 2	1 0 11
Colour Winder	M	T	9	3	0 7 4	1 1 2
	F	P	9	11	0 4 5	0 15 1
Universal Winder	M	P	9	113	0 6 0	1 4 10
	F	P	9	132	0 6 4	1 0 1
Prin Winder	M	P	9	227	0 15 7	1 11 9
	F	P	9	47	0 15 10	1 10 7
M. N. K. Winder	M	P	9	19	0 3 10	0 13 9
	F	P	9	44	0 5 5	0 15 2
Single-Loom Weaver	M	P	9	347	0 9 1	1 2 6
Two-Loom Weaver	M	P	9	738	1 0 9	1 11 3
Three-Loom Weaver	M	P	9	421	1 2 9	1 13 1
Four-Loom Weaver	M	P	9	14	1 5 11	2 0 1
Six-Loom Weaver	M	P	9	187	1 6 5	2 0 1
Reeler	M	P	9	41	0 5 4	0 15 2
	F	P	9	333	0 7 5	1 1 3
Cooly	M	T	9	212	0 9 3	1 3 2
			Total	5,030		

APPENDIX XXXII.

Wage rates in the Cotton Mill Surveyed in Mysore.

	Minimum.	Maximum.
	Rs. A. P.	Rs. A. P.
Mixing—		
Maistry	0 11 0	to 0 14 0
Coolies	0 7 0	to 0 10 0
Blow Room.		
Jobber	piece-work	
Sweepers	0 7 0 to	0 8 0
Machine Tenters	0 7 0 to	0 10 6
Oilers	0 8 0 to	0 11 6
Cotton carriers etc.	0 7 0 to	0 10 0
Carding Department—		
Assistant Jobber	0 12 0 to	1 8 0
Oil-men	0 8 0 to	0 11 6
Lap carriers	0 7 0 to	0 10 0
Strippers	0 7 0 to	0 11 6
Overhauling coolies	0 7 0 to	0 9 0
Roving—		
Overhauling fitters	0 12 0 to	1 4 0
Doffing boys	0 5 0	
Oilers	0 8 0 to	0 11 6
General cooly	0 7 0 to	0 9 0
Waste coolies	0 7 0 to	0 10 6
Spinning—		
Oilers & Banding men	0 12 6 to	1 0 0
Mochi	0 14 0 to	1 4 0
Doff weighers	0 7 0 to	0 9 0
Siders	0 5 6 to	0 12 0
Mechanic	1 0 0 to	0 12 0
Fitters	0 12 0 to	1 4 0
Bamboo carriers	0 6 6 to	0 9 0
Reeling Department—		
Jobbers	0 12 0 to	1 0 0
Thread counters	0 6 0 to	0 9 0
Carpenter	0 10 0 to	1 0 0
Sweeper—women	0 5 0	
Reelers—with men & women	piece-work.	

APPENDIX XXXII—*contd.*

	Minimum. Rs. A. P.		Maximum. Rs. A. P.
Engineering—			
Sw. Bd. Attendants	1 0 0	to	2 0 0
Oilmen	0 8 0	to	1 0 0
Boiler cooly	0 8 0	to	0 12 0
Carpenter	0 12 0	to	1 8 0
Tinkers	1 0 0	to	1 8 0
Firemen	1 0 0	to	1 12 0
Turners	1 0 0	to	1 12 0
Black-smith	0 8 0	to	1 12 0
Hammer-man	0 8 0	to	0 12 0
Packer & Printers	0 5 0	to	0 6 6
Twisters	0 7 0	to	0 9 0
Bale helpers	0 7 0	to	0 8 0
Sizers	0 8 0	to	1 2 0
Beam carriers	0 7 0	to	0 10 0
Reed repairers	0 6 6	to	0 9 0
Weft, pirn carriers	0 6 0	to	0 8 0
Yarn dressers	0 6 0	to	0 8 0
Weavers	piece-work.		
Folders	0 6 0	to	0 9 0
Dyehouse coolies	0 7 0	to	0 11 0
Scavangers	10 8 0		
Hosiery Department—			
Cutting & Stitching	0 12 0	to	1 8 0
Maistry & Jobbers	0 12 0	to	1 8 0
Knitters	0 6 0	to	0 9 0
Menders	0 5 0	to	0 8 0
Socks linker	0 6 0	to	0 8 0
Packers	0 7 0	to	0 10 0
Pressmen	0 7 0	to	0 9 0
Calendering men	0 5 0	to	0 8 0
Ware-house packers	0 6 0	to	0 9 0
Stitchers	0 7 0	to	0 12 0
Winders—Women (on daily wages)	0 4 6	to	0 7 0
Building coolies	0 7 6		
Garden coolies	0 7 6		
Brick layers	1 1 0	to	1 3 0
Masons	0 12 0		

APPENDIX XXXIII (a).

