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Labour Office
Government of Bombay

Report on an Enquiry into
Wages and Hours of Labour
in the Cotton Mill Industry,
1926

Prepared by the Labour Office, Government of Bombay

Published by order of the Governor in Council

[Price—Annas 8 or 10d.]

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1930

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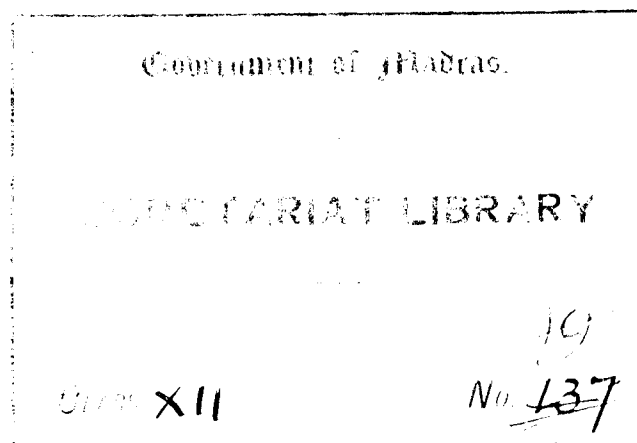
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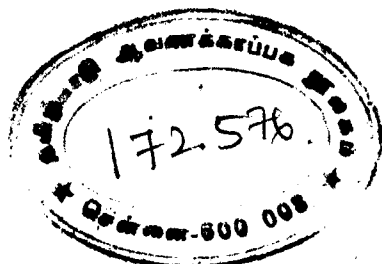
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INTRODUCTION

This Report on an Enquiry into the Wages and Hours of Labour in the Cotton Mill Industry in the Bombay Presidency, 1926, is the third conducted by the Labour Office on this subject.

The first was made in 1921 and related to May 1914 and May 1921. The results of the Enquiry were published in the form of a special Report early in the year 1923. The second census for the year 1923 was taken in August of that year for all centres. The results were published also in the form of a special Report in July 1925. The third Enquiry was undertaken in May 1926 for Ahmedabad and in July for Bombay and Sholapur and the Report now published gives the results of that Enquiry, which, it will be seen, is more detailed and has entailed infinitely more labour in its preparation than either of the two others. The principal reason for this is that that Enquiry was conducted, not by the Schedule method as in the case of the other two enquiries, but by the Muster-roll method combined with the sample. A number of mills were selected at each centre, employing about 30 per cent. of the operatives engaged in the industry, and special forms, following very closely the lines of a mill muster roll, were distributed to the mills, who entered upon them all the particulars appearing in their muster rolls for every individual employed by them in the mill. In the three centres over 70,000 workpeople were covered and when it is stated that the entries relating to each individual numbered from 12 to 16 the amount of tabulation necessitated by the Enquiry may be imagined.

The labour of tabulation and analysis has been added to enormously by the astonishingly varied methods of wage payments in the textile industry. Not only do these methods differ fundamentally in the three centres themselves, but there are wide variations in every mill and even in departments of the same mill. At every stage in the tabulation difficulties arose which had to be solved by personal enquiry or correspondence and the census has shown, as nothing else could ever have shown, that the muster-roll method, where the information is derived from the pay-rolls of the mills, is the only method that can ensure the collection of accurate wage statistics in the mill industry. The whole work has therefore been done by the ordinary staff of the office. No such enquiry has ever been undertaken before in India and I think I am right in saying that in few countries has so detailed and comprehensive an examination of the wage statistics of a particular industry been undertaken.

A perusal of the Report will indicate the nature and the extent of the enquiry and there are several factors which contributed to its successful preparation to which I desire to draw attention. First, I would

refer to, and express my grateful thanks for, the whole-hearted co-operation of the Managements of all the mills which were included in the Enquiry. Many of them engaged special staffs to fill in the forms and the officers of every mill readily supplied the information—and there was a good deal of it—that was asked for from time to time. The Bombay and the Ahmedabad Millowners' Associations gave every possible assistance and so did the Managements of the Sholapur mills. The assistance of the Technical Sub-Committee of the Bombay Millowners' Association consisting of Mr. A. Geddis (Chairman) and Messrs. H. P. Mody, J. A. Taylor and T. Watts with Mr. T. Maloney, the Secretary of the Association, as Secretary, was invaluable, and Mr. Maloney at all stages of the Enquiry was ready with information and elucidation. Mr. G. I. Patel, the Secretary of the Ahmedabad Millowners' Association, the late Mr. Narottam Morarjee and Messrs. J. F. McDonnell and A. Grier at Ahmedabad and Sholapur respectively were most helpful.

J. F. GENNINGS,

Director of Information and Labour Intelligence.

LABOUR OFFICE, SECRETARIAT :

11th February 1930.

REPORT ON AN ENQUIRY INTO THE WAGES AND HOURS OF LABOUR IN THE COTTON MILL INDUSTRY IN 1926

CHAPTER I

Method of Conducting the Enquiry

The Labour Office of the Government of Bombay conducted enquiries into Wages and Hours of Labour in the Cotton Mill Industry in the Presidency in 1921 and 1923, the Labour Office itself having been formed in April 1921. The method of obtaining the information in both enquiries was that of the schedule. Forms were sent to all the mills setting out the information that was required and these forms were filled up and returned by the mills, being followed up, in many cases, by visits from the Investigators of the Labour Office. Two reports containing the results of these investigations have been published and in them will be found details of the method followed and the results obtained.

2. An entirely different method has been adopted for the present report because a careful examination of the forms used and the results obtained in the earlier enquiries, combined with the experience gained as the result of those enquiries by the Labour Office, and a more extended acquaintance with the complicated and confusing system of wage payments in the Textile Industry, led to the conclusion that the only satisfactory method of securing accurate wage statistics in the Textile Industry was to obtain those statistics from the muster-rolls themselves and to tabulate the results in the Labour Office. The ideal method is, of course, to obtain copies of the muster-rolls for a particular wage period for every concern in the industry that is being covered. The practical objection to this is the impossibility of handling the mass of figures that would have to be tabulated, unless a very large staff was engaged on the work—a staff far exceeding that possessed by the Labour Office. The only alternative is the sample, a well recognised method of statistical enquiry. As has been pointed out by the International Labour Office, “As it is not practicable to make frequent wage censuses concerning all undertakings in a given industry or groups of industries, the sampling method is generally adopted, representative establishments being selected in each district in which the industry is important.” In the United States, where the collection of statistics is far advanced, only 15 per cent. of the total number of persons employed in the cotton manufacturing establishments in the United States were covered by the last census in that industry.

3. The Labour Office accordingly addressed a comprehensive letter on the subject to the Bombay Millowners' Association on the 12th May 1926 enquiring—

(1) whether the month of June would be a suitable month for the enquiry,

(2) whether muster-rolls could be adopted as the basis of the enquiry, and

(3) whether the sampling method could be used and the mills grouped in such a way as to ensure really representative returns being received.

The Millowners' Association referred the whole question to the Technical Advisory Sub-Committee of the Association for consideration and report. The Director of the Labour Office attended a meeting of the Sub-Committee on the 7th June 1926 when the whole question was discussed in detail. The Sub-Committee accepted the principle of using Muster Rolls as the basis of the enquiry. They, however, laid great stress on the necessity of obtaining accurate figures for absenteeism. It was pointed out that the muster-rolls of many mills would not show individual absenteeism because they did not differentiate between the regular worker and the *Badli* (substitute). An individual was shown as present if he provided a substitute to work for him and not only would this not accurately reflect absenteeism, but would also affect the question of rates of wages. As it would be necessary for the mills selected for the Enquiry to keep an accurate record of attendance for the month for which the Census was to be taken, it was agreed that June could not be taken as the month for the Enquiry and July was eventually agreed upon. The Sub-Committee then considered the question of grouping the mills. This was done both by localities and according to the rates of wages paid. The greatest possible care was taken to ensure that the sample was thoroughly representative of all kinds of conditions of work and pay. Fifteen mills were selected originally, but this was increased later to nineteen in order to give better representation to the Worli Group. One mill doing fine spinning was also included. A muster-roll on approved lines on which the information required could be so entered that it should be the same for all mills was also drawn up. The main Committee of the Association unanimously approved the report of the Technical Sub-Committee regarding the manner in which the Enquiry should be conducted. The list of mills selected was shown to Messrs. N. M. Joshi, M.L.A., and R. R. Bakhale, President and Secretary respectively of the Bombay Textile Labour Union by the Director of the Labour Office. These gentlemen had no comments to make on the list itself, but they expressed their doubts as to the possibility of obtaining sufficiently fair and accurate statistics by the sample method.

4. Two separate forms—following closely the ordinary mill muster roll—were drawn up: (1) for Weavers, and (2) for All Mill Operatives (excluding Weavers). For Weavers, columns were provided for detailed information for each individual worker under the following heads:—

- (1) Ticket number of operative;
- (2) Number of looms in charge and width of looms;
- (3) Actual number of days worked by regular worker *himself*;
- (4) Number of days worked by single *badli* (substitute), if any;
- (5) Description of cloth produced;
- (6) Width of cloth produced (in inches);

- (7) Length of cloth produced (in yards);
 - (8) Weight of cloth produced (in pounds);
 - (9) Total production in lbs. of each kind of cloth produced by regular worker;
 - (10) Total production in lbs. of each kind of cloth produced by *badli* or *badlis*;
 - (11) Rate per lb. of each kind of cloth produced (in pies);
 - (12) Amount to be paid for work of both regular worker and *badli*, if any;
 - (13) War Bonus or Dearness or Percentage Allowance at (to be stated) percentage;
 - (14) Total amount earned, i.e., total of (12) and (13);
 - (15) Deductions for fines;
 - (16) Bonus for good attendance or good work;
 - (17) Amount payable, i.e., total of (14) and (16) less (15).
- No account to be taken of deductions made for Grain, Medical Attendance, Provident Fund, Chawl Rent, etc.
- (18) Remarks.

5. With reference to item No. 12, the Millowners' Association were originally of the opinion that it would not be possible for the individual mills to give separate figures for the earnings of regular workers and their *badlis*, if any. But when an Investigator of the Labour Office visited the mills personally in order to explain the manner in which the attendance registers for the month of July should be maintained and the way in which the forms should be filled up, the majority of the mills agreed to show the earnings of the regular workers and *badlis* separately. In a few cases where some mills did not do this it was necessary for the Labour Office to undertake a series of separate calculations to ascertain the wages earned by the regular worker and by the *badli* from the data furnished for production by the regular worker and the *badli* respectively. In cases where regular workers permanently left their employment during the period covered by the Enquiry and were replaced by one or even by two others, both the workers who left and those by whom they were replaced were bracketed together and bracketed cases were treated as single operatives. *Badlis* were, however, treated separately in all cases. With regard to items (5) to (8) it was found that these particulars alone would be of practically no value if any attempt was to be made to ascertain rates for particular varieties of cloth unless the mills concerned also furnished details regarding Warp and Weft Counts and reeds and picks. At the personal request of the Investigator of the Labour Office, some mills agreed to furnish the additional particulars required, but as one or two mills were unable to do so, general instructions were subsequently issued to all the mills covered by the Enquiry not to take the trouble to enter the details under the additional heads. In view of the fact that women are not employed as weavers in any textile mill in the Bombay Presidency, it was not necessary, in the forms for weavers, to ask for any information regarding age and sex.

6. In the form for All Mill Operatives (excluding Weavers), information was called for under the following heads :—

- (1) Ticket number of operative ;
- (2) Designation or Occupation ;
- (3) Age and Sex, *i.e.*, whether Man, Woman or Child ;
- (4) Actual number of days worked by regular worker on his own work ;
- (5) Actual number of days worked by regular worker as a *double badli* ;
- (6) Actual number of days worked by a separate *single badli*, if any ;
- (7) Total production of (a) regular worker himself, (b) regular worker working as a *double badli*, or (c) a separate *single badli*, if any. (Each set of figures were to be entered on separate lines) ;
- (8) Whether wages paid at Time rates or Piece rates ;
- (9) Rate of payment ;
- (10) Amount to be paid for work of (a) regular worker himself, or (b) regular worker working as a *double badli*, or (c) a separate *single badli*. (Each set of figures to be entered on separate lines) ;
- (11) to (16) These were the same as numbers (13) to (18) in the form for Weavers.

7. The post-Census enquiries made into the figures returned for the 1921 and 1923 Wage Censuses showed that the tendency among those responsible for filling in the returns was to lump the earnings of regular workers with the wages earned for double-substitute work, although the instructions given in the prefatory notes in the forms used for both these enquiries definitely stated that earnings through double-substitute work should be omitted and not taken into consideration at all. During the 1926 Census it was considered advisable to call for these figures separately in order to avoid all possibility of the instructions with regard to this matter being misunderstood. On the same analogy, separate information was asked for with regard to the additional earnings of regular workers from double-substitute work. During the tabulation of the statistics furnished in the returns, earnings from double-substitute work were totally excluded from all calculations.

AHMEDABAD

8. As soon as the proposals made by the Labour Office for the manner in which the third Cotton Wages Census should be held were accepted by the Technical Sub-Committee of the Bombay Millowners' Association, the Labour Office addressed a comprehensive letter, on the same lines as that written to the Bombay Millowners' Association, to the Ahmedabad Millowners' Association. The main difficulty in connexion with the procuring of accurate information for the Ahmedabad mills is the prevalence, at that centre, of payment of wages by the *hapta*, which is a generally uniform period of fourteen days for weavers and a period of fourteen to sixteen days for other Process Operatives. During the 1921 Enquiry information was asked for for the calendar month of May. The Labour Office has no information with regard to the manner in which the

majority of the returns for the Ahmedabad mills were filled up. During the 1923 Enquiry, however, all the Ahmedabad mills were specifically instructed to submit information for two *haptas* containing the greatest number of days in August. It was necessary to allow each individual mill to select its own *haptas* because the *hapta* does not begin or end on fixed days in all mills in Ahmedabad nor are the number of days in a *hapta* uniform, except in the case of Weavers and generally for Spinners and Tenters, for all categories of workers. The manner in which the difficulties connected with the *hapta* system should be overcome were not dealt with in the preliminary letter addressed by the Labour Office to the Ahmedabad Millowners' Association, but it was suggested that this matter should be discussed personally between the Director and the Committee of the Association after considering the proposals with regard to the manner in which the Enquiry should be held.

9. The Ahmedabad Millowners' Association invited the Director to meet their Committee on the 5th July 1926. The Committee accepted the principle of holding the Enquiry on the basis of the Muster-roll. With regard to the difficulties in connexion with the *hapta* system it was agreed that those mills which were to be finally selected should send muster rolls, copied out in English, for the three *haptas* covering the calendar month of May, to the Labour Investigator at Ahmedabad who would utilise the figures for two *haptas* after determining the manner in which the data should be used. The forms drawn up for the Bombay mills were adapted to the different conditions prevailing in Ahmedabad. For example, in the case of weavers, payment in the Ahmedabad mills is effected by the piece and not by weight as in the case of the Bombay mills because in Ahmedabad cloths more size is generally used than in Bombay. No particulars were therefore asked for in the Ahmedabad forms for weight and the rates called for were per piece (standard length and breadth) and not per pound. As the Ahmedabad Millowners' Association agreed to furnish information for warp and weft counts and for picks to the inch in respect of the different varieties of cloth produced in the Ahmedabad mills during the period to be covered by the Census, special columns were provided for the information under these heads. Again, weavers in Ahmedabad do not pay their own *badlis* as they do in Bombay, and the mills maintain separate particulars with regard to single weaving substitutes. It was possible for the Ahmedabad mills, therefore, to give separate figures for regular workers and *badlis*. The form for All Mill Operatives (excluding Weavers) used for the Bombay Mills was separated into two forms for the Ahmedabad mills : (1) for All Piece Workers (excluding Weavers), and (2) for All Time Workers. The two latter forms were modelled on the same lines as the general form for Bombay but special provision had to be made for the figures in connexion with the wage cut of 15·625 per cent. effected in the year 1923. The wording of the heading of this column was "Amount due after increasing (war bonus) per cent. and decreasing per cent".

10. The Committee of the Ahmedabad Millowners' Association also agreed to the Enquiry being conducted on the principle of sampling. It was decided that representative mills employing about thirty per

cent. of the total number of textile employees in Ahmedabad should be selected. The Labour Investigator at Ahmedabad was instructed to make a provisional selection on the basis of adequate representation of different mills paying different rates of wages and from different territorial groups. Sixteen mills were finally selected in consultation with the Ahmedabad Millowners' Association and the Ahmedabad Textile Labour Union.

11. With regard to the month to be selected for the Enquiry, the Committee of the Ahmedabad Millowners' Association objected to July because absenteeism in the Ahmedabad mills during that month is higher than normal on account of the beginning of the monsoon when cotton mill operatives have a tendency to remain absent for work on the fields. It was eventually decided, therefore, to take the month of May 1926 as the Census month for the Ahmedabad mills.

SHOLAPUR

12. On the 19th August 1926, the Director of the Labour Office discussed the question of the best method of conducting the Cotton Mill Wage Census for Sholapur with the late Mr. Narottam Morarjee of Messrs. Morarjee Goculdas & Co., the Agents of the Sholapur Spinning and Weaving Co., Ltd., and with Mr. J. F. McDonnell of the Bombay Co., Ltd., the Agents of the Laxmi and the Vishnu Mills. Both Mr. Narottam Morarjee and Mr. McDonnell expressed general agreement with the proposals for the Enquiry. The main difficulty in connexion with the holding of a Wage Census for cotton mills in Sholapur City is the manner in which the grain allowance granted to the workers should be dealt with. All operatives in the Sholapur cotton mills who do not lose more than four days in the month get a grain allowance which takes the form of a right ordinarily to purchase 20 seers of grain—18 seers of *jowari* and 2 seers of *dal*—for a sum of Rs. 2, irrespective of the retail selling prices of these food-grains in the City. In the case of one mill, jobbers are allowed to purchase 31 seers of grain for a sum of Rs. 3-8-0. Half-timers have the right to purchase 10 seers of grain for one rupee. In the case of another mill, only two-loom weavers have the right to purchase 20 seers and one-loom weavers and half-timers can only purchase 10 seers. The value of the grain given differs from month to month according to the variation in prices. No option of a cash equivalent is given and the workers sell the grain if it is not required for their own consumption although such instances are very rare. The net gain to a worker who gets 18 seers of *jowari* and 2 seers of *dal* works out at about Rs. 1-8-0 but this is, of course, subject to variation according to the retail prices in the City. Although, technically, the grain allowance is dependent on good attendance, the Millowners at Sholapur consider it as a part of the dearness allowance. No account was taken in the Wage Censuses of 1921 and 1923 of the additional gain to those workers who secured the grain allowance.

13. The Director of the Labour Office had a meeting at Sholapur on the 17th November 1926 with Mr. Grier, representing the Laxmi and the

Vishnu Mills, Mr. A. V. Haldipar, representing the Sholapur Mill, and Mr. M. B. Desai, representing the Jam Shri Ranjitsinghji Mill. The Narsinggirji Mill was not represented. The chief topic of discussion was the method of incorporating the Grain Allowance. As it did not appear necessary to provide a separate column for this, it was decided that those workers who earned the allowance should be specially indicated with the symbols G1, G2, and G3 in red according to the quantity of grain earned. For the purposes of the tabulation of the figures, it was agreed that the Labour Office should take the average price of *jowari* and *dal* for the year and add, to the wages of those who earned the allowance, the difference between the average price of the quantities of grain given and the amount deducted from the workers' cash earnings.

14. With regard to the question as to which mills should be included in the Census it was decided that the Laxmi Mill which employed about 3,500 hands and a section of the Sholapur Mill which is, to all intents and purposes, a separate mill doing both spinning and weaving and which employed a little over 2,000 hands should be the two mills selected for the Census for that centre. The representatives of the mills who attended the meeting were of the opinion that the tabulation of the figures returned by these two mills would give a fair average of the wages paid in Sholapur. With regard to the form to be adopted for the Enquiry it was decided to use the same forms that were to be used in Bombay with the omission of the columns for the dimensions of cloth produced from the form for weavers as it was considered that the work involved in giving this information would be out of all proportion to its utility.

OTHER CENTRES

15. In the 1921 Enquiry, ten out of twenty-one working mills in the British Districts of the Bombay Presidency other than the mills in Bombay, Ahmedabad and Sholapur furnished information. Returns were also received from all the four working mills in the Baroda State and from three out of six working mills in other Native States situated in the territory of the Bombay Presidency. In the tabulations of the returns for that enquiry, separate averages were presented for the mills in the cities of Bombay, Ahmedabad and Sholapur and for all the remaining mills in the Bombay Presidency irrespective of the fact whether they were situated in British Districts or in the States. In the 1923 Enquiry, separate averages were further worked out for the nine working mills in Baroda State, all of which furnished returns. For the purposes of the 1926 Enquiry it was considered that there was no practical utility in presenting averages for a group of mills so widely situated as at Gokak Falls and in Cutch and that it would be impossible to adopt the Muster roll basis for the Census, owing to the tremendous trouble which would be involved in tabulation, if further averages were to be presented for centres having only one to three or four mills. It was therefore decided to limit the scope of the 1926 Enquiry only to selected mills in Bombay, Ahmedabad and Sholapur.

THE SCOPE AND CHARACTER OF THE ENQUIRY

16. The actual number of cotton mills in Bombay City in 1926 was 83 which number included the Turkey Red Dye Works of the E. D. Sassoon United Mills. The Millowners' Association, Bombay, have recently excluded the Turkey Red Dye Works from their List of Mills in Bombay City which now stands at 82. Out of these 82 mills seven mills were not working in the month of July 1926. Two mills out of 59 mills in Ahmedabad City were not working in May 1926. All five mills in Sholapur City were working during the period of the Census for that centre. The following table shows the number of mills included in the Enquiry and the number of workers returned by the selected mills in comparison with the total number of working mills and the number of workers employed at each centre during the census month. The figures for the number of workers employed are based on information published by the Bombay Millowners' Association :—

Items of Information	Centres of Enquiry		
	Bombay Town and Island	Ahmedabad	Sholapur
Number of cotton mills working during the month selected for the Census ..	75	57	5
Number of hands employed in the working mills	1,45,653	54,592	18,093
Number of mills selected for the Census	19	16	2
Number of hands returned by the selected mills	50,421	16,392	4,763
Proportion of number of hands returned to number employed	Per cent. 34.62	Per cent. 30.03	Per cent. 26.33

A list of the mills that supplied information is given in Appendix A.

AGE AND SEX DISTRIBUTION OF THE WORKPEOPLE COVERED BY THE CENSUS

17. The 1921 and 1923 Enquiries covered "big lads" and children in addition to adult male and female operatives in all centres. For the purposes of the 1926 Enquiry no separate figures were called for for "big lads" not only because it was found that this term was a misnomer inasmuch as it covered all age groups but also because "big lads" work for the same number of hours as other adult operatives. With regard to children, no half-timers were employed in any of the nineteen mills selected for the 1926 Census in Bombay City. Figures for children were, however, returned for this Enquiry both from Ahmedabad and from Sholapur. The age and sex distribution of the number of operatives

covered by the Census at each centre is set out in the following table :—

Age and Sex Groups		Centres		
		Bombay	Ahmedabad	Sholapur
Men	..	38,349	12,719	3,761
Women	..	12,072	3,016	810
Children .. ..	..	....	657	192
Total ..		50,421	16,392	4,763

SOME DIFFICULTIES IN CONNEXION WITH THE CENSUS

18. In the case of the mills in Bombay City, seven mills submitted their returns during the latter half of September and eleven mills in October 1926. The return from one mill was received in November. During the enquiries of 1921 and 1923 mass figures were asked for in respect of the total number of workers in each occupation group in each mill. No effort was made in the 1926 Enquiry to indicate the occupations for which figures should be supplied. The result was that all the mills used an aggregate of over one thousand terms for specifying different occupations. A preliminary tabulation of the various terms used was made and this was forwarded to the Bombay Millowners' Association with a request for suggestions with regard to the grouping of different occupations. The Association suggested that it was not necessary to compile the figures for as many occupation groups as were included in the 1921 and 1923 Enquiries and that it would be sufficient if the statistics were presented for the more important occupations in each department, and to combine and present the figures for the rest under the term "Others" for each department. The Technical Advisory Sub-Committee of the Association very kindly drew up a list of the occupations under which the data should be tabulated, and also indicated the major heads under which the different occupation terms used by the individual mills should be listed.

19. In the case of the Ahmedabad mills which maintain their muster rolls and records in Gujarati, it was at first agreed that those mills which had been selected for the Census should give copies of their musters for the three *haptas* covered by the month of May to the Labour Investigator at Ahmedabad who would fill up the Census forms in the manner required. It was considered later that this would be a very laborious procedure and that it would be better and quicker if special clerks were engaged to fill up the forms in English at the mills concerned. The Government of Bombay sanctioned the engagement of a special temporary establishment of three clerks for this purpose for a period of three months. This staff was engaged in the preliminary work of filling up the returns from the 7th October 1926 to the 7th January 1927. The forms were then subjected to a close scrutiny and verification by the Labour Investigator

at Ahmedabad. The returns for three mills were forwarded to Headquarters in December 1926, for four mills in January, two mills in March, three in April and one each in May, June, August and October 1927. The last batch of returns was received eighteen months after the date of the Census. The returns for several mills had to be sent back to the Investigator at Ahmedabad for further particulars or corrections from time to time in light of the critical examination to which they were further subjected at Headquarters. Owing to the great difficulties experienced during tabulation on account of the variations due to the prevalence of varying *hapta* systems, the Ahmedabad returns could not be passed for final tabulation until the beginning of the year 1929.

20. With regard to the two mills from Sholapur the returns from one mill were received in May and from the other in September 1927. The difficulties in connexion with the Sholapur Census were mainly confined to the value of the cash equivalent earned by the workers from the Grain Allowance.

21. With regard to the tabulation of the figures from the returns this was first undertaken on the basis of the direct use of mechanical tabulating machines (comptometers) without transferring the figures for each tabulation to posting sheets. As the results in checking and rechecking produced varying figures owing to difficulties experienced in connexion with the proper classification of the various terms used by different mills for designating particular occupations, this method had to be abandoned; and fresh tabulations were undertaken on the basis of preliminary transference of the respective figures for each tabulation to posting sheets. This method has ensured the highest degree of accuracy possible in the final averages.

22. The tabulation of the returns for the 1921 and 1923 Enquiries, the results of which were published about two years from the date of each Enquiry, only involved calculations in respect of mass figures for groups of workers. For the 1923 Enquiry, Government sanctioned the engagement of a special temporary staff of six Junior clerks for purposes of tabulation only for a period of one month. The tabulations of the returns for the 1926 Enquiry involved calculations with regard to many sets of figures for each of 71,576 workers. Owing to financial stringency, no special staff was asked for by the Labour Office for this Enquiry and all the tabulating work was undertaken by the permanent staff of the office.

CHAPTER II

Methods of Wage Payments

23. There is a very wide variation in the systems adopted at different centres with regard to the methods of calculating wages. In the case of the mills in Bombay City there is first a "basic" rate to which is added a dearness allowance of 80 per cent. for male piece-workers and 70 per cent. for male time workers and all female workers. Those mills which grant a good attendance bonus add the amount of the bonus granted to the gross wage from which, before arriving at the net wage payable, are deducted any fines that might be inflicted. The term "basic" in the case of the Bombay mills may be generally considered to apply to the pre-war year although in the case of some individual mills it might apply to any year between 1913 and 1918 when the first increase of 15 per cent. as a dearness allowance was granted.

24. In many mills the percentage addition is calculated on the actual amount earned on the basic rates, but in some cases the calculation is made on whole rupees only and the annas (irrespective of the amount) are not taken into consideration. For example, if a woman reeler in those mills earns Rs. 11-14-0 on the basic rates, the 70 per cent. addition is calculated on Rs. 11 only and she gets Rs. 19-9-2 instead of Rs. 20-3-0. After the addition of the dearness allowance, most mills round up to the nearest eight annas in payment. In some cases, however, rounding is effected to the lowest two annas, the differences in cutting being utilised for welfare work, especially medical aid. In all mills in Bombay City wages are calculated on a monthly basis and payments are effected from 12 to 15 days after they become due. In those months where important holidays or festivals occur between the 10th and the 15th, payment is effected earlier.

25. In the Ahmedabad mills there is not only a complete lack of uniformity in the methods adopted in calculating the different additions and deductions before arriving at the final earnings, but wide variations in the methods adopted also exist for different classes of workers in a particular mill. In the first place there is what is hypothetically called a "basic" rate. The term "basic" does not apply to any particular period for the whole industry. It varies as between groups of occupations and also between mill and mill. In the case of some occupations the term may relate to the pre-war year. In the case of others it may relate to any other year. But for particular occupations covered by the awards of Arbitrators it relates to the date on which an award for a percentage or a flat rate of increase was granted. Next to the "basic" rate comes the *moghawari* or dearness allowance. In the case of certain occupations and generally in the case of monthly paid workers, this allowance was consolidated with the basic rate and in others it was kept as a separate item on the muster. Cases commonly occurred where different methods obtained for different individuals in the same occupation group in a particular mill. Some mills consolidated one or two of the first increases

but kept the subsequent increases separate. In the case of some occupations it was given in the form of a percentage on the basic rate and in others it was granted in the form of flat money values, say Rs. 2 or Rs. 3 per month or at so much per *hapta* or at so much per week—the variations even here being considerable. Next to the *moghvari* allowance comes the deduction of 15½ per cent. for the general wage-cut effected in the year 1923. Here also there is a wide variation in the method of its treatment. In the case of some occupations, 15½ per cent. is deducted from the total arrived at after adding the *moghvari* allowance to the basic rate, in others it is deducted from a consolidated wage—the term “consolidated” in this case relating only to the consolidation of the basic rate with the allowance—and in still others there are flat consolidated rates without the addition of the allowance to a basic rate and the deduction for the percentage cut effected in 1923. Lastly, there is a good attendance bonus which always takes the form of a flat money value. It is true that the majority of the Ahmedabad mills grant such a bonus only to process operatives on time rates, but there are some mills where no such bonus is given. The amount of the bonus where it is given is not uniform in all mills even for the same occupation. In some cases it is computed at so much per *hapta* and in others at so much per week.

26. In the Ahmedabad mills wages in the case of piece workers and process operatives on time rates are calculated on a fortnightly basis and are paid about eight days after they are due. In the case of workers in the maintenance and watch and ward departments wages are calculated on a monthly basis and are paid about fifteen days after they are due. Some operatives engaged in “process” work are also paid on a monthly basis. The term “fortnightly” is used with reference to what is known as *haptas*. It has already been pointed out that a *hapta* is a period which varies from 14 to 16 days according to the convenience of each particular mill. It may begin or end on any day in the month. Even in the same mill the *hapta* is by no means uniform for all the departments of the mill. The number of days in a *hapta* whether it be of 14, 15 or 16 days is also by no means uniform for all mills in Ahmedabad. In the case of the mills in Bombay City, all the nineteen mills covered by the 1926 Enquiry worked uniformly for 27 days during the month selected for the Census. In the case of the Ahmedabad mills, the maximum number of working days in the two *haptas* taken for each of the sixteen mills covered, varied from 22 to 28, due partly to the lack of uniformity regarding the number of days in a *hapta* and partly to certain mills or departments of mills remaining closed when the other mills covered by the census were working. In the case of spinners the *hapta* usually consists of 16 days with 14 working days but in the two *haptas* covered by the Census there was a variation on account of the different periods covered by the *haptas* in the different mills. For example, in the case of single side Piecers in the Ring Spinning Department, the total number of male workers returned was 1,584. Out of this number, 898 worked in mills where the maximum number of working days was 28, in two *haptas*,

544 worked in mills with 27 working days in two *haptas*, 85 with 26, and 57 with 25. The maximum number of working days in the two selected *haptas* in respect of the 4,582 weavers returned amounted to 24 in all the mills covered by the Census.

27. In the case of the Sholapur mills, the term “basic” applies generally to January 1920 because the increases granted in cash wages between 1918 and 1920 were consolidated with the rates prevailing in 1914 and the first increases given as dearness allowances were paid in kind.

28. The details in connexion with the movements of wages in recent years in the Bombay, Ahmedabad and Sholapur mills and the attempts made by the Bombay Millowners' Association to standardize wages in the Bombay Mills are given in Appendix B.

29. In addition to the grain concession and the high prices allowance, the mills in Sholapur also give a good attendance bonus in several departments for workers on time scales of pay. There also exists a method whereby time workers are “granted” days for holidays in addition to those actually worked. Wages are calculated for calendar months and are paid about fifteen days after they become due. The basic rates are variously computed at so much per day or at so much per month or at so much for 26, 27 or 30 days. An operative who works for all the working days in a full working week is granted one day in addition to those he puts in. If he is absent on a day which precedes or follows a holiday, the “grace” day is not granted to him. In the engine department some workers receive more “grace” days, and the returns contained cases where the number of days for which wages were calculated were greater than the number of days in the month. There are, therefore, five separate and distinct items that go to make up a fixed-wage-operative's aggregate earnings during the wage period: (1) the basic rate; (2) the dearness allowance of 30 per cent. granted in cash on the basic rate; (3) the good attendance bonus; (4) wages for “grace” days; and (5) the benefit that may be gained as a result of being allowed to buy a quantity of grain at a price which gives a cash saving of about 30 to 40 per cent. on the purchase. It is evident that those operatives who put in work for all the working days during the wage period may secure the full advantage that could be earned from these different concessions. But, in practice, comparatively few workers get the total financial benefit that may be gained. The operation of the “double khada” rule in the Sholapur mills whereby a worker is cut two days' wages for one day's absence without leave may deprive the worker who remains absent with “French Leave” not only of his good attendance bonus and the “grace” days but he is also liable to be cut two days' wages for each day's absence. In practice, however, the “double khada” rule is only brought into effect as a disciplinary measure in the case of those operatives who persistently remain absent without permission or *bona fide* reasons. If a worker remains absent for more than four days in a month he loses the grain concession in addition.

DIFFICULTIES IN TABULATION OWING TO VARIATIONS IN METHODS OF WAGE PAYMENTS

30. It has already been stated above that all the nineteen mills covered by the Census in Bombay City worked uniformly for 27 days in the selected month, i.e., July 1926. It was possible, therefore, to compile accurate statistics for workers in the Bombay mills under the following heads.

(1) *Average number of days worked*, where the results uniformly relate to a possible 27 and permit, by deducting the figures for the average number of days worked by each occupation group from a possible 27, of arriving at accurate percentages for absenteeism for each group of workers without the necessity of undertaking separate calculations on the basis of a proportionate comparison with the total number of man-days that could be worked by each group;

(2) *Average Daily Earnings* ascertained by dividing the total of the earnings of all the individuals included in a particular group by the aggregate of the numbers of days actually worked;

(3) *Average Monthly Earnings* ascertained by dividing the total earnings of all the individuals included in a particular group by the total number included;

(4) *Average Monthly Earnings of Full Time Workers* ascertained by dividing the total earnings of only those workers who worked uniformly for 27 days without any absence by the number of such workers in each group;

(5) *Frequency of Monthly Earnings*; and

(6) *Frequency of Attendance* according to the number of days worked by operatives in various departments in relation to a possible 27 which permits ascertaining percentages of the number of workers who worked full time to the total number of workers returned and for those who worked for different numbers of days during the month.

31. In the case of the two mills covered by the Enquiry at Sholapur one mill worked in July 1926 for 27 days and the other for 26 days. It is obvious that no accurate percentages for average absenteeism could be arrived at from the figures for the average number of days worked per month. The only accurate method of ascertaining correct figures for percentage absenteeism would be to take the percentage proportion of the difference between the possible man-days for each group and the actual number of days worked by the individuals in that group to the possible man-days for the group. This method has been followed in working out the figures for percentage absenteeism for different departments as presented in Tables VII, VIII and IX, but similar figures have not been worked out for different occupations except for weavers.

32. In the case of Ahmedabad no figures have been worked out for the average number of days worked by each occupation group, not because such figures could not be worked out, but because the figures

would be of no value in view of the differences in the number of working days in the two *haptas* selected for each mill, not only for different occupations but also for the same occupations.

33. The figures for average daily earnings in different occupations at each centre are the only figures that can be uniformly presented for all centres. The figures were arrived at by including all allowances of a normal character such as earnings on basic rates, additions for dearness allowances, bonuses for good attendance, and, in the case of the Sholapur mills, the wages earned from the grant of "grace" days and the benefit gained from the grain concession. Earnings of an abnormal character such as those derived from overtime or double substitute work were excluded.

34. With regard to the average monthly earnings for all workers, figures similar to those worked out for Bombay have also been worked out for Sholapur, because the wage period in both the mills included in the Enquiry for that centre covered a full calendar month, but it must be emphasized that in India where the number of working days varies from month to month the average monthly earnings over a period of a year may be substantially less than the earnings for a single month obtained from a census which takes a month of 31 days with 27 working days in the month. The most valuable figures therefore are those for average *daily* earnings. Moreover, the term "average monthly earnings" has no real meaning in Ahmedabad on account of the existence at that centre of *haptas* or wage periods varying from 14 to 16 days and containing 11 to 14 working days in the period.

35. After the Census had been taken at Sholapur it was found that one mill worked 27 days and the other only 26. Actually therefore the average monthly earnings of full-time workers for Sholapur are based on a month of 26·7 working days as compared with 27 in Bombay. If it is desired to ascertain what the average monthly earnings of full time workers would be for a uniform month of 27 working days, the daily average earnings should be multiplied by 27. This has actually been done in the case of Ahmedabad where the *hapta* system precludes the taking of the month as a basis. It is therefore necessary to emphasize that the figures of "possible earnings for a month of 27 working days" are not the result of tabulations from the actual returns for a month. They are merely intended to show what earnings might have been for a calendar month of 27 working days had the system of wage payments in Ahmedabad been based on that obtaining in Bombay and Sholapur.

36. For the same reason the frequency tables have been based on monthly earnings in the case of Bombay and Sholapur and on daily earnings in the case of Ahmedabad.

37. With regard to the tables for frequencies of attendance according to the number of days worked by individual operatives, it has only been possible to prepare these for Bombay. To prepare similar tables for Ahmedabad and Sholapur would have involved immense labour owing to the mills having different maxima for the number of working days in two *haptas*; and, in the case of Sholapur, to the fact that the maximum was different in each mill.

CHAPTER III

Hours of Work, Intervals, Overtime, etc.

38. The form of the return used for the collection of the data regarding wage payments was drawn up on the basis of the muster-roll and, as such, did not procure any information regarding Hours of Work, Intervals, Overtime, etc. This information was, however, separately obtained from the mills selected for the Enquiry at each centre. Out of the 37 mills covered by the Enquiry, four mills—two in Bombay City and two in Ahmedabad—did not furnish data for the supplementary enquiry. In the case of two of these mills the managements had changed hands since 1926 and the new Agents of the mills stated that they were unable to supply the information called for.

HOURS OF WORK

39. The Indian Factories Act limits the maximum hours of work for men and women to 11 per day (section 28) or 60 per week (section 27), and for children to 6 per day [section 23 (c)]. In the Cotton Mills in Bombay City, daily hours of work were reduced from 12 to 10 for adults and from 6 or 7 to 5 for children after the strike of 1920. According to the information now furnished by the mills selected for the Enquiry of July 1926 were 10 per day for male operatives in all the seventeen mills which supplied information, while female operatives had a normal working day of 10 hours in nine mills, of $9\frac{1}{2}$ hours in one mill, 9 hours in three mills, $8\frac{1}{2}$ hours in two mills and 8 hours in one mill. No children were employed in any of these mills.

40. Four mills reported no variations from the normal. In one mill the hours of work for the Engine, Shafting and Boiler Departments exceeded the normal and amounted to 11 per day and in the same mill women in the Winding and the Reeling Departments worked $9\frac{1}{4}$ hours per day. Another mill stated that the normal daily hours varied to 9 but did not report the departments in which the variation occurred. The other mills reported variations of three kinds, viz., 8 hours, $8\frac{1}{2}$ hours and 9 hours per day respectively in certain departments and occupations. The normal daily hours of work for the Reeling and the Winding Departments were 8 in the case of one mill, $8\frac{1}{2}$ in three mills, and 9 in the case of one mill. The Mechanics and the Electrical Departments and Departmental Fitters, Carpenters, Turners, Tinsmiths and other skilled workers as well as Roller Coverers, Sweepers, etc., were reported to have had a normal day of $8\frac{1}{2}$ hours in several mills. In some mills the normal hours were either $8\frac{1}{2}$ or 9 (mostly the latter) per day in the case of all or certain groups of operatives of the Mixing, Sizing, Warping, Folding, Dyeing, Bleaching, Calendering, Finishing, and Bundling and Baling Departments, and Cloth Godowns and Warehouses. The Carding and Spinning Sections were reported to have worked for $8\frac{1}{2}$ hours per day in one mill.

41. The normal hours of work in the case of all the reporting mills in Ahmedabad were 10 for both male and female operatives and 5 for children. Two mills did not employ children, but in certain mills which employed them it was reported that the children worked in two sets, each set working for five hours. The normal hours of work were observed without variation by eleven mills. One mill reported a variation in the case of Coalmen and Oilers in the Engine Department, but the actual hours worked by them were not stated. Another mill reported that the Hand Folders in the Folding Department worked for only nine hours a day. A third mill stated that the normal hours of work were $9\frac{1}{2}$ per day for Carpenters and Mechanics and 8 for Folders and Bundlers.

42. In Sholapur, both the mills selected for the Enquiry reported that the normal working hours were ten per day for men and women and five for children, who were employed in two batches. One of these mills reported that the normal working hours varied to 11 for the Engine Department and $9\frac{1}{2}$ for Mechanics, Fitters, Masons, Carpenters, Line Levellers, Roller Coverers and Reelers and also for all workers in the Mixing Department.

INTERVALS

43. Under the provisions of the Indian Factories Act, each person employed in a factory is entitled to a period of rest of not less than one hour for each period of six hours' work done [section 21 (1) (a) (i)]. The rest interval may, at the request of the employees concerned, be so arranged that there will be a period of rest of not less than half an hour each for periods of work not exceeding five hours, the total duration of the periods of rest on any working day not being less than one hour for each period of six hours' work done [section 21 (1) (a) (ii)]. Each child working for more than $5\frac{1}{2}$ hours in any day is likewise entitled to a period of rest of not less than half an hour [section 21 (1) (b)], and this period requires to be so fixed that no such child shall be required to work continuously for more than four hours [section 21 (2)]. These intervals are generally utilised by the workers for taking their midday meal although in a few cases it was reported that workers observed unauthorised intervals for meals.

44. The present Enquiry showed that an allowance of an interval to the operatives for the midday meal is a normal feature in all the mills selected for the Census. In Bombay City work usually starts at 7 a.m. and the one hour recess is generally granted between 12 noon and 1 p.m. There is practically no variation either in the duration or the starting time of the interval except in two mills. In one mill the one hour recess was shifted to 1 to 2 p.m. in the case of the Mechanics Shop. In another mill the interval was longer and amounted to $1\frac{1}{4}$ hours from 12-15 p.m. to 1-30 p.m. for men in the Bleaching, Dyeing, Folding, Finishing, Bundling and Baling Departments, and for women in the Reeling, Winding, Bleaching, Dyeing, Folding and Finishing Departments.

45. In the Ahmedabad mills the rest interval uniformly lasted for one hour from 12 noon to 1 p.m. except for Coalmen and Oilers alone in one mill where these operatives were required to work from 6-30 a.m.

to 6-30 p.m. with two intervals from 10-30 a.m. to 11-30 a.m. and from 3-30 p.m. to 4-30 p.m. The two mills at Sholapur also observed intervals of one hour for the midday meals but one of the mills granted the recess between 12-30 p.m. and 1-30 p.m. whereas the other gave it between noon and 1 p.m.

OVERTIME

46. The Indian Factories Act provides that every person employed in any factory for more than sixty hours in any one week shall be paid, in respect of overtime worked, at a rate which shall be at least one and a quarter times the rate at which he is normally paid (section 31). The Act also contains a definite provision to the effect that no person shall be employed in any factory on a Sunday unless he has had or he will have a holiday for a whole day on one of the three days immediately preceding or succeeding the Sunday [section 22 (1) (a)].

47. In eleven out of the seventeen reporting mills in Bombay City overtime work was paid for at $1\frac{1}{4}$ times the usual rate. In three mills one full day's wage was given for six hours' overtime work put in, in one mill it was paid for eight hours' work and in another mill for five hours' work. In one mill which granted $1\frac{1}{4}$ times the usual rate for overtime work in the Spinning Department, the allowance for overtime in the Weaving Section was at $1\frac{1}{2}$ times the usual rate. Another mill reported that a full night's work was calculated as equivalent to two full days' work for purposes of calculation of the overtime rate. In Bombay City the rates were $1\frac{1}{4}$ times the usual rates in four mills and they were equal to the usual rates in two mills. One full day's wage was paid by five mills for six hours' work, by two mills for seven hours' work and by one mill for four hours' work. One of these mills reported that for work done on Sundays from 3 p.m. to 6 p.m. wages for half a day at usual rates were paid. In three mills a holiday in lieu of the Sunday or holiday which was worked was definitely stated to have been granted.

48. In Ahmedabad, seven out of the fourteen reporting mills stated that no overtime was worked. Out of the remaining mills, five granted overtime allowances at $1\frac{1}{4}$ times the usual rates. One mill stated that payment for overtime was made according to the provisions of the Factories Act. One mill reported that one full day's wages were paid for six hours' overtime work put in during the day and two full days' wages for similar work during the night. No work was done on Sundays and holidays in five mills. No work that substitute holidays were granted. In three mills reported remuneration were according to the usual normal rates. Three other mills reported that they paid at $1\frac{1}{4}$ times the usual rates while one mill calculated six hours' duty during the day on a Sunday or a holiday as equivalent to one normal day's work and the same duty at night as equal to two normal days' work.

49. Overtime work in the two Sholapur mills was paid for at $1\frac{1}{4}$ times the usual rates. One of the mills followed the same practice with regard to work on Sundays and holidays whereas the other mill gave substitute holidays.

EXEMPTIONS *re* HOURS OF WORK

50. The provisions of the Indian Factories Act in regard to the maximum hours of work for adults (sections 27 and 28) are not applicable to persons holding positions of supervision or management or employed in a confidential capacity. The Local Government may exempt any factory from the provisions of sections 27 and 28 of the Act if such exemption is necessary in order to enable such factory to deal with an exceptional press of work [section 30 (2)]; or, if there is in such factory any work which necessitates working outside the normal limits, or continuous production for technical reasons, or if the work is of an essentially intermittent character [section 30 (1)].