Table showing average daily wages and earnings in selected occupations in February 1944 in the Cotton Spinning and Weaving Mill at Mysore.

Occupation.	Sex	Piece or Time.	No. of hours of work per Shift.	Number of workers.	Average daily Basic Wages earned.	Average daily net earnings incl. over time, allowances and bonuses.
					Rs. A. P.	Rs. A. P.
Slubbing Tenters	M	P	7½	14	0 12 11	1 5 2
Inter. Tenters	M	P	,,	29	0 10 11	1 3 2
Spinning Doffers	M	T	,,	56	0 5 0	0 13 6
Full Siders	M	T	,,	174	0 7 9	1 0 7
Half Siders	M	T	,,	83	0 5 8	0 14 6
One & Half Siders	M	T	,,	28	0 11 10	1 4 8
Single piecers	M	T	,,	18	0 5 0	0 13 9
Double Siders	M	T	,,	18	0 11 8	1 3 11
Roving doffers	M	T	,,	38	0 5 1	0 14 1
Tarwallas	M	T	,,	9	0 5 0	0 13 2
Winders	M	P	,,	61	0 6 7	0 14 7
Winders	F	P	,,	88	0 6 0	0 14 0
Reelers	M	P	,,	18	0 6 11	0 14 10
Reelers	F	P	,,	292	0 4 4	0 12 4
Weavers, Single-loom ..	M	P	,,	24	0 11 4	1 2 10
Weavers, Two-looms ..	M	P	,,	213	0 14 6	1 6 6
Weavers, three-looms ..	M	P	,,	2	1 7 11	2 0 0
Coolies	M	T	,,	177	0 8 0	1 0 3
	F	T	,,	1	0 6 0	0 13 11
Total ..				1,343		

APPENDIX XXXIII (b).

Table showing average daily wages and earnings in selected occupations in January 1944 in the Cotton Spinning Mill at Davangere (Mysore State).

Occupation.	Sex.	Piece or Time rate.	No. of hours of work per shift.	No. of workers.	Average daily baisc wages earned.	Average daily net earnings incl. over-time, allowances and bonuses.
					Rs. A. P.	Rs. A. P.
Drawing Tenters	M	P	9	11	0 7 11	0 12 6
Slubbing Tenters	M	P	9	7	0 8 2	0 12 8
Inter. Tenters	M	P	9	8	0 11 2	0 15 8
Roving Tenters	M	P	9	40	0 9 8	0 14 2
Spinning Doffers	M	T	9	69	0 4 6	0 6 6
Full Siders	M	T	9	89	0 8 10	0 13 0
3/4 Siders	M	T	9	51	0 6 6	0 9 8
1/2 Siders	M	T	9	43	0 5 1	0 8 1
Roving Doffers	M	T	9	47	0 6 2	0 9 6
Reelers	F	P	9	269	0 5 3	0 7 3
Coolies	M	T	9	55	0 7 7	0 10 7
			Total	689		

APPENDIX XXXIV.

Schedule of basic wages for workers in theSpinning Mills in Pudukad, Cochin State.

Only basic wages are noted.

Spinning —	
Line Jobber	Rs. 19 to Rs. 23.
Doffing Jobber	Rs. 16 to Rs. 18.
Full siders	Rs. 13 to Rs. 11.
¾ siders	Rs. 7-8-0.
½ siders	Rs. 5.
Female full siders	Rs. 9 to Rs. 11.
Doffing—	
Boys and girls	Rs. 4 and Rs. 3 respectively.
Roving—	
Doffing Jobber & fitter	Rs. 16 to Rs. 19.
Oilers	Rs. 16.
Tenters	Rs. 9-7-0 per day for 26 working days of a month—Rs. 15-9-2.
Inter Tenters.	Re. 0-13-8 per day average or Rs. 22-3-4 for 26 days of a month.
Slubbing Tenters	Re. 0-10-2 per day average or Rs. 16-8-4 for 26 days of a month.
Doffing Boys in Frame Department ..	Rs. 7 to Rs. 10.
Carding—	
Grinders & Fitters	Rs. 13 to Rs. 15.
Blow Room—	
Oiler	Rs. 13.
Reelers	Rs. 0-6-0 per day average.
	Rs. 9-12-0 per month.

APPENDIX XXXV.

Table showing Wages and Earnings (wcighted average) in April 1944 in the selected occupations in the Cotton Mills in Cochin State.

Occupation.	Sex.	Piece or Time rate.	Number of hours of work per shift.	Number of workers.	Average daily Basic wages earned.	Average daily net earnings.
					Rs. A. P.	Rs. A. P.
Drawing Tenter	M	P	9	17	0 7 4	1 0 4
	F	P	5½	12	0 3 9	0 8 8
	M	T	9	23	0 5 10	0 10 1
Slubbing Tenter	M	P	9	19	0 8 4	0 15 11
Inter Tenter	M	P	9	27	0 8 11	1 0 9
Roving Tenter	M	P	9	80	0 8 5	0 15 10
Roving Doffer	M	T	9	66	0 4 6	0 7 7
	C	T	9	38	0 2 5	0 5 8
Full—Sider	M	T	9	249	0 6 9	0 12 3
	F	T	9	33	0 5 3	0 12 6
¾—Sider	M	T	9	163	0 4 8	0 8 4
	F	T	9	34	0 4 7	0 8 3
2/3—Sider	M	T	9	63	0 3 4	0 8 0
	F	T	9	16	0 3 4	0 7 6
½—Sider	M	T	9	147	0 3 1	0 5 8
	F	T	9	50	0 2 10	0 5 5
Tarwalla	M	T	9	56	0 8 3	0 14 2
Ring Doffer	M	T	9	224	0 2 6	0 4 6
	F	T	9	72	0 1 10	0 3 4
Grey Winder	F	P	9	166	0 3 6	0 7 5
Colour Winder	F	P	9	16	0 3 7	0 7 7
Reeler	F	P	9	373	0 4 3	0 7 7
Single-Loom Weaver	F	P	8	232	0 5 0	0 10 8
	M	P	8	474	0 6 2	0 13 1
Two-Loom Weaver	M	P	8	269	0 10 1	1 5 3
Cooly	M	T	9	96	0 7 2	0 10 1
	F	T	9	63	0 4 2	0 5 9
			Total	3,078		

APPENDIX XXXVI (a).

Summary frequency table showing average daily basic wages of Workers in Cotton Mills surveyed in India (excluding Bombay Province).