51. The reports received from the Bombay mills show that six mills did not take advantage of any exemptions from the limitation on working hours while three mills did not claim any special exemption other than that allowed by the provisions of the Act. One mill stated that it took advantage of the exemptions which the Act provides for but the mill did not specify the departments or occupations in respect of which exemptions were claimed. Out of two mills which obtained exemptions in respect of their Blow Room Departments one stated that 50 per cent. of the men were required to work in connexion with the cleaning of gutters. In the remaining five mills either some or all employees mainly of the Mechanic, Engine and Boiler, and Electrical Departments were exempted from the provisions of sections 27 and 28 of the Act.

52. Nine out of the 14 mills in Ahmedabad which furnished information stated that no exemption was taken from the provisions of the Factories Act regarding hours of work. One mill had no records. The remaining four mills stated that they only availed themselves of the exemptions provided in the Act in respect of persons holding supervisory or managerial positions. One of the two mills in Sholapur stated that no exemption at all was obtained while the other reported that no special exemptions were applied for.

53. One mill in Bombay City could not furnish any information with regard to the number of overtime hours worked owing to want of records. Six other mills simply stated that there was overtime during the month of July 1926. The other mills which furnished the data required did not all specify the number of overtime hours worked by each department but only gave the aggregate man-hours put in. It is not therefore possible to use the figures to any real advantage or to draw any definite conclusions therefrom. The aggregate number of man-hours worked by way of overtime in the ten mills that supplied figures amounted to 8,109 $\frac{1}{2}$. Only four mills in Ahmedabad gave figures for the number of hours worked overtime in two *haptas*. The total man-hours worked in addition to the normal working hours were 703. Here also the figures are subject to the same remarks as in the case of the figures for Bombay. The two Sholapur mills reported an aggregate of 846 $\frac{1}{2}$ overtime hours in July 1926.

CHAPTER IV

Attendance and Absenteeism

54. Tables I to III printed at pages 68 to 77 of this Report show, by departments, separately for men, women and all adult operatives, the frequencies of attendance of cotton mill workers in nineteen representative mills in Bombay City for the month of July 1926. The figures, in all cases, are in relation to 27 working days in the month. Similar tables have not been prepared for Ahmedabad and Sholapur because as explained in a previous chapter the number of working days in the wage periods selected for those centres were not uniform in all the mills covered by the Enquiry at each centre. The main point of interest of such tables is the proportion of those who worked full-time, *i.e.*, without any absence during the wage period, to the number of workers returned. Tables IV to VI, printed at pages 78 to 83 show, by departments, separately for men, women, and all adult operatives, the number of workers returned, the number who worked full-time and the percentage of full-time workers to numbers returned at each centre.

55. In the mills in Bombay, out of a total number of 38,349 men returned, 20,144 or 52·53 per cent. worked throughout the Census month without any absence, *i.e.*, for 27 days. Six thousand and ninety-eight or 15·90 per cent. worked for 26 days and 3,696 or 9·64 per cent. for 25 days. About 31 per cent. lost from one to three days and a little over sixteen per cent. lost four days or more. Among women workers, the figures of attendance were affected both by voluntary absence and by rotation of employment owing to some mills retaining, at the request of the workers concerned, more women winders and reelers than were actually required. As the individual mills which arranged for rotation of employment did not report or give any indication as to the number of days for which individual winders or reelers were stood off and the numbers of days not worked on account of voluntary absence, it is not possible to determine the effect which each of these causes had on the attendance of women workers. Out of 12,072 women returned for Bombay, 3,968 or 32·87 per cent. worked for 27 days or without any absence, 2,648 or 21·94 per cent. for 26 days and 1,384 or 11·46 per cent. for 25 days. As compared with 31 per cent. for men, 41 per cent. of the women workers returned lost one to three days. The percentage of those who lost four days or more was 26·08 as compared with 16·40 for men. If the figures are considered from the viewpoint of all operatives (adults only in this case as no children were employed), 24,112 workers out of a total number of 50,421 returned or 47·82 per cent. worked for 27 days, 8,746 or 17·35 per cent. for 26 days and 5,080 or 10·07 per cent. for 25 days. One-third of the total number of workers covered by the Enquiry lost from one to three days and about one-fifth lost four days or more.

56. Tables Nos. IV to VI (pp. 78 to 83) summarise the figures for full-time workers from Tables Nos. I to III for Bombay in order to facilitate comparisons with similar figures compiled for Ahmedabad and for Sholapur. It will be seen that in comparison with Bombay, attendance is better in Ahmedabad but exceedingly poor in Sholapur where only 30·26 per cent. of the adult operatives returned, worked without absence during the period covered by the Census. Among male operatives only 1,178 out of the 3,761 returned or 31·32 per cent. worked full time. Among women the proportion of full-time workers is slightly lower—about a fourth as compared with about a third for men, the actual figures being 205 out of 810 or 25·31 per cent. Curiously enough, the best figures of full-time attendance are those for children both in Sholapur and in Ahmedabad, the respective figures being 70 out of 192 or 36·45 per cent. and 463 out of 657 or 70·47 per cent. The following table summarises the position for the whole industry, by different age and sex groups, at each centre studied.

Age and Sex Group	Centre	Total number of workers returned	Number working full-time	Percentage of full-time workers to total returned
Men ..	Bombay ..	38,349	20,144	52·53
	Ahmedabad ..	12,719	7,157	56·27
	Sholapur ..	3,761	1,178	31·32
Women ..	Bombay ..	12,072*	3,968*	32·87*
	Ahmedabad ..	3,016	1,677	55·60
	Sholapur ..	810	205	25·31
All Adults ..	Bombay ..	50,421†	24,112†	47·82†
	Ahmedabad ..	15,735	8,834	56·14
	Sholapur ..	4,571	1,383	30·26
Children ..	Bombay ..	Nil.	....	....
	Ahmedabad ..	657	463	70·47
	Sholapur ..	192	70	36·45
All Operatives ..	Bombay ..	50,421†	24,112†	47·82†
	Ahmedabad ..	16,392	9,297	56·72
	Sholapur ..	4,763	1,453	30·52

* The corresponding figures *excluding* winders and reelers are 5,395—2,434—45·12 per cent.

† The corresponding figures *excluding* female winders and reelers are 43,744—22,598—51·66 per cent.

57. It has already been pointed out that the figures for women workers in Bombay were affected by rotation of employment in the Winding and Reeling Departments. This fact requires to be borne in mind when making comparisons either for female operatives as between the different centres or as between men and women workers in Bombay. The figures in the above table show that only 3,968 women out of 12,072 returned or 32·87 per cent. worked full-time. If 6,677 winders and reelers are excluded it is found that out of the remaining 5,395 female operatives, 2,434 or 45·12 per cent. worked without absence. These figures also affect the figures for adult operatives. If winders and reelers are again

excluded from the totals it is found that 22,598 adult operatives worked full-time out of 43,744 returned, the percentage in this case amounting to 51·66 as against 47·82 per cent. as stated in the table. In Ahmedabad there was little difference in the percentages for full-time attendance as between men and women. Among men, 7,157 out of 12,719 returned or 56·27 per cent. worked full-time, the corresponding figures for women being 1,677 out of 3,016 or 55·60 per cent.

58. The figures in the main tables Nos. IV to VI are compiled by Departments. The figures for the number of operatives working full time in each occupation group will be found in the detailed tables Nos. X and XII for Average Earnings for Bombay and Sholapur. The Bombay figures are in relation to 27 days in the month whereas the Sholapur figures cover the numbers of those working for a full working month of 27 days in one mill and of 26 days in the other mill. As periodic earnings have not been compiled for Ahmedabad for the reasons given in Chapter II (paragraph 26) no separate figures have been given for the number of full time workers against different occupations. As it is of interest, however, to compare the figures of the numbers working full time in relation to the numbers returned in the main occupations for men and women as between the three centres, separate figures were worked out for Ahmedabad for weavers and spinners (siders) among men, and for winders and reelers among women and these are set out in comparison with the figures for Bombay and Sholapur in the following table :—

Occupation	Centre	Total number of workers returned	Number working full-time	Percentage of full-time workers to total returned
Weavers (Men)	Bombay ..	11,758	8,525	72·50
	Ahmedabad ..	4,582	2,273	49·61
	Sholapur ..	1,509	314	20·83
Siders (Spinners) (Men)	Bombay ..	5,268	1,269	24·09
	Ahmedabad ..	1,604	802	50·00
	Sholapur ..	482	209	43·36
Reelers (Women)	Bombay ..	2,044	413	20·21
	Ahmedabad ..	429	213	49·65
	Sholapur ..	380	66	17·37
Winders (Women)	Bombay ..	4,633	1,101	23·70
	Ahmedabad ..	635	344	54·17
	Sholapur ..	260	70	26·92

59. There are several striking features in the above table. The effects of the rotation of employment given to reelers and winders cent. of the winders and 20·21 per cent. of the reelers worked full time as against 45·12 per cent. in the case of the remaining 5,395 women of those working full time to the number returned were 54·17 for winders

and 49·65 for reelers. In Sholapur the corresponding percentages are 26·92 and 17·37 respectively. As between the two main groups of male workers, the percentages for the numbers who worked full time among both spinners and weavers in Ahmedabad are about the same, viz., 50 per cent. In Sholapur, only 20·83 per cent. weavers worked full time as against 43·36 per cent. spinners. In Bombay, spinners appear to be much more irregular than weavers and the difference between the two separate percentages is very striking—24·09 as against 72·50. It is very frequently stated that it is not possible to work out accurate statistics for the attendance of weavers in Bombay because their absence is not recorded on the musters in view of the prevailing practice of the weavers paying their own substitutes. This may be true under ordinary normal circumstances but when the Census was conducted every mill included in the Enquiry was specifically instructed to keep separate registers for the month of July 1926 for recording not only the attendances of all weavers but also the earnings secured by single substitutes or by double substitute work. Eighteen out of the 19 mills did this. In the remaining mill which employed about 400 odd weavers the management returned cent per cent. attendance for all weavers. When subsequent enquiries were made into this it was reported that the attendance of the weavers was so good in the mill that it was not considered necessary to make special entries in separate musters. It was also stated that payment of wages had been made in all cases on the basis of a full 27 days work.

60. Tables Nos. VII to IX, printed at pages 84 to 89 show, by Departments, separately for men, women and all adult operatives, and in the case of Ahmedabad and Sholapur, for children and all operatives including children, the figures for percentage absenteeism at each centre. These percentages are worked out on the basis of the aggregate number of days actually worked in relation to the aggregate of the possible man-days. No account is taken of "Grace" days. Frequency tables were not possible for these centres owing to the maximum number of working days varying from mill to mill, which would mean that 24 days represents the maximum in one case and three days absence in another.

61. The following table summarises the position with regard to percentage absenteeism for different age and sex groups at each centre :—

Age and Sex Group	Centre	Number of workers returned	Percentage absenteeism
Men	Bombay ..	38,349	7·43
	Ahmedabad ..	12,719	8·04
	Sholapur ..	3,761	12·49
Women	Bombay ..	12,072*	11·86*
	Ahmedabad ..	3,016	7·40
	Sholapur ..	810	10·81

* The corresponding figures excluding winders and reelers are 5,395—6·11 per cent.

Age and Sex Group	Centre	Number of workers returned	Percentage absenteeism
All Adults ..	Bombay ..	50,421†	8·26†
	Ahmedabad ..	15,735	7·92
	Sholapur ..	4,571	12·19
Children ..	Bombay ..	....	....
	Ahmedabad ..	657	3·62
	Sholapur ..	192	15·61
All operatives ..	Bombay ..	50,421†	8·26†
	Ahmedabad ..	16,392	7·73
	Sholapur ..	4,763	12·33

† The corresponding figures excluding women winders and reelers are 43,744—7 per cent.

The figures for women and adult operatives in the Bombay mills are again affected by the same factors which have already been dealt with in connexion with winders and reelers. If the 6,677 winders and reelers are excluded, the percentage absenteeism for the remaining 5,395 women workers amounts to 6·11 as against 11·86 for all female operatives. Similarly, if women winders and reelers are again excluded from the figures for 'all adult operatives' the final absenteeism figure for all the selected mills in Bombay is found to be 7 per cent. as against 8·26 per cent.

62. In the above table, consideration is given to the figures for percentage absenteeism from the viewpoint of aggregates for all departments. If the figures are examined by individual departments it is found that absenteeism in Bombay was lowest in the Engine and Boiler Department where it amounted to 2·43 per cent. Ramosees or the main group of workers in the Watch and Ward Section come next with 3·05 per cent. and then weavers with 4·36 per cent. Absenteeism was highest in the Reeling Department where it amounted to 17·80 per cent. Male workers in the Winding Department showed absenteeism amounting to 12·56 per cent. In both the Mule and the Ring Spinning Departments it was slightly higher than 10 per cent., the actual figures being 10·08 per cent. and 10·48 per cent. In the Drawing-in Department it was a little more than eleven and a half per cent.

63. With the exception of Ramosees in the Watch and Ward Section there is little or no similarity in the departmental figures of percentage absenteeism at each of the three centres studied. Absenteeism for men in the Ring Spinning Department amounted to 7·33 per cent. in Ahmedabad and to 11·26 per cent. in Sholapur as against 10·48 per cent. in Bombay. In the Drawing-in Department lost time amounted to 3·76 per cent. in Ahmedabad, to 11·55 per cent. in Bombay, and to 17·24 per cent. in Sholapur. It is unnecessary to comment on this point further as the figures in the detailed tables speak for themselves. As it is of interest, however, to consider the figures for the most important occupations among male and female operatives, in the same way as was done whilst

dealing with the question of full time attendance, figures for percentage absenteeism for weavers and spinners (siders) among men, and winders and reelers among women are set out in the subjoined table.

Occupation	Centre	Number of workers returned	Percentage absenteeism
Weavers (Men) ..	Bombay ..	11,758	4·36
	Ahmedabad ..	4,582	10·76
	Sholapur ..	1,509	15·07
Spinners (Siders) (Men) ..	Bombay ..	5,268	11·92
	Ahmedabad ..	1,604	7·91
	Sholapur ..	482	10·69
Winders (Women) ..	Bombay ..	4,633	15·63
	Ahmedabad ..	635	8·81
	Sholapur ..	260	12·24
Reelers (Women) ..	Bombay ..	2,044	18·45
	Ahmedabad ..	429	8·98
	Sholapur ..	380	10·76

64. The manner in which rotation of employment among winders and reelers affected the final absenteeism figures for female operatives and all adult operatives is brought out in a very striking manner from the figures given for these two occupation groups in the above table. It will be seen that in the case of reelers percentage absenteeism in Bombay was more than double that in Ahmedabad and in the case of winders, nearly double. Spinners were more regular in Ahmedabad and weavers were more regular in Bombay.

65. The following table shows the figures of percentage absenteeism worked out for all departments separately for men and women for each centre according as their earnings were derived from time rates or piece rates of wages :—

Percentage absenteeism for				
Centre	Male operatives on		Female operatives on	
	Time rates	Piece rates	Time rates	Piece rates
Bombay ..	8·09	6·00	6·31	16·32
Ahmedabad ..	6·30	10·00	6·42	9·09
Sholapur ..	10·71	14·43	8·81	11·39

66. Workers who were partly on time rates and partly on piece rates were excluded. Children have also not been taken into consideration. The extent to which the figures for women workers in Bombay are biased on account of rotation of employment is again brought out by the high figure for absenteeism of women workers on piece rates.

67. An often discussed question on which no reliable statistical information was hitherto available is the actual time loss to the workers on account of absenteeism with the corresponding loss in wages. The following table shows the number of man-days lost through absenteeism during the period of the Enquiry in the selected mills at each centre:—

Centre	Working days lost through absenteeism by		
	Men	Women	All adult workers
Bombay	73,856	38,647	1,12,503
Ahmedabad	26,373	5,978	32,351
Sholapur	12,469	2,363	14,832
Total	1,12,698	46,988	1,59,686

68. The loss in earnings per head separately for men and women workers and all adult operatives returned in the Enquiry for each centre was as follows:—

Centre	Per capita loss in earnings through absenteeism for		
	Men	Women	All adult workers
Bombay	Rs. a. p. 2 14 3	Rs. a. p. 2 6 2	Rs. a. p. 2 12 5
Ahmedabad	2 15 0	1 8 9	2 10 9
Sholapur	3 6 5	1 3 5	3 0 3

69. Children have not been included in the three preceding tables. Half-time workers lost 654 days with Rs. 224-13-0 in earnings in Ahmedabad and 809 days with Rs. 202-4-0 in earnings in Sholapur. The per capita loss in relation to the total number of children employed was five annas and six pies in Ahmedabad and Re. 1-0-10 in Sholapur.

CHAPTER V

Rates of Wages

70. Although full information was procured in the 1926 Enquiry in connection with rates of wages paid to individual operatives in cotton mills in Bombay, Ahmedabad and Sholapur, it has been found impossible to present any comparable figures owing to the very wide variations which exist both in methods of payment and the manner in which rates are fixed not only as between centre and centre but also as between unit and unit in a particular centre. Variations were also found to exist for the same occupation in a unit. The variations were most intensified in the case of Ahmedabad on account of the different methods adopted for the treatment of the Dearness Allowance and the wage cut of 15·625 per cent. effected in 1923. One example will illustrate the difficulties encountered.

71. In the case of Grinders one mill paid a daily rate of thirteen annas and nine pies *plus* Rs. 2 per month for Dearness Allowance, *less* 15½ per cent. for the wage cut *plus* Rs. 2 per month for good attendance bonus. In another case there was a daily rate of fifteen annas and nine pies with no addition for dearness allowance, *less* 15½ per cent., and no bonus. In the same mill there was also a consolidated rate of Rs. 45 per month as far as the basic rate and the dearness allowance were concerned but 15½ per cent. was deducted for the wage cut. Some mills gave absolute consolidated rates without any additions or deductions, the variation being as follows: Rs. 27, Rs. 29-4, Rs. 30, Rs. 32-2, Rs. 33, Rs. 33-12, Rs. 34, Rs. 40, Rs. 43 and Rs. 45. Another mill gave Rs. 1-2-6 per day without dearness allowance and good attendance bonus but deducted the percentage for the cut. Still another variation to be found was a daily rate of As. 13 or As. 14 without the dearness allowance and the cut but with Rs. 2 per month for the bonus.

72. The same sort of variation is to be found in the case of almost all occupations both for time rates and for piece rates. In the case of piece rates the variation is still more striking on account of the different rates for different qualities of production. The bases on which wage rates are determined are time, piece, and in a few instances, partly time partly piece.

73. With regard to time rates of wages, there are several variations in the periods for which the rates are fixed. The predominant basis in Ahmedabad is a daily rate. In Bombay and Sholapur there is an almost equal distribution between daily rates and "monthly" rates. The word "monthly" in this case indicates either the total number of working days in the wage period, 26 days, 27 days, 30 days, 31 days or an actual calendar month irrespective of the number of days it contains. "Monthly" rates with the variations indicated also exist to a considerable extent in Ahmedabad. The Dearness Allowance in Ahmed-

abad in those cases where it is not computed as a percentage on accrued earnings at basic rates is fixed either at so much per day or at so much per week, *hapta*, working days in a *hapta*, working days in two *haptas* or a month. Speaking generally daily rates for the Dearness Allowance are the exception and monthly rates the rule. The Good Attendance Bonus is generally calculated at so much per week at all centres. The variations in the methods of treatment of the various additions to and the deductions from the earnings from basic rates have already been dealt with in the Chapter on Methods of Wage Payments. This Chapter will therefore be confined to variations in the bases of payment.

74. Many mills adopt time rates on the basis of the number of working days in the month. In such cases those operatives who work throughout the month without absence secure the benefit of the full rate irrespective of the number of holidays in the month. If the mill, however, remains closed for any reason or if a particular worker is played off, a proportionate amount is deducted for the number of days not worked. Exceptions are often made in the case of the higher paid operatives. If the periodic rate for the number of working days is reduced to a daily rate the latter will vary according to the number of working days in particular months. The corresponding loss to the operative who remains absent in months having fewer working days is larger than that sustained by the operative who remains absent in months having more working days. Where the "monthly" rate is fixed for 26 days those operatives who put in full time work in a month of 27 working days receive one twenty-sixths more than the normal rate. Those who work for 26 days get the full wage. For each day's absence under 26 one twenty-sixths' is deducted. On the other hand, where rates relate to 27 days' work the operative, although he works full time in a working month of 26 days gets one twenty-sevenths less than if he worked full time in a month of 27 days.

75. In cases where rates are fixed in relation to calendar months, most mills reduce the calculations in respect of earnings to a simple proportion of the number of days actually worked to the number of working days in the month. For example if the monthly rate is Rs. 40, the operative who loses two days in a month of 27 working days gets $\frac{25}{27}$ of Rs. 40, an operative who loses 4 days in a month of 25 working days gets $\frac{21}{25}$ of Rs. 40 and so on. The method of the treatment of the monthly rate in the illustration given is simple but several mills have very intricate variations the utility of which is difficult to understand and into which it is not necessary to enter. But the work involved in ascertaining the actual number of days worked was in the cases of Bombay and Ahmedabad largely responsible for the delay in presenting the results of the 1926 Census.

76. In considering the question as to how payments of wages are made in individual departments no references will henceforward be made with regard to the different systems adopted in fixing Time Rates. Only broad indications will be given with regard to the predominant methods of wage fixation. It is essential, however, to remember, that

rates, either piece or time, often vary widely between unit and unit in the same centre; and that there also exist, marked variations in the rates for various individuals in particular occupation groups within the same units.

77. Wages in the Mixing and Waste Room are fixed on time rates in all the centres studied. In the Blow Room all workers in Ahmedabad and Sholapur were on time rates, but Jobbers and Assistant Jobbers in some mills in Bombay were paid at piece rates on the total production of the workers under them. The unit of payment was 100 hanks. Thirty-two Inter Attendants were also paid at X* per hank as against 127 on time rates. The remaining operatives returned from the Blow Room Section in the Bombay mills were paid at time rates. All work in the Carding Room was also paid for at time rates both in Ahmedabad and in Sholapur. In Bombay, Jobbers and Assistant Jobbers in a few mills were paid at piece rates in relation to every 100 lbs. of sliver produced. Can Carriers were paid in some mills at time rates and in others at piece rates, the unit of payment in the latter case being either on production or the number of cars attended to. The predominant method of payment for Tenters attending Drawing Frames was on the basis of piece rates, 100 hanks of sliver generally being the unit of payment at all centres. Jobbers, Assistant Jobbers and Line Levellers were paid at time rates in some mills and at piece rates in others. A curious combination of time and piece rates exists for Drawing Frame Tenters in the Sholapur mills. The total production on each head or frame in charge of one operative during the month is taken and the piece wage value determined at X per hank of sliver. The resulting figure becomes the time rate for 26 or 27 working days as the case may be. If a tenter has worked for 20 out of 26 days he gets $\frac{20}{26}$ of the piece rate value of the production. The *badli* or the substitute is paid at definite time rates irrespective of the production although the *badli's* production affects the regular worker's rate. Where a tenter puts in full time work his wage resolves itself into a pure piece rate.