Name of centre.	Percentage to total.													
	Under 0-4-0.	0-4-0 & under 0-6-0.	0-6-0 & under 0-8-0.	0-8-0 & under 0-10-0.	0-10-0 & under 0-12-0.	0-12-0 & under 0-14-0.	0-14-0 & under Re. 1.	Re. 1 & under Rs. 1-2-0.	Rs. 1-2-0 & under Rs. 1-4-0.	Rs. 1-4-0 & under Rs. 1-8-0.	Rs. 1-8-0 & under Rs. 1-12-0	Rs. 1-12-0 & under Rs. 2.	Rs. 2-0-0 & above.	Total No. of workers.
BRITISH INDIA.														
1. SOUTH INDIA—														
Madras ..	..	..	..	3·72	7·92	57·44	2·74	4·17	2·65	9·91	3·49	6·72	1·24	6,455
Coimbatore ..	1·05	32·14	34·83	19·33	9·47	1·29	1·87	0·02	..	..	..	..	..	22,799
Madura ..	2·07	7·93	43·88	34·72	10·21	1·19	..	..	..	..	..	..	..	14,609
Ramnad ..	..	16·69	47·14	31·59	4·58	..	..	..	..	..	..	..	..	611
Ambasumadram	..	..	79·22	14·00	6·78	..	..	..	..	..	..	..	..	4,928
Tinnevelly	..	8·07	32·09	24·72	9·18	15·04	..	10·90	..	..	..	..	..	991
Gudiatham ..	11·53	16·07	55·39	12·10	4·91	..	..	..	..	..	..	..	..	529
Salem ..	24·28	44·36	30·05	1·31	..	..	..	..	..	..	..	..	..	762
Trichnapolly	9·51	26·99	37·07	26·43	..	..	..	..	..	..	..	..	..	526
2. BENGAL ..	..	5·42	7·07	31·02	15·62	11·11	3·30	23·44	1·55	0·98	0·49	..	..	8,306
3. U. P.—Cawnpore.	0·10	1·35	5·09	13·89	11·43	11·83	7·01	7·22	5·14	21·80	13·89	1·21	0·04	21,992
4. C. P.—Nagpur	4·42	5·61	12·84	15·01	19·39	29·13	4·70	3·56	0·43	3·08	1·60	0·23	..	13,474
Akola ..	..	2·00	23·54	23·38	13·49	9·69	6·11	1·64	0·92	19·13	0·10	..	..	1,950
5. DELHI—Delhi	..	0·41	5·45	18·31	14·07	11·97	7·56	3·39	3·98	3·89	11·83	10·73	8·41	7,837
6. PUNJAB—														
Lahore ..	..	0·78	10·45	11·91	25·78	11·43	11·62	2·15	8·01	5·37	12·50	..	..	1,024
Lyallpur ..	..	..	5·80	23·01	7·90	22·33	2·32	1·20	0·04	37·40	..	..	..	2,329
7. INDIAN STATES														
Indore ..	..	2·73	21·62	6·89	15·69	8·66	3·77	6·56	4·30	28·04	1·74	..	..	14,782
Baroda ..	..	0·22	19·02	5·89	8·51	20·97	1·31	3·12	0·75	26·72	13·49	..	..	5,485
Mysore ..	0·87	19·24	28·35	14·45	7·81	7·48	6·84	6·92	5·76	0·19	2·09	..	..	7,313
Cochin ..	33·98	20·79	32·13	4·00	9·03	0·07	..	..	..	..	..	..	..	3,078
Travancore ..	5·16	39·23	54·05	0·64	0·92	..	..	..	..	..	..	..	..	1,086
Pudukota ..	..	46·36	42·86	6·41	2·91	1·46	..	..	..	..	..	..	..	343
													Total	1,41,209

APPENDIX XXXVI (b).

Summary frequency table showing average daily net earnings of Cotton Mill Workers in different centres in India (excluding Bombay Province).

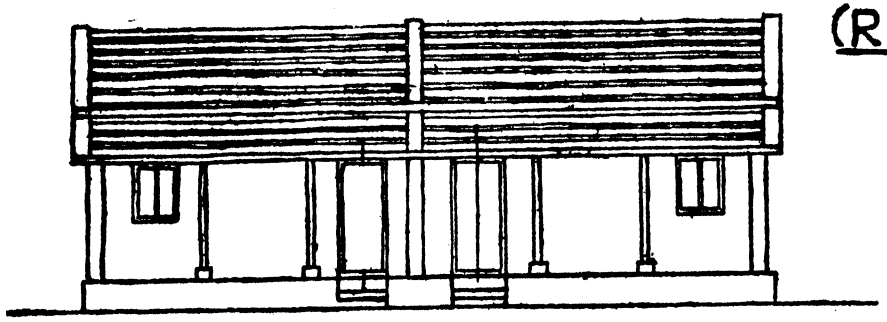
Name of centres.	Percentage to total.												
	Under 0-8-0.	0-8-0 & under 0-12-0.	0-12-0 & under Re. 1.	Re. 1 & ander Rs. 1-4-0.	Rs. 1-4-0 & under Rs. 1-8-0.	Rs. 1-8-0 & under Rs. 1-12-0.	Rs. 1-12-0 & under Rs. 2.	Rs. 2 & uuder Rs. 2-4-0.	Rs. 2-4-0 & under Rs. 2-8-0.	Rs. 2-8-0 & under 2-12-0.	Rs. 2-12-0 & under Rs. 3.	Rs. 3 and over.	Total No. of workers.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
BRITISH INDIA.													
SOUTH INDIA—													
Madras	..	..	..	..	7·41	61·67	6·01	5·08	8·63	1·65	8·12	1·43	6,455
Coimbatore	4·98	43·05	21·39	24·50	3·91	2·04	..	0·13	..	..	..	..	22,799
Madura	1·28	2·53	1·39	4·23	38·63	51·33	0·61	..	..	..	..	..	14,609
Ramnad	..	36·82	53·03	7·53	2·62	..	..	..	..	..	..	..	611
Ambasumudram ..	..	..	..	..	18·32	81·68	..	..	..	..	..	..	4,928
Tinnevelly ..	..	28·36	3·73	3·98	9·69	24·12	14 43	10·69	..	..	..	..	991
Gudiatham	25·14	56·72	13·23	4·91	..	..	..	..	..	..	..	..	529
Salem	24·28	48·03	26·38	1·31	..	..	..	..	..	..	..	..	762
Trichinapolly	..	69·01	29·47	1·52	..	..	..	..	..	..	..	..	526
2. U.P.—Cawnpore ..	..	0·18	0·39	2·36	3·38	13·34	25·14	12·36	20·62	19·40	2·10	0·23	21,992
3. C. P.—Nagpur	..	..	..	..	19·68	17·72	43·86	9·93	7·71	0·87	..	0·23	13,474
Akola	..	..	..	0·26	43·54	27·44	8·31	9·07	11 28	0·10	..	..	1,950
4. DELHI—Delhi	..	..	1·08	1·42	1·85	5·79	27·05	21·09	7·75	4·33	10·45	19·19	7,837
5. PUNJAB—Lahore ..	..	..	15·43	10·16	35·25	19·73	3·02	3·91	6·45	6·05	..	..	1,024
Lyallpur	..	..	..	..	..	32 55	4·38	22·11	40·96	..	..	..	2,329
6. BENGAL	..	1·90	10·57	13·28	26·38	22·23	1·54	0·11	1·03	22·96	..	..	8,306
INDIAN STATES—													
Indore	..	..	..	..	..	0·49	24·68	25·52	12·19	18·85	18·27	..	14,782
Baroda	..	..	..	..	..	..	..	..	22·92	11 21	23·54	42·33	5,485
Mysore	5·88	7,26	23·02	24·75	16·16	14·33	6·32	2·28	..	..	..	..	7,313
Cochin	33·79	21·93	33·53	1·50	9·25	..	..	..	..	..	..	..	3,078
Travancore	6·26	49·45	43·65	0·64	..	..	..	..	..	..	..	..	1,086
Pudukota	5·25	74·64	9·33	6·41	2·91	1·46	..	..	..	..	..	..	343
												Total	1,41,209

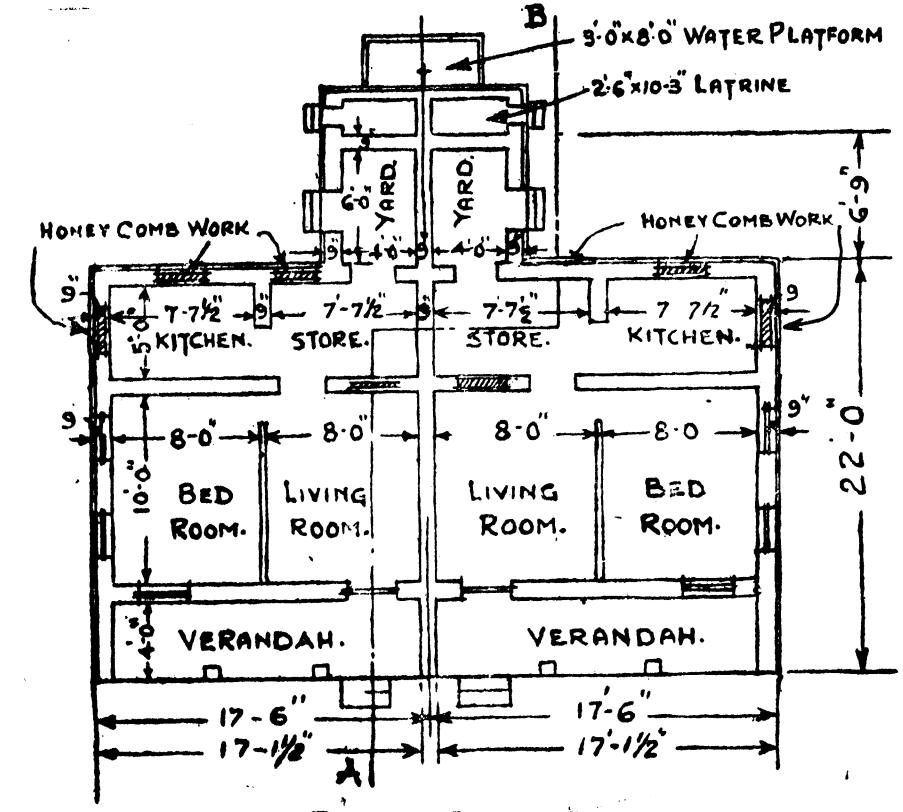
(REVISED) WORKERS QUARTERS.