78. Slubbing, Inter and Roving Frame Tenters in the Bombay mills are generally paid on the basis of outturn of work according to the hanks of roving produced. In a few cases tenters also receive fixed wages, the proportion being 158 on time rates to a total of 2,283 Tenters returned. Doffers in the Slubbing, Inter and Roving Frame Department are uniformly paid at time rates. Jobbers are paid either at time or at piece rates but Doffer Jobbers are generally on fixed wages. Both in Ahmedabad and in Sholapur Slubbing Tenters are paid uniformly at piece rates but in the case of Inter and Roving Tenters both time and piece rates prevail. In Ahmedabad the predominant mode of payment for Roving Tenters is a conjunction of time and piece rates. Doffers are on fixed wages.

79. Apart from the Supervisory Jobbers there are three main occupation groups in the Ring Spinning Department: (1) Doffers, (2) Tarwallas or Followers and (3) Siders or, as they are sometimes

* The symbol X will be used in preference to the term 'at so much' or actual rates.

called, Piecers. Doffers and Tarwallas work in teams. The chief business of the doffers is to remove or doff the full bobbins when a frame is stopped and to put empty ones in their place. The business of the Tarwallas is, after the doffers have put the empty bobbins on the spindles, to make the proper connections of the yarn and put everything in order for the immediate running of the machine. The chief work of the Siders is to see that the roving passes safely through and to piece broken ends together at once. Some mills do not employ Tarwallas whose work is done by the Doffers. None of the sixteen mills covered by the Enquiry at Ahmedabad employed any tarwallas. Wages to machine attendants in the Ring Spinning Department are uniformly paid at time rates at all centres but Jobbers are paid either at time rates or at piece rates in Bombay and Sholapur. In Ahmedabad the whole department is on fixed wages. Where jobbers are paid on production the unit for payment is 1,000 lbs. of yarn produced. In the Mule Spinning Department, some mills pay at time rates and some at piece rates. Each mule is generally attended by a gang of seven men composed of 1 Spinner, 2 Engine Piecers and 4 Side men or Creelers. The basis of payment on piece rates is 100 lbs. of yarn produced. Some mills divide the total wage value of the production at X per 100 lbs. between the workers in a gang in such a proportion as to give the spinner about double the wage of the creeler and the side piecer a wage somewhat lower than the spinner but more than the creeler. Some mills have separate piece rates, X, X₁, X₂ for Spinners, Side Piecers and Creelers but the different rates apply, as in the former case, on the total production turned out by the gang. In almost all cases the rates are for 10s. Where yarns of higher counts are produced the production is reduced to 10s for purposes of wage calculations. There was no Mule Spinning in the mills covered by the Enquiry at Ahmedabad and at Sholapur.

80. In the Winding Department, the predominant method of payment both for male and female operatives on Grey and Colour winding was by piece rates at all centres. Male Pirn Winders, however, generally received fixed wages. Male Jobbers were universally on time rates as also *Naikins* or Female Jobbers. Out of 2,044 women reelers returned in Bombay, 1,906 were on piece rates, 3 on time rates and 135 on both time and piece rates. In Ahmedabad there were 5 on time rates and 424 on piece rates. In Sholapur 366 out of the 380 women reelers returned were on piece rates and the remainder on time rates. The unit of payment for piece rates was generally 100 lbs. in the Winding Department with variations per 10 or 20 lbs. or per doff. In the case of those Reelers who were on both time and piece rates the basis of payment was Rs. 8 per month *plus* 1 anna per doff.

81. In the Warping Department, Jobbers, Assistant Jobbers and Creelers were paid at time rates at all centres. Warpers were almost universally paid at piece rates, the unit for payment in Bombay and Sholapur generally being 100 lbs. and in Ahmedabad 1,000 yards of yarn wrapped on the beams. Wages in the Doubling Department were paid at time rates at all centres. In the Sizing Department the fixed rate

wage was universal in Ahmedabad and in Sholapur and was about equally distributed with piece rates for Front and Back Sizers in Bombay. Front Sizers generally receive about double the amount paid to Back Sizers. The unit for payment in the case of piece rates is X per 1,000 lbs. of sized warp yarn wrapped on the beams. Both Drawers and Reachers in the Drawing-in Department at all centres are generally paid according to the number of ends drawn through the "eyes" of the string in the heald or heddle, the unit for purposes of wage calculations generally being 1,000 ends drawn.

82. Weavers were universally paid at piece rates at all centres. In Bombay and Sholapur the unit for payment is a pound of cloth produced. In Ahmedabad a piece is the unit. Different rates are laid down for different qualities. Jobbers in the Weaving Department may be paid either at time rates or at piece rates. In the latter case the rates are determined either on total production, the unit being 1,000 lbs. or as a percentage of the total wages earned by the weavers on the looms under each Jobber. Workers in the Yarn Bundling and Baling Department in Bombay are paid at time rates in some mills and at piece rates in others, the unit for payment in the latter case being the number of bundles handled. Piece rates in the Cloth Folding, Baling and Finishing Departments were only paid in one mill in Bombay. Work in the Yarn Bundling and Cloth Folding Departments in Ahmedabad and Sholapur was almost universally remunerated at time rates. All operatives in the remaining Departments of a cotton mill which have not been specifically dealt with above are universally paid at time rates in all centres with the exception of some rope splicers in Ahmedabad who are paid per lb. Children were universally paid at time rates both in Ahmedabad and in Sholapur.

83. The following three tables show, separately for adult males, adult females, and all operatives (including children) the numbers of workers on time rates, on piece rates, and on combined time and piece rates respectively at each centre. The percentage which each figure bears to the total number returned is given in *italics* below the figure to which it relates:—

1. *Distribution of Adult Male Operatives according to Time and Piece Rates*

Centre	Total Number Returned	Number on Time Rates	Number on Piece Rates	Number on combined Time and Piece Rates
Bombay	38,349	20,776 <i>54.18</i>	17,566 <i>45.80</i>	7 <i>0.02</i>
Ahmedabad	12,719	6,457 <i>50.77</i>	5,823 <i>45.78</i>	439 <i>3.45</i>
Sholapur	3,761	1,945 <i>51.71</i>	1,816 <i>48.29</i>	.... ....

2. *Distribution of Adult Female Operatives according to Time and Piece Rates*

Centre	Total Number Returned	Number on Time Rates	Number on Piece Rates	Number on combined Time and Piece Rates
Bombay ..	12,072	5,585 46·26	6,352 52·62	135 1·12
Ahmedabad ..	3,016	1,864 61·80	1,104 36·61	48 1·59
Sholapur ..	810	181 22·35	629 77·65	.....

3. *Distribution of All Operatives (including children) according to Time and Piece Rates*

Centre	Total Number Returned	Number on Time Rates	Number on Piece Rates	Number on combined Time and Piece Rates
Bombay ..	50,421	26,361 52·28	23,918 47·44	142 0·28
Ahmedabad ..	16,392	8,978 54·77	6,927 42·26	487 2·97
Sholapur ..	4,763	2,318 48·67	2,445 51·33	.....

84. The figures for average daily earnings in particular occupations in different mills vary widely from mill to mill. This is sufficiently illustrated if the figures for four important occupations, *viz.*, Weavers, Siders, Warpers and Grey Winders (Women) are taken for each of the mills covered in the Enquiry for Bombay and Ahmedabad. As some mills in Ahmedabad are either entirely spinning mills or entirely weaving mills, the blanks against certain numbers indicate that no workers in the occupation concerned were returned.

85. The following table shows the average daily earnings in the four stated occupations in each of the nineteen mills covered by the Enquiry in Bombay City together with the averages for the centre :—

Mill number	Average Daily Earnings in July 1926 for			
	Weavers—P* (Two Loom) (Men)	Siders—T† (Men)	Warpers—P* (Men)	Grey winders— P* (Women)
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1 ..	1 15 9	1 0 5	2 7 3	0 15 5
2 ..	1 14 10	0 15 3	1 12 7	0 11 10
3 ..	1 15 7	0 15 9	2 3 8	0 9 7
4 ..	1 12 10	0 15 8	2 5 6	0 13 1
5 ..	1 10 9	1 0 7	1 10 3	0 13 4
6 ..	1 9 1	1 0 5	2 0 6	0 12 5
7 ..	1 13 4	0 15 0	2 2 4	0 11 0
8 ..	2 1 2	0 14 3	2 14 0	0 9 1
9 ..	1 12 10	0 14 3	1 12 11	0 12 3
10 ..	1 13 2	0 15 11	2 9 1	0 10 4
11 ..	2 1 6	1 0 5	2 2 3	0 10 7
12 ..	1 12 0	1 0 5	1 15 3	0 9 10
13 ..	1 9 4	0 15 7	1 12 0	0 8 3
14 ..	1 9 11	1 0 3	1 12 3	0 9 8
15 ..	1 12 4	1 0 6	2 1 8	0 15 3
16 ..	1 15 2	0 15 10	2 10 3	0 10 8
17 ..	1 12 0	1 0 2	2 0 10	0 12 5
18 ..	2 0 4	0 15 10	2 8 7	0 11 6
19 ..	1 13 6	1 2 11	2 9 9	0 12 11
Average ..	1 13 4	1 0 3	2 1 9	0 11 9

* P=Means on Piece Rates. † T=Means on Time Rates.

86. As will be seen from this table the earnings of Weavers vary between Rs. 1-9-1 and Rs. 2-1-6 per day, those of Siders between annas 14-3 and Rs. 1-2-11 per day, those of Warpers between Rs. 1-10-3 and Rs. 2-14-0 per day and those of female Grey Winders between annas 8-3 and annas 15-5 per day.

87. The figures for Ahmedabad are presented in the following table for each of the 16 mills covered by the Enquiry at that centre in the same way as those in the preceding table for Bombay :—

Mill number	Average Daily Earnings in two Haptas in May 1926 for			
	Weavers—P (Two Loom) (Men)	Siders—T (Men)	Warpers—P (Men)	Grey Winders— P (Women)
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	1 14 11	0 15 4	1 14 0	0 13 4
2	1 12 7	0 15 1	2 4 6	0 12 1
3	1 14 5	0 15 6	1 11 9	0 12 0
4	1 8 5	0 15 1	1 9 2	0 12 5
5	1 14 9	....	2 8 5	1 5 9
6	....	0 14 9	....	....
7	2 0 2	0 14 11	2 15 5	0 11 1
8	....	0 14 6	....	....
9	2 1 0	1 0 3	2 7 5	0 13 8
10	1 13 6	0 14 8	1 13 2	0 12 9
11	2 3 9	....	....	1 1 1
12	1 11 3	0 14 11	1 12 1	0 12 11
13	1 9 8	0 15 4	1 10 1	0 11 5
14	2 4 2	....	2 13 4	0 12 11
15	1 10 6	0 15 3	2 12 5	0 10 7
16	1 15 4	0 14 11	1 12 5	0 9 1
Average	1 13 5	0 15 1	2 1 7	0 11 9

88. With the exception of spinners whose average daily earnings in the individual mills varied only within a limit of two annas between annas 14-6 and Rs. 1-0-3, the variations in the other occupations were within wider limits in Ahmedabad as compared with Bombay. The limit of variation in the case of weavers was eleven annas and nine pies, the actual range being Rs. 1-8-5 to Rs. 2-4-2. For warpers it was Rs. 1-6-3 with a range from Rs. 1-9-2 to Rs. 2-15-5.

89. In Sholapur the average daily earnings of Siders and Weavers in one mill were Re. 0-11-1 and Rs. 1-9-2 as against Re. 0-12-7 and Rs. 1-10-1 in the other mill. Warpers and Grey Winders were only employed in one mill, so no comparative figures are available for the other. One important factor in these variations in earnings is the different rates paid by different mills for the same class of work, a difference which the Indian Textile Tariff Board which sat in 1926 suggested should be rectified by standardisation. (See Appendix B.)

CHAPTER VI

Limitations in Comparison as between Centres or with Previous Years

90. The use of the sampling method imposes certain limitations where only a few hands are employed in some section of a mill, as sometimes happens when as pointed out on a previous page there are several hundred different occupations in a cotton mill. The averages for several occupations containing a small number of workers differ widely from the averages for similar occupations in the results of the 1921 and 1923 enquiries. In some cases the differences may be due to faulty grouping of occupations in the returns of the 1921 and 1923 enquiries but in most cases they are due to the inadequacy of the sample obtained from the 1926 Enquiry. These remarks, however, only apply to the figures for those occupations which cover very few workers in each case, and even then not in all cases. For all the main occupations the sample was thoroughly representative in view of the great care taken to secure equal representation for all types of mills. For example, in the case of Ahmedabad, the sample included nine mills paying medium or the predominant rates of wages with a representation of 22·8 per cent. of the total number of workers in all the Ahmedabad mills, two mills paying low wages with a representation of 4·3 per cent. of the total number employed and five mills paying high wages with a representation of 4 per cent. of the total number employed. The averages for the main groups of workers are therefore irreproachable. But if a particular occupation group only contains a few workers from a high wage paying or a low wage paying mill the sample becomes defective and the resulting averages do not represent the actual averages which would result if all the units in a particular centre were covered. This is what actually happened in some cases in Ahmedabad and in Sholapur. It is not necessary to delete such cases from the tabulation because they should rightly be included in the figures regarding Attendance, Absenteeism, etc. The earnings of such workers have also been included in arriving at group and centre averages, which would otherwise not be representative of the selected sample. It should also be pointed out, that in the case of Sholapur the results of the Enquiry in respect of the Winding, Reeling, Warping, Sizing, Drawing-In, Dyeing, Yarn Bundling and Baling, Cloth Folding, Mechanics and Maintenance Departments only relate to one mill because the other unit covered did not furnish any figures for operatives in these Departments. Figures for the main departments, i.e., Spinning and Weaving, were, however, returned by both mills.

91. With regard to the question of comparability of the results of this Census as between centre and centre, it may be pointed out that this Report is not concerned with the reasons why the averages for a

particular occupation at one centre are higher or lower than the averages for the same occupation at another centre, nor is this Report concerned with the various factors that industrial employers have to contend with in wage fixation. The object of a wage census report is primarily to present the statistical results of the tabulations of various sets of figures, obtained in a particular manner and dealt with in a particular way. But when figures are given for three centres it is inevitable that comparisons will be made and it is therefore desirable to make a few observations on this point. With regard to the figures for Sholapur, it may be said at once that there is no basis of comparison whatsoever between Bombay and Sholapur or as between Ahmedabad and Sholapur. Wages in Sholapur are on an all-round definitely lower level in comparison with Bombay and Ahmedabad; and quite apart from any questions of the limitations of the 1921 and 1923 enquiries, the Reports of both those enquiries bring out this fact in an unmistakable manner.

92. The figures for Bombay and Ahmedabad approximate more closely in some occupations and the following facts need to be borne in mind. In the Ahmedabad Cotton Mills work in several departments is given out on contract. Thus, out of the sixteen mills covered by the Enquiry at that centre, work in the Mixing Department was given out on contract in four mills, that in the Yarn Bundling Department in eight mills and in the Baling Section of this Department in seven mills. In the Drawing-In Department work was given out on contract in seven mills. In three other mills men for this Department are engaged by the contractors and boys by the mills. Beam carrying was done by contract in nine mills. For the results of the average earnings of the workers in the various occupations in these departments to be absolutely representative, the figures for the workers engaged by the contractors should also be included. This could not be obtained. The personal enquiries of the Investigators of the Labour Office go to show that, speaking generally, workers engaged directly by the mills receive higher rates of wages than those who are engaged by the contractors. Efforts to secure figures for the numbers and earnings of workers engaged by the contractors proved nugatory because the mills concerned had no information or knowledge either as to the number of men engaged by the contractors or the rates of wages paid by them. As the contractors are frequently changed from time to time and as they maintain no proper records no information could be procured from them. As far as the actual averages of the workers in the occupations in those Departments where the work is given out on contract by some mills are concerned, the results of the Census may be considered as representative of the earnings of those operatives in such Departments as are engaged by the mills, because the distribution of this work between the mills and by contract will have a ratio for the whole industry similar to the ratio in the mills covered by the Enquiry. But as the operatives for work in all these Departments in the Bombay Mills are engaged and paid by the mills themselves without the intervention of contractors, the fact that the contractors' men were not included in Ahmedabad must be borne in mind when a comparison is made for the

average earnings per head of workers in the occupations in these departments as between Bombay and Ahmedabad.

93. The second point is that none of the selected mills in Bombay returned any "double-side" workers in the Slubbing, Inter and Roving Departments for the 1926 Census. In Ahmedabad, work in the Roving Department in all the 16 mills covered by the Enquiry was generally done on the "double-side" system. In the Slubbing Department operatives were required to work two sides of a frame in seven mills and in the Inter Department in eight mills. According to the rational method of work, the saving effected in wages by retrenching a number of operatives and allocating more spindles or machines to the remaining operatives is divided proportionately between the workers and the mill. Naturally an operative who works two sides of a frame gets more wages than the operative who minds one side only. These facts require to be borne in mind when comparing the average earnings of Slubbing, Inter and Roving Frame Tenters as between Bombay and Ahmedabad.

94. With regard to the comparison of the average earnings of Spinners (siders) and Weavers between Bombay and Ahmedabad, the character of the production in the two centres has an important bearing on the question. As the forms returned for the Enquiry for workers on Time Rates of wages gave no indication whatever with regard to qualities and quantities of yarn spun by individual operatives no figures are available to show the character of the production in the Spinning Sections in any of the mills covered by the Enquiry. With regard to Weaving, the Ahmedabad mills supplied full information in connection with the counts of the Warp and Weft yarns used in the different kinds of cloth woven in May 1926, but as the Bombay Millowners Association and the Sholapur Millowners did not consider it necessary for the individual mills to furnish the necessary data with regard to this it has not been possible to secure any comparative figures for the character of the production in the Weaving Department as between the three centres from the returns themselves. The "character of the production" has a very vital bearing on questions connected with rates of wages. Those mills which weave finer cloths pay better wages in every centre than those mills which manufacture comparatively inferior sorts. As is well known, the cotton mills in Ahmedabad use comparatively more Uganda cotton than the Bombay mills in their mixing and, speaking generally, they produce yarns of higher counts and cloths of finer textures. This is amply illustrated by the figures in the two tables given below. The first table shows the percentages of the production of different counts of yarn spun to total production both in Bombay and in Ahmedabad and the second table shows the quantities of woven goods produced in Bombay and in Ahmedabad under the heads "Dhoties," "Shirting and Longcloth," and "Other Sorts," and the percentage which the production in each group bears to the total production at the centre. Both sets of figures relate to the year 1926 which was not disturbed by any general strikes at either centre.

TABLE I

Counts of yarn spun	Percentages of production of yarn of each class to the total production of yarn in 1926 in	
	Bombay City	Ahmedabad
	Per cent.	Per cent.
1s to 10s		
11s to 20s	21.95	2.58
21s to 30s	44.33	38.25
31s to 40s	29.71	46.97
40s and above	2.58	7.87
Waste, etc.	1.11	4.33
	0.32	....
Total	100.00	100.00

95. It will be seen from the above table that whereas only 33.40 per cent. of the total amount of yarn produced in Bombay in 1926 is over 20s, in Ahmedabad it is 59.17 per cent.

TABLE II

Description of Woven Goods	Bombay City		Ahmedabad	
	Production in 1926	Percentage to total Production	Production in 1926	Percentage to total Production
	Pounds		Pounds	
Dhoties	26,738,000	10.57	52,664,000	47.97
Shirting and Long-cloth.	84,318,000	33.31	20,751,000	18.90
Dhoties, Shirting and Longcloth.	111,056,000	43.88	73,415,000	66.87
Other sorts	142,062,000	56.12	36,369,000	33.13
All sorts	253,118,000	100.00	109,784,000	100.00

96. In Ahmedabad the production of Dhoties amounted to 47.97 per cent. of the total production in Ahmedabad in 1926 as against 10.57 per cent. in the case of Bombay.

97. The last point which requires to be dealt with in considering the comparability of the figures as between Bombay and Ahmedabad is the average earnings of women workers. In Ahmedabad 680 out of 3,016 female operatives returned or 22.5 per cent. worked as Siders and their average earnings amounted to Rs. 0-15-1 per day as against Rs. 0-15-2 per day for male siders which shows that women in this occupation received the same rates of wages as men. In Bombay only 636 out of 12,072 women returned or 5.27 per cent. were employed as Siders, their average daily earnings amounting to Rs. 0-15-2 as against Rs. 1-0-3 for men or about an anna in the rupee less. The averages for all women workers in Bombay are, moreover, also affected by the rotation of employment given to Winders and Reelers.

CHAPTER VII

Earnings

98. The term "Earnings" for the purposes of this Report includes remuneration from (a) basic rates, (b) the dearness allowance, (c) the good attendance bonus and (d) in the case of Sholapur, the monetary value of the Grain Concession. Additional remuneration earned from Overtime or Double Substitute work has been excluded because of its irregular character. In all cases figures for net earnings, i.e., after lost time and fines had been deducted, were taken. "Net earnings" are not necessarily coincident with the amounts which the workers actually received. Further deductions are made in many cases for contributions to Provident Funds, for the value of the grain or cloth purchased from the mills' grain or cloth shops, or for accommodation provided in mill chawls at rents below economic rent. As the workers receive at least cent. per cent. value for these deductions and as the exact money value in all cases where such concessions are granted is not ascertainable, no figures were called for in connexion with all those items where deductions were made for services rendered by the employer. The word "fines" includes deductions made for the value of spoilt cloth or "fents" handed over to the workers. (See Appendix C.)

MEANING OF THE TERM "AVERAGE"

99. The forms filled in for the 1921 and 1923 Enquiries gave separately for each occupation in each mill the total number of operatives in each sex and age group engaged as time-workers or piece-workers respectively, the aggregate number of working days worked by each such group, the aggregate earnings of the group, and the average earnings *per capita*. Thus,—“ Mill No. 114, Men, Mule Spinning, Side Piecers, Piece, ; workmen 15, days actually worked 321 (or, in the 1921 Enquiry, 26, 27 or 31 or products of 15 and these numbers as the case may be), total earnings Rs. 473, daily average *per capita* Re. 1-7-7 (or Re. 1-3-5 or Re. 1-2-8 or Re. 1-0-3).” These units were the ultimate units on which the Tables for average daily earnings were based and the separate earnings of every individual were not known.

100. The figures given for average monthly earnings in the body of the Report of the 1921 Enquiry were arrived at by using Part I of the form and by dividing the sums of the entries for “net amount of wages earned by those working full time” by the sums of the entries for “number working full time.” “Average monthly earnings” was theoretically an average for those employees only who worked throughout the month without being absent, though owing to the wide divergencies in the manner of filling up Part I of the form by different mills, the result was actually an average on a composite basis. Enquiries made at the mills after the returns for the 1923 Enquiry had been received elicited the information that the entries made in Part I of the form were for actual full-time workers only in a very few cases, i.e., those who had worked without absence, and that they merely gave totals

from Part II of the form. The data returned in Part I were therefore scrapped, and the average monthly earnings were arrived at by separately summing the "number paid during the month," and "the aggregate number of days worked" for each occupation group for all the mills in the territorial unit required, dividing the second by the first of these two sums and multiplying the result by the average daily earnings already ascertained. The averages for centres were weighted averages.

101. In the 1926 Enquiry figures for each individual worker were returned. Average daily earnings were arrived at by summing the figures for "Net monthly earnings" for different individuals included in each occupation in each sex and age group engaged as time-workers or piece-workers respectively, and the figures for the number of days actually worked, and by dividing the former by the latter. Average monthly earnings were calculated by summing the "net monthly earnings" for all the individuals included in the group and dividing the total by the number of individuals included in the group.

Manner of the Presentation of the Results

102. Table No. X (pages 90 to 98) gives, separately for men and women, the total number of workers in each occupation, the average number of days worked, the average monthly earnings, the average daily earnings, the number working full time, and the average monthly earnings of full-time workers in the nineteen selected mills in Bombay City and Island in July 1926. Table No. XI (pages 99 to 105) gives, separately for men, women and children, the number of workers in each occupation in the sixteen selected mills in Ahmedabad City and the average daily earnings in two *haptas* with a preponderating number of days in May 1926. For reasons given in paragraph 26 no figures are presented for average number of days worked, average monthly earnings, number of operatives working full-time and the average monthly earning of full time workers. Possible earnings for a full working month of 27 days are, however, given. Table No. XII (pages 106 to 110) gives the results for the two selected mills in Sholapur for July 1926 in the same way as Table No. X does for Bombay.

103. In the Reports of the 1921 and the 1923 Enquiries, the averages for those occupations which are common to all departments such as Mukadams, Nawghanies (trained lifters) Carpenters, Fitters, Oilers, Mochies (Cobblers), Coolies and Sweepers were shown separately for each department in which workers in these occupations were found. For the purposes of the 1926 Enquiry it was considered that it would be better, in view of rates of wages for workers of each class in the different departments of individual units being similar, if all workers in each of these occupations were grouped together. The averages for these occupations are therefore shown at the end of each Section for men and women in Tables Nos. X, XI and XII. In view of the defects of the 1921 Enquiry no comparison is made in this Report between 1914, 1921 and 1926.

AVERAGE DAILY EARNINGS

104. The following table gives the average daily earnings, by centres, for all adult male operatives, all adult female operatives, all children and all adult operatives employed in the selected mills in the cotton mill industry at each of the three centres studied. In the previous Reports no figures were given for adult operatives but averages were given for all operatives by reckoning two half-timers (children) as one full-timer (an adult). Similar figures were not worked out for the 1926 Enquiry because the average daily earnings of adult male operatives were more than four times those of children both in Ahmedabad and in Sholapur and of women more than double in Ahmedabad and about two-thirds as much in Sholapur.

Average Daily Earnings of All Operatives

Centre	Average daily earnings for			
	Men	Women	Children	All adults
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay ..	1 8 0	0 11 11	....	1 5 3
Ahmedabad ..	1 6 8	0 12 6	0 5 6	1 4 8
Sholapur ..	1 0 5	0 6 8	0 4 0	0 14 8

AVERAGE MONTHLY EARNINGS OF ALL WORKERS

105. The average monthly earnings* of all workers in the selected mills at Bombay and Sholapur in the month of July 1926 in each age and sex group were as follows. As explained in paragraphs 30 and 35 the month in the case of the Bombay figures represents 27 days and in Sholapur 26·7 days.

Average Monthly Earnings of All Workers

Sex and Age Group	Centres	
	Bombay	Sholapur
	Rs. a. p.	Rs. a. p.
Men	37 10 2	23 15 6
Women	17 12 4	9 15 7
Children .. ..	....	5 10 4
All Adults	32 14 1	21 7 10

* The data worked out for Ahmedabad for average earnings in the two selected *haptas* are not presented owing to the variations in the maximum number of working days in the two *haptas* as between mill and mill (*vide* paragraph 26).

AVERAGE MONTHLY EARNINGS OF FULL TIME WORKERS

106. It is necessary to emphasise that the meaning of the term "full time worker" is not the same as that of a "full-timer." "Full time worker" means an operative who has worked throughout the month without any absence, whereas a "full-timer" means an adult worker who puts in full time during the working day as distinguished from a "half-timer" or a child whose hours are limited by law to less than those of an adult. "Full time worker" or "full time" will, throughout this Report, relate to an operative who has attended a mill throughout the wage period without any absence. The following table shows, by centres, for each sex and age group, the average monthly earnings of all operatives who worked full time. The figures for Ahmedabad have been arrived at by multiplying the average daily earnings by 27 in all cases, while those for Sholapur relate to a month of 26·7 days.

Average Monthly Earnings of Full Time Workers

Sex and Age Groups			Centres		
			Bombay	Ahmedabad	Sholapur
			Rs. a. p.	Rs. a. p.	Rs. a. p.
Men	..	..	44 3 6	38 4 0	26 10 2
Women	..	..	20 4 6	21 1 6	11 6 7
Children .. ..	..	..	....	9 4 6	6 13 10
All Adults	..	..	40 4 6	34 14 0	24 6 1

EARNINGS IN THE MAIN EMPLOYMENTS

(1) Head Jobbers and Other Jobbers

107. Almost every Process Department in a cotton mill has one or more Head Jobbers and Assistant Jobbers under them. In the case of the smaller mills where a department has only one or two jobbers, a Head Jobber is not employed. The earnings of Head Jobbers and Jobbers vary widely as between departments and, speaking generally, are lowest in the Mixing and Waste Room where Jobbers are sometimes called "Mukadams" and are highest in the Weaving Department. For the earnings of Head and Assistant Jobbers in each department reference may be made to Tables Nos. X, XI and XII (pages 90 to 110). The two following tables give, for Head Jobbers and Other Jobbers respectively, the averages for daily, monthly and full time earnings in the selected mills at each centre, separately for Time and Piece workers.

Earnings of Head Jobbers

Centre	Basis of Payment	Total Number Returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Bombay	{ Time ..	176	3 15 4	104 8 8	140	105 11 3
	{ Piece ..	107	6 1 1	161 3 11	93	165 9 11
Ahmedabad	{ Time ..	134	3 1 8	..	..	83 13 0
	{ Piece ..	14	6 8 4	..	..	176 1 0
Sholapur	{ Time ..	9	2 13 5	78 15 9	6	85 11 8
	{ Piece ..	32	3 10 4	86 4 7	12	102 2 2

* For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

108. Several interesting features are brought out by the figures in the above table. In Bombay, average daily earnings on piece rates are about 53 per cent. higher than those on time rates whereas in Ahmedabad they are more than double. On the other hand the approximate ratio between Head Jobbers on piece rates to those on time rates is 1 : 10 in Ahmedabad as against 2 : 3 in Bombay which shows that the time basis of payment exists to a much greater extent in Ahmedabad. In Sholapur, the piece rate is the predominant basis of payment, the ratio being 10 : 3 with average daily earnings of piece workers a little over 28 per cent. higher than those of time workers. In Bombay there is a wide variation in the average monthly earnings of Head Jobbers on time rates and those on piece rates. The same wide variation exists in the case of full time workers both in Bombay and in Ahmedabad but although the monthly earnings of piece workers are higher than those of time workers in Sholapur the figures for time and piece workers tend to approximate in the case of all workers and to show a wider variation for full time workers. The average monthly earnings of full time Head Jobbers on time rates are higher in Sholapur than in Ahmedabad.

Earnings of Jobbers other than Head Jobbers

Centre	Basis of Payment	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Bombay ..	{ Time ..	612	2 4 0	56 10 2	348	60 6 7
	{ Piece ..	821	4 0 4	103 7 9	570	112 15 3
Ahmedabad ..	{ Time ..	303	1 11 9	..	..	46 13 3
	{ Piece ..	188	3 14 5	..	..	105 5 3
Sholapur ..	{ Time ..	34	1 12 1	47 0 11	12	49 0 11
	{ Piece ..	38	1 11 5	41 8 6	14	51 9 4

* For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

109. The characteristics dealt with above with regard to the respective earnings of Head Jobbers on time and piece rates are brought out more clearly in the figures for "Other Jobbers," although the ratios of the numbers of Jobbers on time rates and piece rates are different to those of Head Jobbers.

(2) Weavers

110. The most important group of operatives in the cotton mill industry is the weavers. The number returned for the three centres covered by this Enquiry amounted to 17,849 or nearly 25 per cent. of the total number returned. No women are employed as weavers in any cotton mill in the Bombay Presidency. With the exception of three weavers shown on time rates in Bombay all the weavers at all centres were on piece rates of wages. Two looms to a weaver is an almost general distribution of machines in Bombay and in Ahmedabad and in the majority of cases in Sholapur, the total number of two-loom weavers being 16,728 or 93.72 per cent. of the total number of weavers returned for all centres.

111. In Bombay out of a total number of 11,758 weavers returned, 11,358 or 96.59 per cent. were two-loom weavers, 327 or 2.79 per cent. were one-loom weavers, 6 were three-loom weavers and 67 were four-loom weavers. Out of the 327 one-loom weavers, 44 were apprentice weavers. In Ahmedabad, 4,377 or 95.53 per cent. of the total number of weavers returned for that centre were two-loom weavers, 77 were engaged on three looms and 128 on four-loom. In Sholapur the two-loom basis does not predominate to the same extent as it does in Bombay and in Ahmedabad, the number of one-loom weavers returned for that centre amounting to 514 or 34.06 per cent. of the 1,509 weavers returned. The number of two-loom weavers returned was 993 or 65.81 per cent. Only two four-loom weavers and no three-loom weavers were returned by either of the two selected mills in Sholapur. The following table gives in a comparative form the average earnings of weavers in Bombay, Ahmedabad and Sholapur according to the number of looms tended :—

Earnings of Weavers

Centre	Number of Looms tended	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Bombay	One Loom—Time.†	3	2 15 9	76 8 8	1	85 0 0
	One Loom ..	280	3 2 11	82 6 8	200	85 4 4
	One Loom—Apprentice.	44	0 13 2	20 14 9	25	23 13 16
	Two Looms ..	11,358	1 13 4	47 5 11	8,242	49 9 11
	Three Looms.	6	2 8 6	61 9 10	4	71 7 5
	Four Looms	67	2 14 2	72 7 7	53	77 4 1

* For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26.7 days.

† No indication as to the basis of payment is given in the other cases because all the remaining weavers are on piece rates.

Centre	Number of Looms tended	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
Ahmedabad	Two Looms ..	4,229	Rs. a. p. 1 13 5	Rs. a. p. ..	..	Rs. a. p. 49 10 3
	Three Looms.	74	2 6 6	..	..	64 15 6
	Four Looms.	101	3 6 4	..	..	91 11 0
Sholapur	One Loom ..	514	0 14 6	20 0 11	81	23 5 3
	Two Looms ..	993	1 9 9	36 3 7	231	43 6 6
	Four Looms.	2	3 6 9	89 0 3	2	89 0 3

*For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26.7 days.

112. Excluding the 44 apprentice weavers, the 3 one-loom weavers on time rates and the 280 one-loom weavers on piece rates in Bombay operated looms of 60" to 92" in width and their earnings were substantially higher than those of any other class of weavers. The production on the wider looms was composed of blankets, counterpanes and dobby and Jacquard chudders. The 67 four-loom weavers were all returned by one mill. The looms worked by the individual operatives in this case were uniformly 24", 28" or 32" in width in most cases and the production was of cloths of specially narrow widths. In a few cases the operatives had two looms of 32" in width and two of 45" in width but the widths of the cloths produced were the same as those of the cloths woven on the narrower looms. An examination of the returns in respect of the 6 three-loom weavers returned in Bombay did not show any special features. In one mill the two three-loom weavers returned worked on looms of 34", 39" and 56" in width and the production was Twills and Susis. It is probable that an additional loom was given to a two-loom weaver on account of an inconvenient location of an odd loom in the Weaving Shed. Three-loom weavers were returned by seven mills and four-loom weavers by eight mills in Ahmedabad. The allocation of a greater number of looms than two was due in all cases to work either on looms of narrow widths or to production of cloths of narrower widths on wider looms, the qualities generally woven being African fancies or *patis* and *cholas*.

113. One of the most striking features brought out by the figures in the above table is the comparatively large number of one-loom weavers in Sholapur—514 or 34.06 per cent. of the 1,509 weavers returned and their low wages compared with similar operatives in Bombay. The average daily earnings of these one-loom weavers amounted to fourteen annas and six pies, their average monthly earnings to Rs. 20-0-11 and the average monthly earnings of the 81 who worked full time to Rs. 23-5-3. The last figure is lower than the average monthly earnings

of full time apprentice-one-loom weavers in Bombay. There were no special features regarding the widths of the looms allotted to, or the character of production turned out by, these one-loom weavers. The looms were of the same widths as those normally allotted to two-loom weavers and the qualities of cloth turned out were also similar. Enquiries made from the offices of the Agents of the respective mills in Bombay elicited the reply that many weavers in Sholapur are so inefficient that it is impossible to give them more than one loom.

114. The following table gives group averages in the same way as those presented for Head Jobbers and other Jobbers:—

Earnings of All Weavers

Centre	Basis of Payment	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Bombay	Time	3	2 15 9	76 8 8	1	85 0 0
	Piece	11,755	1 13 11	48 4 2		
Ahmedabad	Piece	4,582	1 14 1	..	314	50 12 3
Sholapur	Piece	1,509	1 5 11	30 12 7		

*For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

115. With reference to the effect of deductions from wages for spoilt cloth handed over to the workers please see Appendix (C).

(3) Ring Spinners

116. It was stated in paragraph 79 that the work on Ring Spinning Frames is usually distributed between three different groups of workers: (1) Doffers who replace empty bobbins after the full ones are removed or doffed, (2) Tarwallas or Followers who attach the threads on the bobbins and set the machines in order for running, and (3) Siders broken threads together. No Tarwallas are employed in Ahmedabad. Ring Spinning is the one process in a cotton mill which offers employment to workers of both sexes in all age groups. Excluding Jobbers, Banders, Oilers and "Others", the number of operatives in all age and sex groups returned as Siders, Tarwallas and Doffers amounted to 15,497 or 21·65 per cent. of the total number of workers amounted to the Enquiry. Of these, 10,584 or 68·30 per cent. were men, 4,244 or 27·39 per cent. were women and 669 or 4·31 per cent. were children. The distribution of these workers by age and sex groups in the three occupations covered is shown in the following table:—

Distribution of Siders, Tarwallas and Doffers

Centre	Age and Sex Groups	Numbers returned as			Total
		Siders	Tarwallas	Doffers	
Bombay	Men	5,268	861	1,493	7,622
	Women	636	431	1,963	3,030
Ahmedabad	Men	1,604	..	593	2,197
	Women	680	..	497	1,177
	Children	..	..	501	501
Sholapur	Men	482	120	163	765
	Women	11	9	17	37
	Children	..	..	168	168
All three centres	Men	7,354	981	2,249	10,584
	Women	1,327	440	2,477	4,244
	Children	..	..	669	669
Total		8,681	1,421	5,395	15,497

117. The 5,268 male siders in Bombay include 24 siders on piece rates of wages. All the remaining siders as well as all the other operatives covered by the figures in the above table were on time rates. The 1,604 male siders in Ahmedabad include 20 siders working on double sides. All the remaining siders, both male and female, in all centres, operated single sides. Women were employed to a very small extent in Sholapur. In Bombay more women than men were employed as doffers, the percentage of women to the total number of doffers being 56·80.

118. The following three tables show, in a comparative form, the average daily earnings, the average monthly earnings and the average monthly earnings of full time workers for the operatives in each of the three selected occupations:—

A. Earnings of Siders

Sex Groups, Method of Work and Basis of Payment	Centre	Number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Men—Single Side Time	Bombay	5,244	1 0 3	24 2 9	1,260	27 9 11
	Ahmedabad	1,584	0 15 2	..		
	Sholapur	482	0 11 5	17 0 7		
Women—Single Side Time	Bombay	636	0 15 2	23 0 10	173	25 8 2
	Ahmedabad	680	0 15 1	..		
	Sholapur	11	0 11 0	16 4 2		

*For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

It will be noticed that there is practically no variation in the average daily earnings and the average monthly earnings of full time workers as between male siders in Ahmedabad and female siders both in Bombay and in Ahmedabad, and that male siders in Bombay earned about an anna more per day.

B. Earnings of Tarwallas

Sex Groups	Centre	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
Men	Bombay	861	Rs. a. p. 0 15 5	Rs. a. p. 23 8 0	293	Rs. a. p. 26 8 8
	Sholapur	120	0 9 2	13 8 0	48	15 12 1
Women	Bombay	431	0 14 3	22 5 1	147	24 1 1
	Sholapur	9	0 8 8	10 7 11	1	15 5 1

*For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

No figures are given in the above table for Ahmedabad because, as already stated, no Tarwallas are employed in that centre.

C. Earnings of Doffers

Age and Sex Groups	Centre	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
Men	Bombay	1,493	Rs. a. p. 0 12 1	Rs. a. p. 18 5 8	568	Rs. a. p. 20 5 8
	Ahmedabad	593	0 10 7	..	..	17 13 9
	Sholapur	163	0 8 1	11 10 10	59	13 10 11
Women	Bombay	1,963	0 11 5	18 5 3	944	19 5 0
	Ahmedabad	497	0 10 5	..	..	17 9 3
	Sholapur	17	0 7 10	10 9 7	7	13 7 1
Children	Ahmedabad	501	0 5 6	..	..	9 4 6
	Sholapur	168	0 4 0	5 9 8	60	6 13 9

*For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

119. Curiously enough, the average monthly earnings of all workers for both male and female doffers in Bombay were almost identical although the average daily earnings and the average full time monthly earnings of women were respectively eight pies and a little more than a rupee less than those of men. This is due to the fact that female doffers put in better attendance than men, the average number of days worked by them being 25·6 out of 27 working days as against 24·3 days worked by male doffers. Both in Ahmedabad and in

Sholapur the average daily earnings of male and female doffers were practically the same at each centre, and half time doffers earned about half the wages paid to women. As between Bombay and Ahmedabad, men in Bombay earned one anna and six pies more and women an anna more than in Ahmedabad.

(4) Winders

120. Both men and women are employed in the Winding Department. Where greater skill is required men are employed but women workers predominate. The number of winders returned from the three centres amounted to 6,029 or a little more than 8 per cent. of the total number of workers covered by the Census. Out of these, 5,528 or 91·69 per cent. were women but the proportionate distribution of men and women workers varied as between centre and centre. In Bombay, only 228 or 4·69 per cent. of the 4,861 winders returned were men. In Ahmedabad 177 out of 812 winders or 21·80 per cent. were men, and in Sholapur 96 out of 356 or 26·97 per cent. were male workers. The higher percentage at Sholapur is due to the fact that no pirn winding was entrusted to women. Winders are generally piece workers who are paid per pound of yarn wound according to the nature of the winding and the fineness of the yarn, the finer the yarn the greater the length per pound and the longer the time to wind it and hence, naturally, the higher the rate per pound. Wages are also paid on time rates but to a very limited extent, the ratio of workers on time rates to those on piece rates being about 1 : 16 on the combined figures for all centres. The distribution of male and female winders according to type of winding and basis of payment is shown, by centres, in the following table :—

Distribution of Winders

Sex Groups	Class of Winders	Number returned in					
		Bombay on		Ahmedabad on		Sholapur on	
		Time Rates	Piece Rates	Time Rates	Piece Rates	Time Rates	Piece Rates
Men	Grey Winders..	3	1	5	136	..	..
	Colour Winders	..	113	4	17	..	..
	Pirn Winders..	13	98	14	..	96	..
	Cheese Winders	..	..	1	..	..	..
	All Winders ..	16	212	24	153	96	..
Women	Grey Winders..	22	2,387	..	434	..	149
	Colour Winders	12	1,103	6	171	..	111
	Pirn Winders ..	143	729	12	..	..	..
	Cheese Winders	11	226	8	4	..	..
	All Winders ..	188	4,445	26	609	..	260
Men and Women.	All Winders ..	204	4,657	50	762	96	260

121. As it is not possible to set out in summary form all the figures regarding average daily and monthly earnings and the numbers working full time and their average monthly earnings for each of the sixteen different groups of workers dealt with in the above table for each centre, the following table only gives figures for average daily earnings for each group included in the table. For full particulars regarding average monthly earnings, numbers working full time and their average monthly earnings in Bombay and Sholapur, reference may be made to Tables Nos. X and XII, and for potential earnings for 27 days' work to Table No. XI for Ahmedabad :—

Average Daily Earnings of Winders

Sex Groups	Class of Winders	Average daily earnings in							
		Bombay on		Ahmedabad on		Sholapur on		Time Rates	Piece Rates
		Time Rates	Piece Rates	Time Rates	Piece Rates	Time Rates	Piece Rates		
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
Men	Grey Winders ..	0 12 0	0 10 1	0 12 1	0 14 10	..	..		
	Colour Winders ..	..	1 0 11	0 9 1	1 2 3	..	..		
	Pirn Winders ..	0 15 6	1 2 0	0 15 3	..	0 7 10	..		
	Cheese Winders ..	..	..	0 10 2	..	..	..		
	All Winders ..	0 14 10	1 1 4	0 13 3	0 15 2	0 7 10	..		
Women	Grey Winders ..	0 11 2	0 11 9	..	0 11 9	..	0 6 2		
	Colour Winders ..	0 10 1	0 14 11	0 8 6	0 14 6	..	0 6 6		
	Pirn Winders ..	0 13 6	0 13 8	0 13 4	..	..	..		
	Cheese Winders ..	0 15 0	0 12 4	0 9 11	1 0 2	..	..		
	All Winders ..	0 13 1	0 12 10	0 11 2	0 12 7	..	0 6 4		

122. Male winders in all cases earned higher wages than women except in the case of Grey Winders on piece rates in Bombay but as there was only one male grey winder returned in this group the figure is not a comparable one. Female workers in the predominant groups—2,387 Grey winders on piece rates in Bombay and 434 Grey winders on piece rates in Ahmedabad—earned the same average daily wage.

(5) Reelers

123. Reeling is an occupation in which female operatives are predominantly employed in all centres of the cotton mill industry in the Bombay Presidency. In Bombay, all the 2,044 reelers returned were women. In Ahmedabad, 429 out of the 483 reelers returned or 88·82 per cent. were women, whilst in Sholapur only one out of 381 reelers was a man. The combined figures for all centres

show that only 55 or 1·89 per cent. of the total number of 2,908 reelers returned were men. The piece rate is the predominant basis of payment. In Bombay there were only three reelers on purely time rates, 1,906 were on piece rates and 135 were on combined time and piece rates. In Ahmedabad 2 male and 5 female reelers were on time rates and 52 men and 424 women were on piece rates. In Sholapur the solitary male reeler returned received a fixed wage and only 14 out of 380 female reelers returned were on time rates. The following table sets out the numbers returned in each group and their average earnings—daily, monthly and full time—at each of the three centres covered by the Enquiry with the exception of monthly earnings for Ahmedabad :—

Earnings of Reelers

Sex Groups and Basis of Payment	Centre	Total number returned	Average Earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Men—Time ..	Ahmedabad.	2	0 13 2	..	..	22 3 6
	Sholapur ..	1	0 9 0	12 14 1	..	..
Men—Piece ..	Ahmedabad.	52	0 15 0	..	..	25 5 0
Women—Time	Bombay ..	3	0 7 11	11 6 8	2	13 8 0
	Ahmedabad.	5	0 9 7	..	..	16 2 9
	Sholapur ..	14	0 8 10	13 9 10	..	..
Women—Piece	Bombay ..	1,906	0 10 11	15 3 4	386	19 5 5
	Ahmedabad	424	0 14 5	..	..	24 5 3
	Sholapur ..	366	0 6 9	10 1 8	66	11 7 11
Women—Time and Piece.	Bombay ..	135	0 14 1	16 5 11	25	22 3 1

* For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

124. The disparity of average daily earnings in the predominant group, i.e., women reelers on piece rates as between Bombay and Ahmedabad is noticeable. Enquiries were made and it was found that women reelers in the Bombay mills, in addition to working on the basis of a rotation of employment, worked systematically shorter hours than the usual in several mills during the period of the Census. The shorter hours worked were not recorded in the returns because for purposes of the muster, all women who were allowed to leave at 3 p.m. or 4 p.m. instead of at 5 p.m. as they normally do, were marked "present" for the days on which they were not entirely absent.