HARVEYPATTI

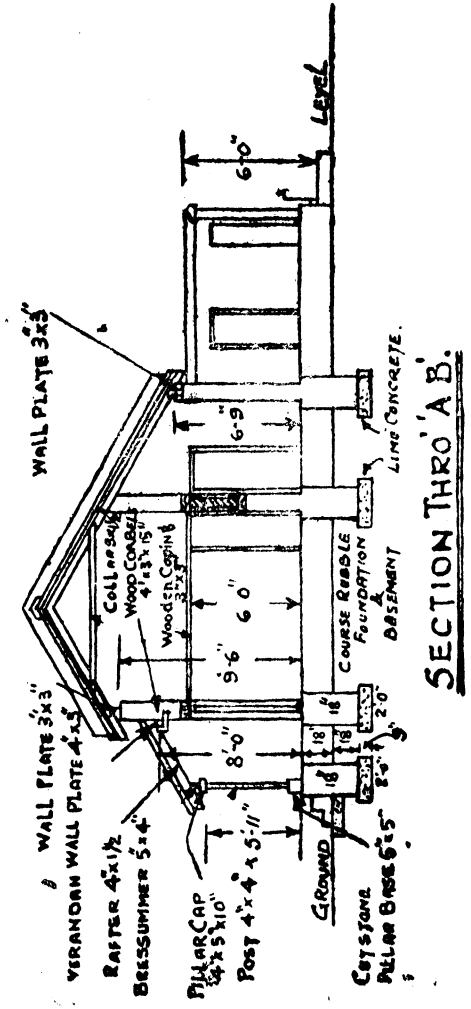
SCALE:- 1" = 10'-0"

MADURA MILLS Co., Ltd.,
MADURA.





BLOCK PLAN



SECTION THRO' 'A B'

Site Plan Area 8240 Sq. Ft.

Each Site Consists of 2 Blocks.

Each Block Consists of 2 Houses.

Specification—Approximate.

Foundation :—9" Deep Lime Concrete.
1'-6" Coursed Rubble Masonry Foundation.
1'-6" Coursed Rubble Masonary Basement.

Superstructure :—Country Made Brick 9"×4½"×2¼" in Lime Mortar Pillamarudu Wood Posts, Wall Plates, Bressummers, Collars, Rafters, Corbels and Reepers.

Roofing :—Guilon Tiles.

Flooring :—½" Cement Over 3" Thick Pasumalai Jelly Concrete in Lime Mortar Over Sand Filling For Verandahs and Kitchens. Country Square Tiles (Madura) in Lime Mortar Over Sand Bed and Pointed Cement Mortar.