(6) Slubbing, Intermediate and Roving Frame Tenters

125. Owing to the complications in the basis of payment it is only possible to present in summary form the earnings in this Department for

the predominant groups, viz., single-side male workers on piece rates in each occupation, and the earnings of Doffers on time rates in all age and sex groups. The figures for Roving Tenters in Ahmedabad are for double-side operatives on combined time and piece rates. It would be of interest, however, to show the extent of the complications regarding methods of work which prevail in the Slubbing, Intermediate and Roving Frame Department in Ahmedabad. Out of a total number of 1,374 Machine Tenters and Doffers returned, 969 were men, 259 were women and 146 were children. Among men, there were 84 Slubbing Tenters operating on single sides and 43 on double sides, both on piece rates; one single-side Inter Tenter on a time rate and 112 single-side tenters and 117 double-side tenters on piece rates; 429 Roving Tenters operating double-sides on a conjunction of time and piece rates; and 183 Doffers. Among 259 women, there were 5 single-side piece rate Slubbing Tenters, 18 single-side and 6 double-side piece rate Inter Tenters, 48 double-side combined time and piece rate Roving Tenters and 182 Doffers. All the 146 children were Doffers on time rates:—

Earnings of Predominant Groups of Male Slubbing, Inter and Roving Tenters

Occupation	Centre	Total number returned	Average earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Slubbing Tenters, Single Side, Piece.	Bombay ..	368	1 6 3	34 9 11	153	37 9 5
	Ahmedabad ..	84	1 3 0	..	..	32 1 0
	Sholapur ..	23	0 13 3	19 8 3	7	23 0 11
Inter Tenters, Single Side, Piece.	Bombay ..	523	1 4 6	30 14 3	149	35 14 10
	Ahmedabad ..	112	1 0 11	..	..	28 8 9
	Sholapur ..	39	0 12 9	19 11 7	12	21 10 10
Roving Tenters, Single Side, Piece.	Bombay ..	1,234	1 3 8	29 9 11	319	34 7 2
	Sholapur ..	60	0 11 4	16 9 0	12	19 12 2
Roving Tenters, Double Side—Time and Piece.	Ahmedabad.	429	1 0 4	..	..	27 9 0

*For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

126. The earnings of Doffers in this Department, who work on time rates at all centres, are given in the following table, by centres, separately for men, women and children:—

Earnings of Doffers in the Slubbing, Inter and Roving Frame Department.

Age and Sex Group	Centre	Total number returned	Average earnings		Number working full time	Average monthly earnings of full time workers*
			Daily	Monthly		
			Rs. a. p.	Rs. a. p.		Rs. a. p.
Men	Bombay ..	438	0 12 1	18 11 3	175	19 14 7
	Ahmedabad ..	183	0 10 7	..	..	17 13 9
	Sholapur ..	88	0 8 4	12 8 10	39	14 2 6
Women	Bombay ..	489	0 11 5	18 4 4	226	19 4 5
	Ahmedabad ..	182	0 10 4	..	..	17 7 0
Children	Ahmedabad ..	146	0 5 6	..	..	9 4 6
	Sholapur ..	24	0 4 0	5 14 11	10	6 14 1

* For reasons already given, the Ahmedabad figure represents 27 times the daily earnings. For Sholapur the month = 26·7 days.

127. It will be noticed that although there is a variation of 8 pies in the average daily earnings of male and female Doffers in Bombay with the advantage in favour of the men, the average monthly earnings of men and women tend to approximate. This is again due to the better attendance figures put in by female Doffers, the average number of days worked by them being 25·7 as against 24·7 days worked by men. No women are employed as Doffers in Sholapur.

FREQUENCY OF EARNINGS

(1) Bombay

128. Tables for frequencies of earnings for all the operatives in the nineteen mills selected for the Enquiry from Bombay have been compiled on the basis of net monthly earnings by Departments separately for male and female operatives and for all adult operatives. Table No. XIII (pages 112 to 115) gives the frequency of monthly earnings for men, Table No. XIV (pages 116 and 117) for women and Table No. XV (pages 118 to 121) for men and women together. The limits of earnings have been fixed in such a manner as to indicate the position of greatest density without any application of troublesome processes of grouping and calculations based on intricate formulæ.* The lowest limit in the range for Bombay is 'below Rs. 10.' The progression is by one rupee stages to Rs. 14 and then by two-rupee stages to Rs. 50, five-rupee intervals to Rs. 100 and ten rupee intervals to Rs. 150 with "over Rs. 150" as the last item in the range. If the position of greatest density lies in a group within narrow limits, say Rs. 24 to Rs. 26 it is not necessary to apply the

* The formula is applied after the most common group has been ascertained by a process of grouping. The formula for ascertaining the statistically correct mode is,—

$$Z = 1 + \frac{f_2 \cdot c}{f_2 + f_1} \quad \text{where}$$

1 is the lower limit of the class,
c is the class interval,
 f_1 is the number of items in the next lower class,
 f_2 is the number of items in the next higher class, and
z is the mode or the modal average.

formula for ascertaining the statistically accurate modal average, but where the class interval is large it is often desirable to locate the mode within the limits of the class. The mode is useful in cases where it is desirable to eliminate extreme variations as it is the type that, to the ordinary mind, seems best to represent the group. But the disadvantages of a mode as a type are, that in many cases no single well-defined type actually exists, and it is not at all useful if it is desirable to give any weight to extreme variations.

129. An examination of the frequency tables will show that the rate of progression to the point of greatest density is, in most departments, fairly uniform in character and that the progression to the higher groups after the position of greatest density has been passed is on a gradually diminishing basis. There are cases, however, where there may be two or more points of greatest density, but, on the other hand, it is a statistical dogma that if the mode cannot be located by any arithmetical process it cannot be accurately determined by any method. In considering the frequency tables as they stand, the limits adjacent to the point of greatest density would represent the limits within which the earnings of the most predominant occupation in the department would fall, the extremes covering the higher paid operatives such as jobbers and those workers who have only put in a few days work in the month. In view of the inclusion of several occupations in a department it would not be of much utility to work out modal averages for each and every department. The points of greatest density could in the majority of the cases be placed at once even by a layman who knows nothing of statistical methods and practice and he would not go far wrong. Modal groups have, however, been ascertained for the more numerically important departments and the results are presented in the following two tables for male and female workers respectively :—

Predominant Modal Classes for Monthly Earnings in Selected Departments in Bombay

(1) MEN

Department or Occupation	Total number returned	Modal Group of Monthly Earnings	Number of workers in the Modal group	Percentage of the number in the group to number returned
		Rs.		
Weavers	11,758	50 to 55	2,204	18.74
Ring Spinning	8,872	24 to 26	1,704	19.21
Slubbing, Inter and Roving	2,842	30 to 32	343	12.07
Carding Room	1,318	24 to 26	268	20.33
Blow Room	883	24 to 26	279	31.60
Drawing Frame	848	34 to 36	159	18.75
Drawing-In	820	24 to 26	73	8.90
Cloth Folding	1,482	24 to 26	320	21.59
Weaving, General	897	120 to 130	143	15.94

(2) WOMEN

Department	Total number returned	Modal Group of Monthly Earnings	Number of workers in the Modal group	Percentage of the number in the group to number returned
		Rs.		
Winding	4,691	16 to 18	551	11.75
Ring Spinning	3,140	18 to 20	1,087	34.62
Reeling	2,097	14 to 16	318	15.16
Mixing and Waste	540	13 to 14	192	35.56
Slubbing, Inter and Roving	508	18 to 20	272	53.54

130. The figures in the above table are self-explanatory and do not call for any comment. If the main tables are considered from the viewpoint of workers in all departments it will be seen that the point of greatest density for male operatives is in the group Rs. 24 to Rs. 26. The modal average works out at about Rs. 25. The number of male workers who earned between Rs. 22 and Rs. 30 amounted to 12,507 or about 33 per cent. of the number returned whereas the number who earned over Rs. 50 per month amounted to 7,471 or 19.47 per cent. of the total number of men returned. The mode in the case of women workers lies in the group Rs. 18 to Rs. 20 and the modal average works out at inside of Rs. 19. The number of women who earned between Rs. 16 and Rs. 22 amounted to 5,016 or over 40 per cent. of the total number of women returned. 306 or only 2.52 per cent. earned over Rs. 30 per month. With regard to all workers, both male and female, in Bombay, the position of greatest density again lies in the same group as for men, viz., Rs. 24 to Rs. 26 and the modal average is also very near to that for men alone and amounts to about Rs. 25. It does not appear to be necessary to burden this section with numbers of workers in different groups and the percentages which they bear to the totals returned. This could be done *ad infinitum* and anybody interested in ascertaining the frequency for any particular group could easily do so by summing the respective figures required from the main tables.

(2) Ahmedabad

131. It will have been noticed that a departure has been made in the manner of presenting the results for frequencies of earnings from the method followed in the earlier sections of this Chapter where the figures for average earnings for each of the occupations dealt with in each of the three centres covered by the Enquiry were given side by side in a comparative form. This was due to the impracticability of compiling frequency tables for Ahmedabad on the basis of monthly earnings owing to reasons already dealt with. The frequency tables for Ahmedabad have, therefore, been framed on the basis of daily earnings. Four separate tables have been prepared:

(1) for adult male operatives (Table No. XVI, pages 122 to 129); (2) for adult female operatives (Table No. XVII, pages 130 and 131); (3) for all adult operatives (Table No. XVIII, pages 132 to 139); and (4) for half-timers or children (Table No. XIX page 140). The lowest limit in the range taken for the first three tables is "below six annas" and the intervals progress by one anna stages to "64 annas and above" or Rs. 4 and above. The frequency range for children is "below 4 annas" progressing by anna intervals to 8 annas with the highest limit at "8 annas and above." The following two tables show the modal groups for the more numerically important departments separately for male and female operatives for Ahmedabad :—

Predominant Modal Classes for Daily Earnings in Selected Departments in Ahmedabad

(1) MEN

Department or Occupation	Total number returned	Modal Group of Daily earnings	Number of workers in the Modal Group	Percentage of number in the Modal group to number returned
		Annas		
Weavers	4,582	26 to 27	327	7.14
Ring Spinning	2,511	15 to 16	759	30.23
Slubbing, Inter and Roving	1,119	15 to 16	162	14.48
Carding Room	333	13 to 14	119	35.74
Blow Room	212	13 to 14	95	44.81
Drawing Frame	260	17 to 18	45	17.31
Drawing-In	187	9 to 10	38	20.32
Cloth Folding	291	15 to 16	95	32.65
Weaving, General	371	64 and over.	116	31.27

(2) WOMEN

Department	Total number returned	Modal Group of Daily Earnings	Number of workers in the Modal Group	Percentage of number in the Modal group to number returned
		Annas		
Winding	645	12 to 13	85	13.18
Ring Spinning	1,226	10 to 11	470	38.34
Reeling	437	11 to 12	44	10.07
Mixing and Waste	150	8 to 9	72	48.00
Slubbing, Inter and Roving	259	10 to 11	162	62.55

132. If the figures in the main tables are considered for all operatives in all departments it is found that the position of greatest density lies between 15 and 16 annas for men with the modal average at a little over 15 annas, between 10 and 11 annas with the modal average at about 10½ annas for women and at the same figures as for men in the case of all adult workers. 4,957 or nearly 40 per cent. of the total number of men returned earned more than Rs. 1-8-0 per day and only 348 or about 12 per cent. of the total number of women returned earned more than a rupee a day. It is significant that no children were returned in Ahmedabad with earnings below four or more than eight annas per day. The modal group lies between annas five and annas six per day with 644 or 98.02 per cent. of the total number of children returned.

(3) Sholapur

133. The frequency tables for Sholapur (Table No. XX for men, pages 142 to 145; Table No. XXI for women, pages 146 and 147; Table No. XXII for all adult operatives, pages 148 to 151; and Table No. XXIII for children, page 152) have been compiled on the same basis as those for Bombay, i.e., on monthly earnings. But whereas the lowest limit in the frequency range for Bombay was fixed at "below Rs. 10", the lowest limit in the case of Sholapur has been fixed at "below Rs. 7" rising with one rupee intervals up to Rs. 10 and then progressing by two rupee intervals to Rs. 50. The progression after Rs. 50 is the same as that for Bombay. The following two tables show the modal groups for the more numerically important occupations for male and female operatives separately as in the previous tables in this section :—

Predominant Modal Classes for Monthly Earnings in Selected Departments in Sholapur

(1) MEN

Department or Occupation	Total number returned	Modal Group of Monthly Earnings	Number of workers in the Modal Group	Percentage of the number in the group to number returned
		Rs.		
Weavers	1,509	20 to 22	122	8.08
Ring Spinning	838	38 to 40	121	8.02
Slubbing, Inter and Roving	262	18 to 20	180	21.48
Carding Room	107	12 to 14	51	19.47
Blow Room	71	16 to 18	39	36.45
Drawing Frame	120	16 to 18	19	26.76
Drawing-In	26	18 to 20	32	26.67
Cloth Folding	42	16 to 18	6	23.08
Weaving, General	54	85 to 90	14	33.33
			6	11.11

(2) WOMEN

Department	Total number returned	Modal Group of Monthly Earnings	Number of workers in the Modal Group	Percentage of the number in the group to number returned
		Rs.		
Reeling	394	10 to 12	183	46.45
Winding	269	10 to 12	76	28.25
Ring Spinning ..	37	12 to 14	14	37.84
Mixing and Waste ..	30	Below 7	16	53.33

134. The position of greatest density for all male operatives lies in the group Rs. 18 to Rs. 20 with a modal average which works out at about Rs. 19. In the case of women the modal group is Rs. 10 to Rs. 12 with a modal average of about Rs. 11. For all adult operatives the mode is the same as that for men. In Sholapur only 1,005 or 26.71 per cent. of the total number of men returned earned more than Rs. 30. The number of women who earned more than Rs. 14 amounted to 54 or 6.67 per cent. of the number returned.

EARNINGS OF MILL CLERKS

135. The average monthly earnings of different types of clerks employed in mill departments and offices attached to mills are shown for Bombay and Ahmedabad respectively in a table in Appendix D. Similar figures are not available for Sholapur because neither of the two mills included in the Enquiry at that centre supplied any information with regard to clerks. No figures have been worked out for daily average earnings and average monthly earnings of full time workers, because all clerks are paid on a monthly basis without any deductions for absent days.

CHAPTER VIII

Bonus and Fines. I.—Bonus

MEANING OF THE TERM "BONUS"

136. The term "Bonus" generally relates to a cash payment given in addition to wages for regular attendance. In many cases, an Efficiency Bonus, i.e., a reward for specially diligent work or for production higher than a specified normal is given either by itself or in addition to the attendance bonus. In some cases the payment of the bonus for regular attendance is also dependant on good work. All extra allowances in the nature of bonuses were lumped together under one head in the returns submitted by the various mills and no indications were given as to the character of the bonus in individual instances. It is not possible, therefore, to determine the extent to which the different systems of granting attendance and efficiency bonuses prevailed in the mills covered by the Enquiry at each of the three centres studied.

EXTENT OF THE PREVALENCE OF THE SYSTEM

137. The system of granting bonuses is not universal and even in those mills where it prevails it is not given uniformly in all departments. In some cases it is granted to certain occupations in particular departments and not to others, and in still a few cases, even in particular occupations in individual units some workers are covered and others not. The variations both in the existence of the system of giving bonuses and the method of its calculation and payment are so great that it is not possible to make any general statements for the industry as a whole.

(1) Bombay

138. In Bombay two mills out of the nineteen covered by the Enquiry granted no bonuses at all. In one mill it was only given to three Jobbers in the Winding Department, fourteen Sepoys, two Mukadams, and three Balers in the Cloth Folding Department. In the Mixing and Waste Room, bonus was granted in the case of Jobbers and Mukadams to only one individual each in two mills, to Nawghanies in three mills and to "Others" in two mills. In the Blow and Card Rooms no bonus was granted in seven and six mills respectively out of the seventeen mills which had bonus systems. In one mill all operatives except Can Carriers in the Card Room were covered but in the remaining mills some occupations were included in the system and others were not. In one mill only Can Carriers in the Card Room were given a bonus to the exclusion of the operatives in all other occupations in these two departments. In the Drawing Frame Department seven mills gave no bonus but these were not identically the same as those mills which gave no bonus in the case of the Card Room. Four mills gave no bonus in the Slubbing, Intermediate and Roving Frame Departments. Three mills granted a bonus to Machine Tenters only and not to workers in other occupations. The other mills which gave bonus to Tenters also gave it to Doffer Boys, but in one case where Doffer Boys were given the bonus, Machine Tenters were not. Doffer Jobbers

were granted a bonus only in two mills one of which was curiously enough the one which gave no bonus to Tenters. It would be generally true to say that in the majority of cases Head Jobbers and Jobbers were not covered by bonus schemes in the five departments dealt with.

139. In the Ring Spinning Department one mill gave bonus only to Siders and another only to Doffer Boys. In the fourteen mills where bonuses were given the most important occupations were generally covered but only two mills extended the system to Head Jobbers, six to Jobbers and four to Doffer Jobbers and Banders. In the Warping Department one mill gave bonus to Warpers only and one mill to Creelers only. A third mill gave it to Creelers and Beam Carriers but not to Warpers. The remaining mills gave no bonus at all in this Department. The method of its treatment in the Sizing Department is still more curious. Out of the four mills which had the system for this department, one mill gave it for all occupations except Beam Carriers and another mill gave it to Beam Carriers only. The third mill covered Front Sizers and Beam Carriers only and the fourth only Back Sizers.

140. Weavers were not covered by bonus schemes in any of the nineteen mills included in the Enquiry. One mill, however, granted bonus to Fancy Jobbers and two mills to Beam Carriers. It is not necessary to deal with the remaining departments where the same lack of uniformity in the method of its treatment prevailed. For purposes of broad generalisation it may be stated that a bonus is generally given to workers on time rates of wages, excluding those in the maintenance departments, and not to operatives on piece rates of wages.

(2) Ahmedabad

141. The system of granting bonuses is prevalent to a much greater extent in Ahmedabad than in Bombay. In Ahmedabad out of the sixteen mills which were covered by the Census two were purely spinning mills and two were purely weaving mills. Only one mill out of the twelve mills which had both spinning and weaving sections gave no bonus in the departments connected with spinning. With the exception of this case all the remaining mills in Ahmedabad which were covered by the Enquiry granted bonuses. In the Mixing and Waste Room, Machine Tenters were given a bonus in six mills and Nawghanies in three mills. In the Blow, Carding and Drawing Departments twelve mills granted bonuses in the case of almost all the main occupations, the only occupations not covered being Head Jobbers and Jobbers who, as a matter of fact, were not granted any bonuses in any of the Ahmedabad mills. In the Slubbing, Intermediate and Roving Frame Department twelve mills gave bonus to workers in practically all occupations and one mill only to Doffers. In the Ring Spinning Department, Siders and Doffers were covered in thirteen out of the fourteen mills with spinning sections. Four out of these thirteen mills limited the system to Siders and Doffers only and other workers were not included in the scheme, but in the remaining nine mills operatives in most of the other occupations in this Department were also covered. No bonus was paid in any mills in the Calendering, Sizing, Warping,

Yarn Bundling and Baling, and the Maintenance and Watch and Ward Departments. Male winders and reelers were included in bonus schemes wherever men were employed in the seven mills which covered women winders and the five mills which covered women reelers in the schemes. Female sweepers and coolies were paid a good attendance bonus in twelve mills. Unlike Bombay where no bonus whatever is given to weavers, these operatives were universally covered by bonus schemes in all the fourteen mills which had weaving sections. In the remaining departments bonuses were paid in some mills and not in others and in a few cases to some workers in particular occupations and not to others. Again, unlike Bombay, where piece workers were not generally covered, both time and piece rate workers are included in bonus schemes in the Ahmedabad mills.

(3) Sholapur

142. In Sholapur, no bonus was given in the Mixing, Blow, Card, Drawing, Warping, Doubling, Sizing, Calendering, Cloth Folding and Maintenance Departments. In the Slubbing, Intermediate and Roving Frame Department only doffers were covered in one mill. In the Ring Spinning Department, one mill granted bonus to workers in all occupations except Jobbers and the other mill gave it only to Siders. Both mills granted bonus to one-loom weavers but one mill did not grant it to two loom weavers. Women winders and reelers were universally covered and the scheme was also extended to child doffers in the Slubbing and Ring Spinning Departments in one mill. Head Jobbers and Jobbers only received bonus in the Dyeing Department in one mill, otherwise they were not covered in any other departments.

MANNER OF THE PRESENTATION OF THE RESULTS

143. The data given in the returns for the 1926 Enquiry regarding Bonus have been tabulated separately for men, women and all adult operatives at each of the three centres studied and for children in addition in Ahmedabad and Sholapur. Information for each group is given on the following points for those departments in which bonus is paid :—

- (1) Total number of employees returned ;
- (2) Number of workers covered by bonus schemes ;
- (3) Total number of workers who earned the bonus ;
- (4) Percentage of the number of workers getting bonus to those covered in the schemes ;
- (5) Aggregate amount of bonus paid ; and
- (6) Average amount of bonus per operative getting the bonus.

The results are presented in ~~thirteen~~ ^{eleven} tables. Tables Nos. XXIV to XXVI (pages 153 to 155) are for Bombay, Tables Nos. XXVII to XXX (pages 156 to 159) are for Ahmedabad, and Tables Nos. XXXI to XXXIV (pages 159 to 161) are for Sholapur.

METHODS OF CALCULATING THE BONUS

144. The manner in which bonus is calculated varies widely as between unit and unit and even in the same department in particular

units. The amounts of bonus granted for particular occupations also vary as between different units. The amount to be paid is reckoned at so much per day or per week or per *hapta* or per fortnight or per month, or at so much for so many days. In the case of Bombay and Sholapur the number of days in the last case may be working days in the month or 26 or 27 with the same differences in the methods of calculation as in the case of basic rates of wages. In the case of Ahmedabad the number of days may be 12, 14 or 16 or any other number varying from 22 to 32 either according to the number of working days or actual days in a *hapta*, or in two *haptas* or in a month. In the case of the Bonus for Regular Attendance the basis of payment is generally the week—every operative who puts in full attendance during the week without any absence being entitled to receive the bonus fixed for that week or a proportionate amount if the bonus is to be calculated per *hapta* or per month or per the number of days fixed for the rate. In some cases full attendance for all working days in a fortnight is required and the absence of even quarter of a day cancels the right to bonus. The only similarity in the method of the treatment of the attendance bonus is that it is a time rate at all centres and has no relation to earnings from piece rates where piece workers are included in bonus schemes. In the Sholapur mills every child or half timer who attends the mill for half the day and the mill school for the rest of the day receives a daily payment of half an anna. A weekly bonus of two annas per head is also given if a complete week's work is put in. It is not possible in view of the very wide variations which exist both in the rates at which bonus is paid and the period for which it is calculated to arrive at any generalisations with regard to the manner and method of its payment.

NUMBER OF WORKERS COVERED BY BONUS SCHEMES

145. In the main tables figures are given in connexion with only those departments where bonus is paid and not with relation to the total number of workers returned. As it would be interesting, however, to show the number of workers covered in comparison with those returned the following three summary tables give, for Bombay, Ahmedabad and Sholapur respectively, figures for the numbers of workers who earned the bonus in relation both to the total number returned and the number covered by bonus schemes in each sex and age group.

(1) Bombay

	Men	Women	All Operatives
Total number returned ..	38,349	12,072	50,421
Number covered by Bonus Schemes ..	14,142	4,492	18,634
Percentage of number covered to number returned.	36·9	37·2	37·0
Number who secured the Bonus ..	10,939	3,956	14,895
Percentage of those who secured Bonus to number returned.	28·5	32·8	29·5
Percentage of those who secured Bonus to number covered.	77·4	88·1	79·9

(2) Ahmedabad

	Men	Women	Adult operatives	Children	All operatives
Total number Returned ..	12,719	3,016	15,735	657	16,392
Number covered by Bonus Schemes.	9,106	2,326	11,432	527	11,959
Percentage of number covered to number returned.	71·6	77·1	72·7	80·2	73·0
Number who secured the Bonus.	8,568	2,165	10,733	523	11,256
Percentage of those who secured Bonus to number returned.	67·4	71·8	68·2	79·6	68·7
Percentage of those who secured Bonus to number covered.	94·1	93·1	93·9	99·2	94·1

(3) Sholapur

	Men	Women	Adult operatives	Children	All operatives
Total number Returned ..	3,761	810	4,571	192	4,763
Number covered by Bonus Schemes.	1,619	677	2,296	192	2,488
Percentage of number covered to number returned.	43·0	83·6	50·2	100·0	52·2
Number who secured the Bonus.	803	658	1,461	192	1,653
Percentage of those who secured Bonus to number returned.	21·4	81·2	31·7	100·0	34·7
Percentage of those who secured Bonus to number covered.	49·6	97·2	63·6	100·0	66·4

146. It will be seen from the above tables that whereas 73 per cent. of the total number of operatives returned were covered by bonus schemes in the Ahmedabad mills, 52·2 per cent. were covered in Sholapur and only 37 per cent. in Bombay. Out of the numbers covered 94·1 per cent. earned the bonus in Ahmedabad as against 79·9 per cent. in Bombay and 66·4 per cent. in Sholapur. Among different sex and age groups cent per cent. of the children returned and covered in Sholapur and 99·2 per cent. of the children covered in Ahmedabad were paid bonus. Women in Sholapur come next with 97·2 per cent. and men and women in Ahmedabad follow very closely with 94·1 per cent. and 93·1 per cent. respectively. It is significant that whereas 97·2 per cent. of women covered in Sholapur earned the bonus, only 49·6 per cent. of the men covered were able to get it. The percentage of women who earned the bonus in Bombay was greater than the

percentage of men but the difference between the two percentages is not so striking as in Sholapur, the actual figures being 88·1 per cent. for women and 77·4 per cent. for men.

AMOUNT OF BONUS EARNED

147. Full information regarding the amounts of the bonus earned by workers in different departments and the average amounts paid is contained in the main tables. The figures for each of the three centres relate to the wage period covered at each centre. The difficulties in connexion with the two *haptas* in Ahmedabad which have been dealt with in several places in this Report apply equally to the payment of the bonus and render the figures for Ahmedabad incomparable with those for Bombay and Sholapur. Owing partly to this and partly to the fact that all earnings from bonuses have been included in arriving at the final figures for average earnings and frequencies of earnings given in Chapter VII it is not considered necessary to burden this Report with summary tables and remarks with reference to the amounts of bonus earned. The reader is therefore, referred to the main tables for any information that may be required.

II.—Fines

148. As stated in the introductory Chapter full data were procured during the 1926 Enquiry in connexion with deductions from wages or earnings in respect of fines. The Government of India, however, asked all Local Governments, about the end of the year 1926, to institute enquiries with regard to the extent to which deductions are made from wages or payments in respect of fines in the industrial concerns in their respective administrations. The Labour Office of the Government of Bombay was asked by the Local Government to conduct the Enquiry in the Bombay Presidency. Full information for the first ten months of the year 1926 was collected from almost all mills at all centres of the Cotton Mill Industry and for the whole of the year 1925 for all other industries and concerns employing wage and salaried workers in the Presidency. A comprehensive Report containing the results of that Enquiry was published during the year 1928. Owing partly to this reason and partly to the fact that almost all the returning mills for the Wage Census gave no reasons for the fines inflicted and made no distinction between actual fines and deductions for spoilt material handed over to the workers it was decided not to tabulate the data returned under this head in the Wage Census. A note on the subject will be found in Appendix C.

TABLES

TABLE
Table showing frequency of attendance in 19 representative Cotton
MALE

Number of days worked	Number of operatives working for the number of					
	Mixing and waste	Blow room	Carding room	Drawing frame	Slubbing, Intermediate and Roving frames	Ring spinning
27	186	537	713	281	917	2,743
26	48	148	241	207	590	1,939
25	21	61	129	109	409	1,271
24	11	36	51	78	236	775
23	11	17	35	46	187	513
22	4	18	36	31	85	329
21	7	9	18	24	93	246
20	6	8	21	10	54	149
19	3	10	14	12	49	130
18	3	11	18	4	38	108
17	4	1	4	9	24	93
16	1	2	3	5	22	75
15	1	8	3	7	17	68
14	4	5	5	3	14	76
13	....	2	1	3	16	56
12	....	2	5	3	15	48
11	1	1	5	2	5	32
10	....	1	2	5	8	36
9	....	1	5	3	10	36
8	2	3	....	4	9	27
7	1	....	1	....	13	20
6	2	....	1	1	3	29
5	....	1	2	....	6	23
4	....	....	1	....	6	24
3	1	....	2	1	2	11
2	1	1	1	....	4	7
1	....	....	1	....	1	8
Total	318	883	1,318	848	2,842	8,872

No. I

Mills in Bombay City in July 1926—By Departments

OPERATIVES

days shown in the first column in the following Departments

Mule spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in	Weaving
							General
213	107	35	263	110	315	252	652
135	48	11	103	41	101	131	66
97	50	4	71	22	48	119	47
47	32	5	26	6	25	76	28
32	18	2	29	6	16	58	21
20	10	1	13	4	14	40	13
19	9	1	9	3	8	26	11
14	6	1	4	2	5	24	10
6	6	..	11	1	3	17	8
3	3	..	9	1	11	18	6
4	3	..	3	1	6	13	3
6	..	1	5	....	2	4	3
2	1	1	2	....	9	6	5
4	2	..	5	....	1	2	3
2	1	..	2	....	4	3	3
2	3	..	3	....	4	4	4
4	4	..	1	2	2	3	3
2	1	..	..	....	3	2	3
1	....	..	2	....	1	4	3
8	....	..	..	....	2	7	..
1	....	..	2	....	....	1	..
2	3	..	..	....	....	4	2
3	3	..	..	1	1	2	1
2	....	..	..	....	....	1	..
....	5	..	..	....	1	1	1
2	1	..	..	....	....	1	1
....	1	..	1	....	1	1	..
631	321	62	574	200	583	820	897

TABLE

Number of days worked	Number of operatives working for the number of					
	Weaving —contd.	Calendering	Dyeing	Bleaching	Yarn- bundling	Cloth- folding
	Weavers					
27	8,525	148	47	52	139	837
26	1,045	45	19	19	65	278
25	620	18	11	7	43	130
24	361	13	2	6	13	62
23	253	2	....	....	5	31
22	194	4	1	2	5	31
21	127	6	2	....	6	29
20	93	2	....	....	21	17
19	79	2	1	....	19	8
18	78	1	....	....	11	10
17	47	1	....	1	9	4
16	39	....	....	....	2	4
15	34	1	3	3	....	6
14	37	....	1	....	3	2
13	46	1	4	....	1	6
12	31	....	1	....	....	6
11	20	....	1	....	2	6
10	21	....	....	1	....	1
9	40	1	1	1	1	6
8	21	1	....	....	....	....
7	13	1	1	1	....	1
6	7	....	4	1	....	2
5	6	....	1	....	....	1
4	6	1	....	....	....	1
3	10	....	5	....	....	1
2	4	....	....	....	....	1
1	1	....	....	....	....	1
Total	11,758	248	105	94	345	1,482

No. I—contd.

days shown in the first column in the following Departments

Engine and boiler	Electrical	Mechanics	Ramosees and Sepoys	Miscellaneous	All Depart- ments	Percentage to total
218	100	267	588	1,899	20,144	52.53
24	32	60	46	647	6,098	15.90
7	11	31	24	336	3,696	9.64
6	9	26	15	174	2,119	5.53
5	3	5	8	107	1,408	3.67
4	3	5	4	93	964	2.51
....	2	4	6	53	718	1.87
1	....	3	2	30	483	1.26
1	1	8	2	28	419	1.09
2	....	4	4	27	370	0.97
2	....	1	1	22	256	0.67
....	....	....	3	23	204	0.53
1	1	1	1	11	192	0.50
....	1	2	6	23	199	0.52
....	....	....	1	20	172	0.45
....	1	4	....	19	155	0.40
....	....	....	....	9	103	0.27
....	....	....	2	7	95	0.25
1	....	3	1	10	131	0.34
....	1	2	1	7	95	0.25
....	....	....	....	5	61	0.16
....	....	1	1	4	67	0.17
....	....	....	2	5	56	0.15
....	....	....	1	4	47	0.12
....	1	....	....	9	51	0.13
....	....	....	....	4	28	0.07
....	....	....	....	2	18	0.05
272	166	427	717	3,576	38,349	100.00

TABLE

Table showing frequency of attendance in 19 representative

FEMALE

Number of days worked	Number of operatives working for the number of					
	Mixing and waste	Blow room	Carding room	Slubbing, Intermediate and Roving frames	Ring spinning	Winding
27	252	5	62	237	1,327	1,137
26	133	2	50	136	830	919
25	55	1	14	57	365	593
24	31	....	9	32	214	373
23	11	....	2	14	105	283
22	6	....	4	6	52	174
21	10	....	4	10	41	168
20	3	....	3	2	43	152
19	6	....	2	2	30	129
18	2	....	....	2	26	101
17	5	....	1	2	17	89
16	4	....	....	1	11	56
15	3	....	....	3	12	63
14	2	....	....	1	14	67
13	2	....	....	....	13	49
12	2	....	1	....	8	46
11	1	....	....	1	7	34
10	1	....	1	....	4	37
9	2	....	1	....	7	42
8	2	....	....	....	4	37
7	1	....	1	1	....	24
6	....	....	....	1	1	20
5	....	....	....	....	5	31
4	5	....	....	....	1	15
3	....	....	....	....	2	22
2	1	....	....	....	1	19
1	....	....	....	....	....	11
Total	540	8	155	508	3,140	4,691

No. II

Cotton Mills in Bombay City in July 1926—By Departments

OPERATIVES

days shown in the first column in the following Departments

Reeling	Warping	Doubling	Bleaching	Cloth folding	Engine and boiler	Miscellaneous	All Departments	Percentage to total
450	6	2	7	9	1	473	3,968	32.87
359	4	2	6	4	..	203	2,648	21.94
226	3	..	2	1	..	67	1,384	11.46
215	..	1	4	3	..	42	924	7.65
142	..	..	..	..	..	23	580	4.80
108	..	..	..	1	..	10	360	2.98
74	..	..	..	..	..	12	320	2.65
55	..	..	..	..	..	7	265	2.20
35	1	..	1	..	..	7	213	1.76
44	..	..	..	..	..	2	177	1.47
45	..	..	..	..	..	1	160	1.32
25	..	..	..	..	..	2	99	0.82
42	..	..	..	..	..	4	127	1.05
37	..	2	..	..	..	2	125	1.04
25	..	..	..	..	..	4	93	0.77
18	..	..	..	..	..	2	72	0.60
34	..	..	..	1	..	2	77	0.64
28	..	..	..	..	..	2	74	0.61
24	..	..	..	1	..	2	78	0.65
27	1	..	..	..	..	..	72	0.60
15	..	..	..	..	..	..	42	0.35
15	..	..	..	..	..	1	42	0.35
20	..	..	..	..	..	1	38	0.31
8	..	..	..	..	..	..	56	0.46
16	..	..	..	..	..	1	30	0.25
13	..	..	..	..	..	..	39	0.32
3	..	..	..	..	..	3	37	0.31
3	..	..	..	..	..	..	14	0.12
2,097	15	7	20	20	1	870	12,072	100.00

TABLE

Table showing frequency of attendance in 19 representative

FEMALE

Number of days worked	Number of operatives working for the number of					
	Mixing and waste	Blow room	Carding room	Slopping, Intermediate and Roving frames	Ring spinning	Winding
27	252	5	62	237	1,327	1,137
26	133	2	50	136	830	919
25	55	1	14	57	365	593
24	31	....	9	32	214	373
23	11	....	2	14	105	283
22	6	....	4	6	52	174
21	10	....	4	10	41	168
20	3	....	3	2	43	152
19	6	....	2	2	30	129
18	2	....	....	2	26	101
17	5	....	1	2	17	89
16	4	....	....	1	11	56
15	3	....	....	3	12	63
14	2	....	....	1	14	67
13	2	....	....	....	13	49
12	2	....	1	....	8	46
11	1	....	....	1	7	34
10	1	....	1	....	4	37
9	2	....	1	....	7	42
8	2	....	....	....	4	37
7	1	....	1	1	....	24
6	....	....	....	1	1	20
5	....	....	....	....	5	31
4	5	....	....	....	1	15
3	....	....	....	....	2	22
2	1	....	....	....	1	19
1	....	....	....	....	....	11
Total	540	8	155	508	3,140	4,691

No. II

Cotton Mills in Bombay City in July 1926—By Departments

OPERATIVES

days shown in the first column in the following Departments

Reeling	Warping	Doubling	Bleaching	Cloth folding	Engine and boiler	Miscellaneous	All Departments	Percentage to total
450	6	2	7	9	1	473	3,968	32.87
359	4	2	6	4	..	203	2,648	21.94
226	3	..	2	1	..	67	1,384	11.46
215	..	1	4	3	..	42	924	7.65
142	..	..	..	..	..	23	580	4.80
108	..	..	..	..	..	10	360	2.98
74	..	..	..	1	..	12	320	2.65
55	..	..	..	..	..	7	265	2.20
35	1	..	1	..	..	7	213	1.76
44	..	..	..	..	..	2	177	1.47
46	..	..	..	..	..	1	160	1.32
25	..	..	..	..	..	2	99	0.82
42	..	..	..	..	..	4	127	1.05
37	..	2	..	..	..	2	125	1.04
25	..	..	..	..	..	4	93	0.77
18	..	..	..	..	..	2	72	0.60
34	..	..	..	..	..	..	77	0.64
28	..	..	..	1	..	2	74	0.61
24	..	..	..	..	..	2	78	0.65
27	1	..	..	1	..	..	72	0.60
15	..	..	..	..	..	..	42	0.35
15	..	..	..	..	..	1	38	0.31
20	..	..	..	..	..	..	56	0.46
8	..	..	..	..	..	1	30	0.25
15	..	..	..	..	..	..	39	0.32
13	..	..	..	..	..	3	37	0.31
3	..	..	..	..	..	..	14	0.12
2,097	15	7	20	20	1	870	12,072	100.00

TABLE

Table showing frequency of attendance in 19 representative

ALL OPERATIVES

Number of days worked	Number of operatives working for the number of					
	Mixing and waste	Blow room	Carding room	Drawing frame	Shubbing, Intermediate and Roving frames	Ring spinning
27	438	542	775	281	1,154	4,070
26	181	150	291	207	735	2,769
25	76	62	143	109	466	1,636
24	42	36	60	78	268	989
23	22	17	37	46	201	618
22	10	18	40	31	91	381
21	17	9	22	24	103	287
20	9	8	24	10	56	192
19	9	10	16	12	51	160
18	5	11	18	4	40	134
17	9	1	5	9	26	110
16	5	2	3	5	23	86
15	4	8	3	7	20	80
14	6	5	5	8	15	90
13	2	2	1	3	16	69
12	2	2	6	3	15	56
11	2	1	5	2	6	39
10	1	1	3	5	8	40
9	2	1	6	3	10	43
8	4	3	....	4	9	31
7	2	....	2	....	14	20
6	2	....	1	1	4	30
5	....	1	2	....	6	28
4	5	....	1	....	6	25
3	1	....	2	1	2	13
2	2	1	1	....	4	8
1	....	....	1	....	1	8
Total	858	891	1,473	848	3,350	12,012

No. III

Cotton Mills in Bombay City in July 1926—By Departments

(MEN AND WOMEN)

days shown in the first column in the following Departments

Mule spinning	Winding	Reeling	Warping	Doubbling	Sizing	Drawing-in	Weaving
							General
213	1,244	485	269	112	315	252	652
135	967	370	107	43	101	131	66
97	643	230	74	22	48	119	47
47	405	220	26	7	25	76	28
32	301	144	29	6	16	58	21
20	184	109	13	4	14	40	13
19	177	75	9	3	8	26	11
14	158	56	4	2	5	24	10
6	135	35	12	1	3	17	8
3	104	44	9	1	11	18	6
4	92	45	3	1	6	13	3
6	60	26	5	..	2	4	3
2	64	43	2	..	9	6	5
4	69	37	5	2	1	2	3
2	50	25	2	..	4	3	3
2	40	13	3	..	4	4	4
4	38	34	1	2	2	3	3
2	38	28	..	..	3	2	3
1	42	24	2	..	1	4	3
8	37	27	1	..	2	7	....
1	24	15	2	..	..	1	....
2	23	15	..	..	..	4	2
3	34	20	..	1	1	2	1
2	15	8	..	..	..	1	....
....	27	15	..	..	1	1	1
2	20	13	..	..	..	1	1
....	12	3	1	..	1	1	....
631	5,012	2,159	579	207	583	820	897

TABLE

Number of days worked	Number of operatives working for the number of					
	Weaving —contd.	Calendering	Dyeing	Bleaching	Yarn- bundling	Cloth- folding
	Weavers					
27	8,525	148	47	59	139	846
26	1,045	45	19	25	65	282
25	620	18	11	0	43	131
24	361	13	2	10	13	65
23	253	2	....	....	5	31
22	194	4	1	2	5	31
21	127	6	2	....	6	30
20	93	2	....	....	21	17
19	79	2	1	1	19	8
18	78	1	....	....	11	10
17	47	1	....	1	9	4
16	39	....	....	....	2	4
15	34	1	3	3	....	6
14	37	....	1	....	3	2
13	46	1	4	....	1	6
12	31	....	1	....	....	6
11	20	....	1	....	2	6
10	21	....	....	1	....	2
9	40	1	1	1	1	6
8	21	1	....	....	....	1
7	13	1	1	1	....	1
6	7	....	4	1	....	2
5	6	....	1	....	....	1
4	6	1	....	....	....	1
3	10	....	5	....	....	1
2	4	....	....	....	....	1
1	1	....	....	....	....	1
Total	11,758	248	105	114	345	1,502

No. III—contd.

Days shown in the first column in the following Departments—contd.

Engine and boiler	Electrical	Mechanics	Ramosees and sepoys	Miscellan- eous	All Depart- ments	Percentage to total
219	100	267	588	2,372	24,112	47.82
24	32	60	46	850	8,746	17.35
7	11	31	24	403	5,080	10.07
6	9	26	15	216	3,043	6.04
5	3	5	6	130	1,988	3.94
4	3	5	4	103	1,324	2.63
....	2	4	6	65	1,038	2.06
1	....	3	2	37	748	1.48
1	1	8	2	35	632	1.25
2	....	4	4	29	547	1.09
2	....	1	1	23	416	0.83
....	....	....	3	25	303	0.60
1	1	1	1	15	319	0.63
....	1	2	6	25	324	0.64
....	....	....	1	24	265	0.53
....	1	4	....	21	227	0.45
....	....	....	....	9	180	0.36
....	....	....	2	9	169	0.34
....	....	3	1	12	209	0.41
1	....	2	1	7	167	0.33
....	1	....	....	5	103	0.20
....	....	1	1	5	105	0.21
....	....	....	2	3	112	0.22
....	....	....	1	5	77	0.15
....	1	....	....	9	90	0.18
....	....	....	....	7	65	0.13
....	....	....	....	2	32	0.06
273	166	427	717	4,446	50,421	100.00

TABLE

Table showing numbers of "male" operatives who worked full

Department	Bombay		
	Total number of workers returned	Number of workers who worked full time	Percentage of full-time workers to total returned
Mixing and Waste	318	186	58'49
Blow Room	883	537	60'82
Carding Room	1,318	713	54'10
Drawing Frame	848	284	33'44
Slubbing, Intermediate and Roving Frames ..	2,842	917	32'27
Ring Spinning	8,872	2,743	30'92
Mule Spinning	631	213	33'76
Winding	321	107	33'33
Reeling	62	35	56'45
Warping	564	263	46'63
Doubling	200	110	55'00
Sizing	583	315	54'03
Drawing in	820	252	30'73
Weaving General	897	652	72'69
Weavers	11,758	8,525	72'50
Calendering	248	148	59'68
Dyeing	105	47	44'76
Bleaching	91	32	35'17
Yarn-Doubling	315	139	44'29
Cloth-Folding	1,082	837	77'18
Engine and Boiler	272	218	80'15
Electrical	166	100	60'21
Mechanics	127	267	62'53
Ramosees and Sepoys	717	588	82'01
Miscellaneous Occupations	3,576	1,869	52'10
Total	38,349	20,144	52'53

No. IV

time and their proportion to the total number of workers returned

Ahmedabad			Sholapur		
Total number of workers returned	Number of workers who worked full time	Percentage of full-time workers to total returned	Total number of workers returned	Number of workers who worked full time	Percentage of full-time workers to total returned
58	44	75'86	47	19	40'43
212	157	74'06	71	26	36'62
333	207	62'16	107	40	37'38
260	122	46'92	120	41	34'17
1,119	531	47'45	262	87	33'21
2,511	1,374	54'72	838	341	40'60
....					
217	130	59'91	98	18	18'37
70	33	47'14	2	....	....
175	119	68'00	19	4	21'05
67	33	49'25	....	....	....
207	127	61'35	12	2	16'67
187	155	82'89	26	3	11'54
371	274	73'85	54	16	29'63
4,582	2,273	49'61	1,509	314	20'83
135	84	62'22	....	....	....
6	6	100'00	9	6	66'67
....					
21	20	95'24	36	24	66'67
291	212	72'85	42	11	26'19
479	120	25'04	16	8	50'00
13	11	84'62	3	3	100'00
196	85	43'71	38	16	42'11
237	231	97'35	65	58	89'23
1,178	719	61'38	387	111	28'43
12,719	7,157	56'27	3,761	1,178	31'32