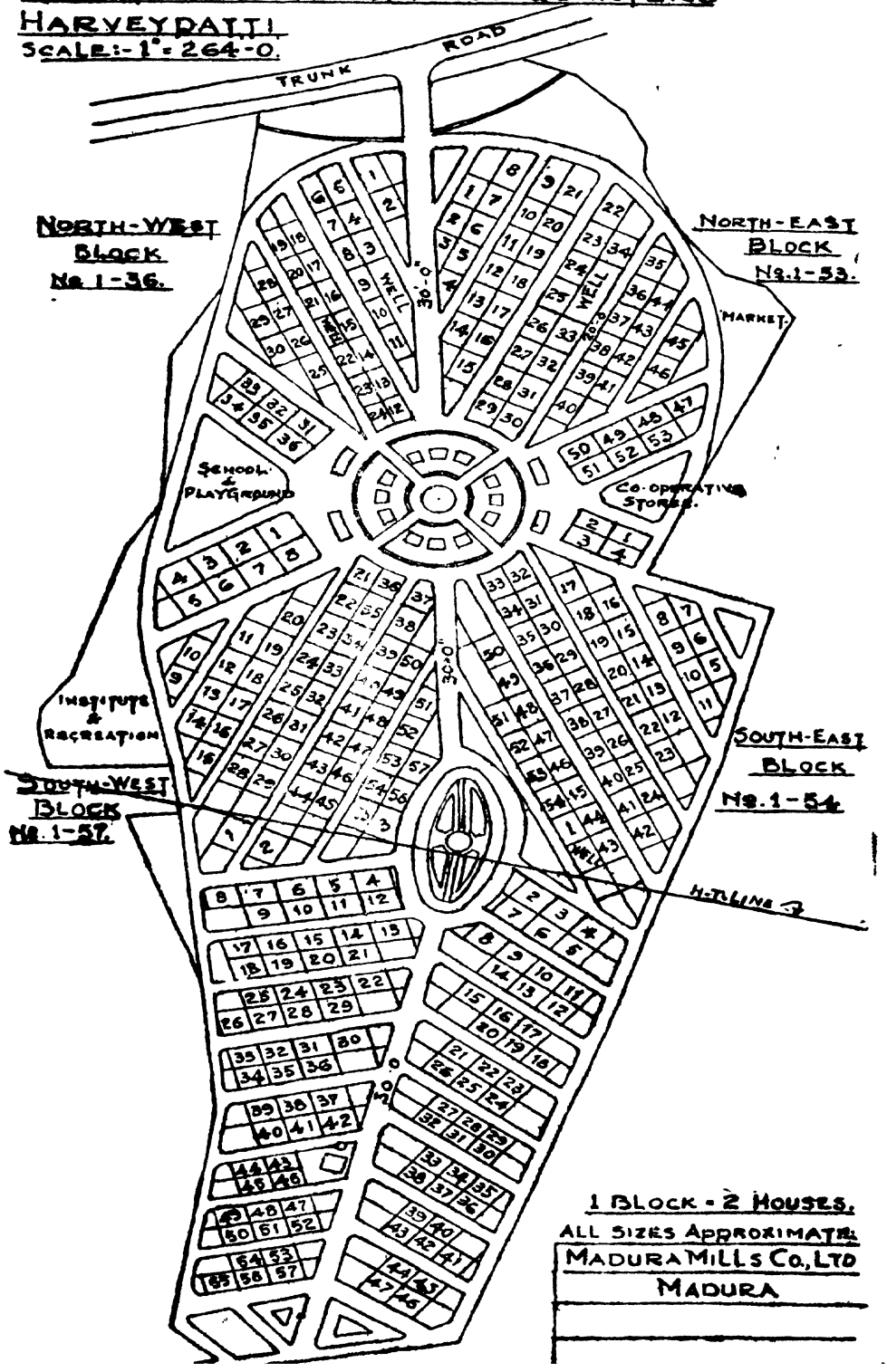
Doors and Windows :—Pillamarudu Wood Frames.

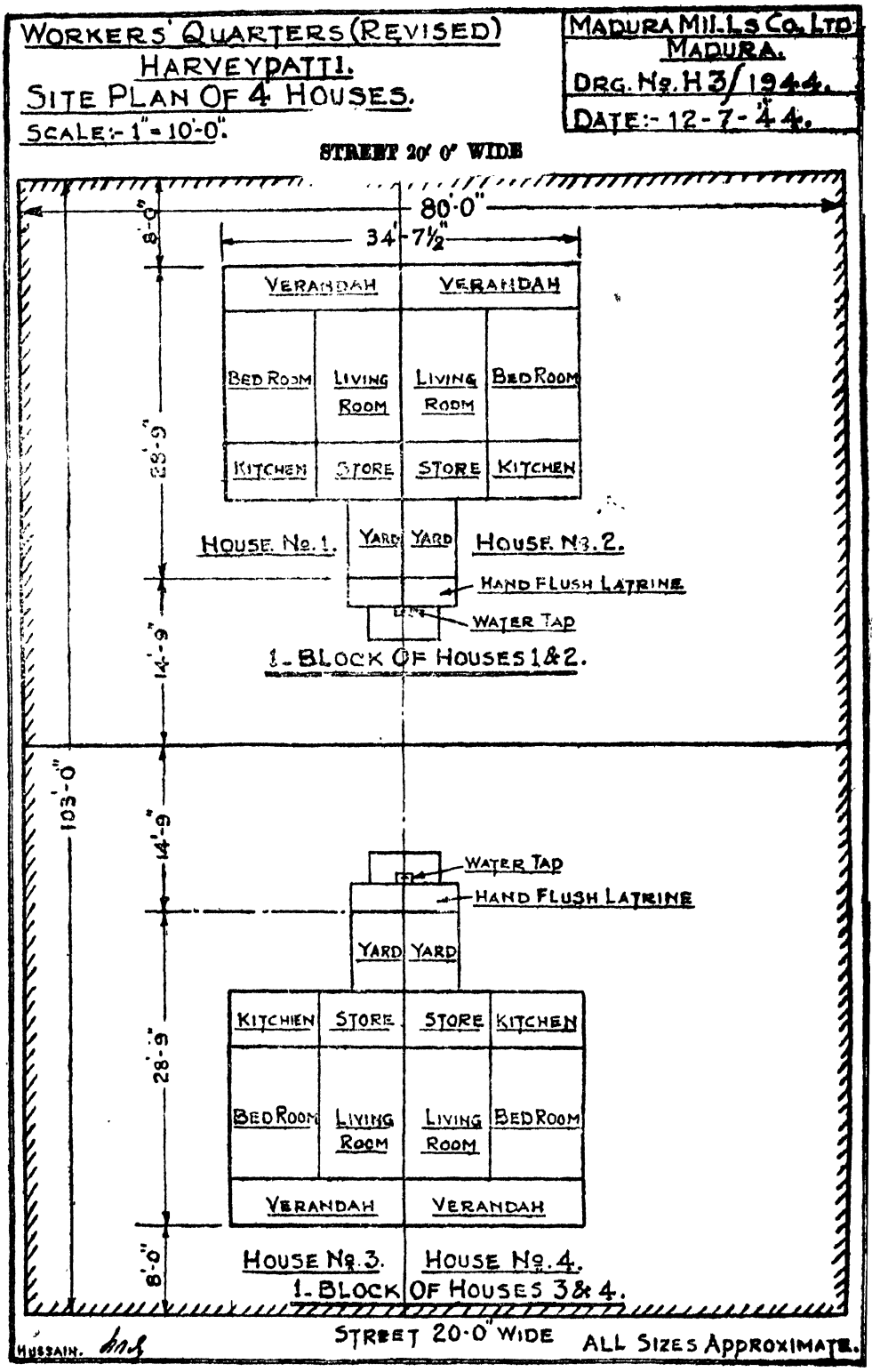
Country Stove and G. I. Chimney.

Hand Flush Latrine :—For Individual Houses.

ALL SIZES APPROXIMATE.

LAYOUT PLAN OF WORKER'S QUARTERS
HARVEYPATTI
SCALE:- 1" = 264-0.




WORKERS' QUARTERS (REVISED)
HARVEYPATTI.
SITE PLAN OF 4 HOUSES.
SCALE:- 1" = 10'-0".
MADURA MILLS CO. LTD.
MADURA.
DRG. No. H3/1944.
DATE:- 12-7-44.
STREET 20' 0" WIDE
80'-0"
34'-7½"
8'-0"
28'-9"
14'-9"
VERANDAH
VERANDAH
BED ROOM
LIVING ROOM
LIVING ROOM
BED ROOM
KITCHEN
STORE
STORE
KITCHEN
HOUSE. No. 1.
YARD
YARD
HOUSE. No. 2.
HAND FLUSH LATRINE
WATER TAP
1-BLOCK OF HOUSES 1&2.
103'-0"
14'-9"
WATER TAP
HAND FLUSH LATRINE
YARD
YARD
28'-9"
KITCHEN
STORE
STORE
KITCHEN
BED ROOM
LIVING ROOM
LIVING ROOM
BED ROOM
VERANDAH
VERANDAH
8'-0"
HOUSE No. 3.
HOUSE No. 4.
1-BLOCK OF HOUSES 3&4.
HUSSAIN.
STREET 20-0" WIDE
ALL SIZES APPROXIMATE.

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