TABLE

Table showing numbers of "female" operatives who worked full time

Department	Bombay		
	Total number of workers returned	Number of workers who worked full time	Percentage of full time workers to total returned
Mixing and Waste	540	252	46·67
Blow Room	8	5	62·50
Carding Room	155	62	40·00
Drawing Frame .. .. .	.....	.....	.....
Slubbing, Intermediate and Roving Frames	508	237	46·65
Ring Spinning	3,140	1,327	42·26
Winding	4,601	1,137	24·24
Reeling	2,097	450	21·46
Warping	15	6	40·00
Doubling	7	2	28·57
Bleaching	20	7	35·00
Cloth-Folding	20	9	45·00
Engine and Boiler	1	1	100·00
Weaving .. .. .	.....	.....	.....
Calendering .. .. .	.....	.....	.....
Ramosées and Sepoys .. .. .	.....	.....	.....
Miscellaneous Occupations	870	473	54·37
Total	12,072	3,968	32·87

No. V

and their proportion to the total number of workers returned

Ahmedabad			Sholapur		
Total number of workers returned	Number of workers who worked full time	Percentage of full-time workers to total returned	Total number of workers returned	Number of workers who worked full time	Percentage of full-time workers to total returned
150	98	65·33	30	14	46·67
37	22	59·46	.....	.....	.....
4	3	75·00	2	1	50·00
38	10	26·32	4	2	50·00
259	125	48·26	.....	.....	.....
1,226	696	56·77	37	12	32·43
645	345	53·49	269	75	27·88
427	218	49·89	394	66	16·75
.....					
23	16	69·57	.....	.....	.....
.....					
.....					
2	1	50·00	.....	.....	.....
.....	.....	.....	2	.....	.....
8	5	62·50	.....	.....	.....
29	28	96·55	.....	.....	.....
158	110	69·62	72	35	48·61
3,016	1,677	55·60	810	205	25·31

TABLE

Table showing numbers of Adult Operatives who worked full

Department	Bombay		
	Total number of workers returned	Number of workers who worked full time	Percentage of full time workers to total returned
Mixing and Waste	858	438	51'05
Blow Room	891	542	60'83
Carding Room	1,473	775	52'61
Drawing Frame	848	281	33'14
Slubbing, Intermediate and Roving Frames	3,350	1,154	34'45
Ring Spinning	12,012	4,070	33'88
Mule Spinning	631	213	33'76
Winding	5,012	1,244	24'82
Reeling	2,150	485	22'46
Warping	579	269	46'46
Doubling	207	112	54'11
Sizing	583	315	54'03
Drawing-In	820	252	30'73
Weaving General	897	652	72'69
Weavers	11,758	8,525	72'54
Calendering	248	148	59'68
Dyeing	105	47	44'76
Bleaching	114	59	51'75
Yarn Bundling	345	139	40'29
Cloth Folding	1,502	846	56'32
Engine and Boiler	273	219	80'22
Electrical	166	100	60'24
Mechanics	427	267	62'53
Ramosees and Sepoys	717	588	82'01
Miscellaneous Occupations	1,446	2,372	53'35
Total	50,421	24,112	47'82

No. VI

time and their proportion to the total number of workers returned

Ahmedabad			Sholapur		
Total number of workers returned	Number of workers who worked full time	Percentage of full time workers to total returned	Total number of workers returned	Number of workers who worked full time	Percentage of full time workers to total returned
208	142	68'27	77	33	42'86
249	179	71'89	71	26	36'62
337	210	62'31	109	41	37'61
298	132	44'30	124	43	34'58
1,378	656	47'61	262	87	33'21
3,737	2,070	55'39	875	353	40'34
....					
862	475	55'10	367	93	25'34
507	251	49'51	396	66	16'67
175	119	68'00	19	4	21'05
90	49	54'44	....	....	....
207	127	61'35	12	2	16'67
187	155	82'89	26	3	11'54
371	274	73'85	56	16	28'57
4,582	2,273	49'61	1,509	314	20'81
143	89	62'24	....	....	....
6	6	100'00	9	6	66'67
....					
21	20	95'24	36	24	66'67
291	212	72'85	42	11	26'19
181	121	66'85	16	8	50'00
13	11	84'62	3	3	100'00
190	85	44'74	38	16	42'11
366	319	87'16	65	58	89'23
1,336	859	64'30	459	176	38'34
15,735	8,834	56'14	4,571	1,383	30'26

TABLE No. VII.

Percentage absenteeism in nineteen representative Cotton Mills in Bombay City during July 1926—By Departments

Department	Men		Women		All Operatives	
	Number of workers returned	Percent age Absenteeism	Number of workers returned	Percent age Absenteeism	Number of workers returned	Percent age Absenteeism
Mixing and Waste	318	7'01	540	7'12	858	7'08
Blow Room	883	5'16	8	1'85	891	5'13
Carding	1,318	6'11	155	6'55	1,473	6'16
Drawing	848	8'70	..	..	848	8'70
Slubbing Inter and Roving Frames	2,842	9'93	508	4'94	3,350	9'17
Ring Spinning	8,872	10'48	3,140	6'41	12,012	9'42
Mule Spinning	631	10'08	..	..	631	10'01
Winding	321	12'56	4,691	15'47	5,012	15'29
Reeling	62	4'06	2,097	18'18	2,159	17'80
Warping	564	7'35	15	9'14	579	7'40
Doubling	200	4'81	7	16'40	207	5'21
Sizing	583	7'25	..	..	583	7'25
Drawing-in	820	11'55	..	..	820	11'55
Weaving, General	897	4'86	..	..	897	4'86
Weavers	11,758	4'36	..	..	11,758	4'36
Calendering	248	5'06	..	..	248	5'06
Dyeing	105	16'65	..	..	105	16'65
Bleaching	94	7'21	20	5'56	114	6'92
Yarn Bundling	345	9'49	..	..	345	9'49
Cloth Folding	1,482	5'52	20	10'56	1,502	5'50
Engine and Boiler	272	2'44	1	Nil	273	2'43
Mechanics	427	5'30	..	..	427	5'30
Electrical	166	4'71	..	..	166	4'71
Ramosees and Sepoys	717	3'05	..	..	717	3'05
Miscellaneous Occupations	3,576	6'72	870	5'03	4,446	6'39
Total	38,349	7'13	12,072	11'86	50,421	8'26

TABLES—contd.

TABLE

Percentage Absenteeism in 16 representative Cotton Mills in

Department	Men		Women	
	Number of workers returned	Percentage Absenteeism	Number of workers returned	Percentage Absenteeism
Mixing and Waste	58	4'84	150	5'49
Blow Room	212	4'60	37	7'65
Carding	333	4'60	4	4'63
Drawing	260	6'86	38	11'13
Slubbing Inter and Roving	1,119	8'23	259	7'89
Ring Spinning	2,511	7'33	1,226	6'92
Winding	217	8'06	645	8'68
Reeling	70	8'65	437	8'87
Warping	175	7'14	....	....
Doubling	67	9'97	23	4'30
Sizing	207	6'48	....	....
Drawing-in	187	3'76	....	....
Weaving, General	371	5'71	....	....
Weavers	4,582	10'76	....	....
Calendering	135	6'47	8	1'44
Dyeing	6	Nil.	....	....
Yarn Bundling	21	0'18	....	....
Cloth Folding	291	5'49	....	....
Engine and Boiler	179	5'88	2	1'78
Mechanics	196	8'83	....	....
Electrical	13	4'11	....	....
Ramosees and Sepoys	337	3'67	29	0'53
Miscellaneous Occupations	1,178	6'08	158	4'49
Total	12,719	8'04	3,016	7'40

No. VIII

Ahmedabad in two haptas predominantly over May 1926—By Departments

All Adults		Children		All operatives	
Number of workers returned	Percentage Absenteeism	Number of workers returned	Percentage Absenteeism	Number of workers returned	Percentage Absenteeism
208	5'31	....	....	208	5'31
249	5'05	....	....	249	5'05
337	4'60	....	....	337	4'60
298	7'41	....	....	298	7'41
1,378	8'25	146	2'85	1,524	7'72
3,737	7'20	501	3'92	4,238	6'81
862	8'52	....	....	862	8'52
507	8'84	....	....	507	8'84
175	7'14	....	....	175	7'14
90	6'30	....	....	90	6'30
207	6'48	....	....	207	6'48
187	3'76	10	Nil.	197	3'76
371	5'71	....	....	371	5'71
4,582	10'76	....	....	4,582	10'76
143	6'19	....	....	143	6'19
6	Nil.	....	....	6	Nil.
21	0'18	....	....	21	0'18
291	5'49	....	....	291	5'49
181	5'83	....	....	181	5'83
190	8'83	....	....	190	8'83
13	4'11	....	....	13	4'11
366	3'42	....	....	366	3'42
1,330	5'89	....	....	1,336	5'89
15,735	7'92	657	3'62	16,392	7'73

TABLE

Percentage absenteeism in two representative Cotton

Department	Men		Women	
	Number of workers returned	Percentage absenteeism	Number of workers returned	Percentage absenteeism
Mixing and Waste	47	7'01	30	6'70
Blow Room	71	8'85	.....	.....
Carding	107	9'81	2	5'66
Drawing	120	10'86	4	4'63
Slubbing, Inter and Roving	262	10'24	.....	.....
Ringspinning	838	11'26	37	19'32
Winding	98	17'42	269	11'95
Reeling	2	9'26	394	10'71
Warping	19	11'11	.....	.....
Doubling .. ..	.....	.....	.....	.....
Sizing	12	22'84	.....	.....
Drawing in	26	17'24	.....	.....
Weaving, General	54	12'48	2	14'81
Weavers	1,509	15'07	.....	.....
Calendering .. ..	.....	.....	.....	.....
Dyeing	9	12'35	.....	.....
Yarn Bundling	36	8'64	.....	.....
Cloth Folding	42	13'14	.....	.....
Engine and Boiler	16	3'47	.....	.....
Mechanics	38	7'48	.....	.....
Electrical	3	<i>Nil.</i>	.....	.....
Ramosees and Sepoys	65	2'79	.....	.....
Miscellaneous Occupations	337	10'59	72	4'87
Total	3,761	12'49	810	10'81

No. IX

Mills in Sholapur during July 1926

All Adults		Children		All operatives	
Number of workers returned	Percentage Absenteeism	Number of workers returned	Percentage Absenteeism	Number of workers returned	Percentage Absenteeism
77	6'79	.....	.....	77	6'79
71	8'85	.....	.....	71	8'85
109	9'74	.....	.....	109	9'74
124	10'66	.....	.....	124	10'66
262	10'24	24	13'66	286	10'39
875	11'60	168	16'12	1,043	12'33
367	13'41	.....	.....	367	13'41
396	10'71	.....	.....	396	10'71
19	11'11	.....	.....	19	11'11
.....					
12	22'84	.....	.....	12	22'84
26	17'24	.....	.....	26	17'24
56	12'57	.....	.....	56	12'57
1,509	15'07	.....	.....	1,509	15'07
.....					
9	12'35	.....	.....	9	12'35
36	8'64	.....	.....	36	8'64
42	13'14	.....	.....	42	13'14
16	3'47	.....	.....	16	3'47
38	7'48	.....	.....	38	7'48
3	<i>Nil.</i>	.....	.....	3	<i>Nil.</i>
65	2'79	.....	.....	65	2'79
459	9'70	.....	.....	459	9'70
4,571	12'19	192	15'61	4,763	12'33

TABLE No. X

Average earnings in 19 representative Cotton Mills in Bombay City in July 1926—
Classified by Occupations

A—MEN

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings	Average daily earnings	Number working full time	Average monthly earnings of full time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Mixing and Waste Room—</i>						
Jobbers and Muka-dams, Time ..	27	26.7	42 5 10	1 9 5	24	43 4 1
Nawghanias, Time ..	227	24.6	27 15 3	1 2 2	113	30 11 8
Machine Tenters, Time ..	38	26.2	30 14 10	1 2 11	34	31 11 8
Others, Time ..	22	26.3	26 15 4	1 0 5	12	27 10 4
Piece ..	4	26.5	38 8 7	1 7 3	3	46 2 8
<i>Blow Room—</i>						
Jobbers, Time ..	19	25.9	91 10 4	3 8 8	14	92 12 2
Piece ..	3	26.3	109 11 10	4 2 8	2	106 12 6
Assistant Jobbers, Time ..	21	25.2	45 7 6	1 12 10	13	51 1 0
Piece ..	3	27.0	70 0 2	2 9 6	3	70 0 2
Feeders, Time ..	198	25.7	23 14 2	0 14 11	123	25 3 3
Opener Attendants, Time ..	94	26.0	24 14 4	0 15 4	65	25 15 9
Inter Attendants, Time ..	127	25.3	24 6 8	0 15 5	77	25 12 9
Piece ..	32	23.6	33 10 8	1 6 10	10	39 5 7
Finisher Attendants, Time ..	146	25.3	24 11 5	0 15 8	78	26 1 11
Willow Attendants, Time ..	123	25.9	24 3 5	0 15 0	80	25 4 5
Roving waste openers, Time ..	54	25.9	23 7 1	0 14 6	32	25 0 7
Machine Attendants, Time ..	33	26.5	25 1 5	0 15 2	25	25 2 8
Others, Time ..	30	25.9	24 12 8	0 15 4	15	26 3 6
<i>Carding Room—</i>						
Jobbers, Time ..	24	26.5	116 2 10	4 6 2	19	120 13 0
Piece ..	11	26.9	119 3 4	4 6 11	10	117 1 8
Assistant Jobbers, Time ..	52	25.6	57 4 6	2 3 9	36	59 12 1
Piece ..	31	26.2	67 0 0	2 9 0	20	69 6 8
Grinders, Time ..	218	25.9	26 9 10	1 0 5	131	28 1 8
Strippers, Time ..	258	25.4	25 7 2	1 0 1	150	27 0 2
Lap Carriers, Time ..	146	25.2	22 12 3	0 14 5	77	24 1 1
Card Tenters, Time ..	190	24.6	21 9 7	0 14 1	84	23 9 4
Can Carriers, Time ..	73	25.8	21 8 10	0 13 4	38	22 6 5
Piece ..	93	25.5	35 1 5	1 6 0	40	37 12 1
Fly Coolies, Time ..	74	26.0	22 12 11	0 14 1	45	23 8 0

TABLE No. X—contd.

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings	Average daily earnings	Number working full time	Average monthly earnings of full time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Carding Room—contd.</i>						
Derby Doublers, Time ..	43	25.2	24 3 3	0 15 5	19	26 6 9
Others, Time ..	99	24.0	24 10 11	1 0 5	39	27 14 4
Piece ..	6	26.8	30 15 0	1 2 5	5	31 4 5
<i>Drawing Frames—</i>						
Jobbers, Time ..	3	27.0	93 8 0	3 7 5	3	93 8 0
Piece ..	8	27.0	94 11 7	3 8 2	8	94 11 7
Assistant Jobbers, Time ..	3	27.0	80 9 8	2 15 9	3	80 9 8
Piece ..	3	25.3	86 6 3	3 6 7	1	93 12 0
Line Levellers, Time ..	3	27.0	83 4 9	3 1 4	3	83 4 9
Piece ..	7	26.4	91 9 0	3 7 5	5	93 8 10
Tenters, Time ..	6	26.8	36 4 4	1 5 8	5	36 0 5
Piece ..	815	24.6	31 12 4	1 4 8	263	35 1 8
<i>Slubbing, Intermediate and Roving Frames—</i>						
Head Jobbers, Time ..	5	26.0	109 9 11	4 3 6	3	139 8 4
Piece ..	5	27.0	104 11 10	3 14 1	5	104 11 10
Assistant Jobbers, Time ..	7	23.7	52 8 4	2 3 5	1	116 7 6
Piece ..	2	22.0	66 14 2	3 0 8	..	....
Doffer Jobbers, Time ..	35	24.9	41 15 6	1 10 11	18	46 7 2
Piece ..	5	25.8	58 6 2	2 4 3	1	51 3 3
Slubbing Frame, Time ..	26	24.5	30 7 6	1 3 10	15	36 1 8
Tenters, Piece ..	368	24.9	34 9 11	1 6 3	153	37 9 5
Intermediate Frame, Time ..	17	15.0	17 13 2	1 3 0	3	34 7 2
Tenters, Piece ..	523	24.1	30 14 3	1 4 6	149	35 14 10
Roving Frame, Time ..	115	25.0	27 14 4	1 1 10	48	30 0 4
Tenters, Piece ..	1,234	24.1	29 9 11	1 3 8	319	34 7 2
Roving Frame, Time and Piece ..	7	24.7	25 7 3	1 0 6	1	30 8 0
Tenters, Time ..	438	24.7	18 11 3	0 12 1	175	19 14 7
Doffers, Time ..	55	25.6	24 10 0	0 15 4	26	24 6 9
Others, Time ..						
<i>Ring Spinning—</i>						
Head Jobbers, Time ..	30	26.3	123 7 9	4 11 3	21	123 11 10
Piece ..	19	26.5	147 2 11	5 8 11	12	160 0 1
Line Levelling Jobbers, Time ..	8	26.6	117 1 1	4 6 4	6	119 9 2
Piece ..	1	27.0	90 6 0	3 5 7	1	90 6 0
Assistant Jobbers, Time ..	119	25.0	61 9 7	2 7 5	54	65 12 1
Piece ..	68	25.8	77 4 3	2 15 10	40	80 15 0

TABLE No. X—contd.

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings	Average daily earnings	Number working full time	Average monthly earnings of full time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Ring Spinning—contd.</i>						
Doffer Jobbers	Time .. 151	25·3	47 15 8	1 14 4	65	51 12 11
	Piece .. 91	25·2	52 6 8	2 1 3	43	57 9 7
Banders	Time .. 113	25·3	28 9 6	1 2 2	45	30 8 9
	Piece .. 9	24·8	38 5 7	1 8 9	6	41 9 10
Siders	Time .. 5,244	23·8	24 2 9	1 0 3	1,260	27 9 11
	Piece .. 24	25·7	43 13 3	1 11 3	9	44 9 0
Tarwallas	Time .. 861	24·4	23 8 0	0 15 5	293	26 8 8
Doffer Boys	Time .. 1,493	24·3	18 5 8	0 12 1	568	20 5 8
	Time .. 639	25·6	24 13 2	0 15 6	319	26 8 9
	Piece .. 2	22·0	45 3 6	2 0 11	1	55 13 0
<i>Mule Spinning—</i>						
Head Jobbers	Time .. 2	27·0	115 10 11	4 4 7	2	115 10 11
	Piece .. 5	26·8	122 12 11	4 9 4	4	124 15 8
Line Levelling Jobbers	Time .. 1	27·0	93 8 0	3 7 5	1	93 8 0
Assistant Jobbers	Time .. 8	26·6	80 0 9	3 0 1	7	80 10 11
	Piece .. 5	26·4	70 9 1	2 10 9	3	76 1 6
Mule Spinners	Time .. 135	24·1	35 1 4	1 7 4	42	40 1 0
	Piece .. 95	25·6	44 12 10	1 12 1	34	47 10 2
Side Piecers	Time .. 99	23·9	29 8 8	1 3 9	31	33 2 3
	Piece .. 79	24·6	35 13 1	1 7 4	30	38 11 4
Creelers	Time .. 150	23·1	20 0 1	0 13 11	40	22 10 4
	Piece .. 2	25·5	40 2 3	1 9 2	1	42 7 6
Others	Time .. 50	25·3	24 4 7	0 15 5	18	26 9 3
<i>Winding—</i>						
Head Jobbers	Time .. 3	27·0	82 15 5	3 1 2	3	82 15 5
Assistant Jobbers	Time .. 19	25·5	41 15 4	1 10 4	11	42 11 6
Banders	Time .. 5	26·6	26 7 8	0 15 11	4	27 2 8
Grey Winders	Time .. 3	25·3	19 1 4	0 12 0	..	....
	Piece .. 1	25·0	15 13 0	0 10 1	..	....
Colour Winders	Piece .. 113	23·2	24 7 4	1 0 11	16	33 15 8
Pirn Winders	Time .. 13	26·4	25 9 6	0 15 6	8	26 12 5
	Piece .. 98	21·7	24 5 11	1 2 0	31	31 10 4
Others	Time .. 66	25·6	22 14 6	0 14 4	34	24 4 3
<i>Reeling—</i>						
Head Jobbers	Time .. 12	26·4	61 3 6	2 4 8	10	64 3 1
Others	Time .. 50	25·5	23 13 1	0 14 9	25	24 14 8
<i>Warping—</i>						
Head Jobbers	Time .. 11	26·8	75 6 3	2 13 0	10	76 2 5
Assistant Jobbers	Time .. 4	26·5	58 0 6	2 3 0	2	63 12 0

TABLE No. X—contd.

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings	Average daily earnings	Number working full time	Average monthly earnings of full time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Warping—contd.</i>						
Warpers	Time .. 16	25·8	48 1 6	1 13 10	11	49 11 8
	Piece .. 363	24·9	52 8 10	2 1 9	163	57 2 7
Creelers	Time .. 117	25·2	20 11 5	0 13 2	55	22 2 10
Beam Carriers	Time .. 4	26·3	32 6 6	1 3 9	1	32 5 0
Others	Time .. 49	24·6	21 4 0	0 13 10	21	23 14 0
<i>Doubling—</i>						
Jobbers	Time .. 5	26·2	51 8 1	1 15 5	4	55 5 5
Banders	Time .. 6	26·0	30 15 8	1 3 1	1	27 3 3
Siders	Time .. 186	25·7	26 12 8	1 0 8	104	28 6 1
Others	Time .. 3	26·3	22 13 3	0 13 10	1	24 10 3
<i>Sizing—</i>						
Head Jobbers	Time .. 16	26·1	108 5 3	4 2 4	11	114 12 2
	Piece .. 3	27·0	162 11 6	6 0 5	3	162 11 6
Assistant Jobbers	Time .. 1	27·0	95 0 0	3 8 4	1	95 0 0
Front Sizers	Time .. 86	24·4	75 12 6	3 1 8	34	83 1 1
	Piece .. 80	25·2	75 3 3	2 15 9	43	82 15 1
Back Sizers	Time .. 85	24·1	38 11 6	1 9 9	32	41 15 6
	Piece .. 76	24·1	36 11 3	1 8 4	37	42 15 2
Beam Carriers	Time .. 98	25·3	31 9 1	1 4 0	59	33 2 10
Size Mixers	Time .. 76	26·4	29 14 2	1 2 1	57	30 7 6
Others	Time .. 62	25·7	23 8 9	0 14 8	38	25 2 7
<i>Drawing-in—</i>						
Head Jobbers	Time .. 4	25·8	85 8 10	3 5 2	2	86 1 8
Assistant Jobbers	Time .. 17	25·8	64 7 3	2 7 11	12	67 0 10
Drawers	Time .. 2	25·5	24 1 0	0 15 1	1	25 7 0
	Piece .. 336	23·7	43 6 0	1 13 4	87	51 10 2
Reachers	Piece .. 338	23·6	22 14 8	0 15 7	95	26 15 9
Heald and Reed Repairs.	Time .. 63	24·7	29 12 4	1 3 4	32	32 12 2
Beam Carriers	Time .. 23	25·4	30 1 2	1 3 0	11	32 11 2
Others	Time .. 6	26·3	24 3 3	0 14 8	3	24 15 10
	Piece .. 31	25·0	36 2 2	1 7 2	9	24 14 1
<i>Weaving—</i>						
Head Jobbers	Time .. 17	26·7	170 13 0	6 6 7	14	169 5 7
	Piece .. 53	26·5	196 13 5	7 6 11	49	200 9 4
Line Jobbers	Time .. 35	24·4	64 3 7	2 10 1	22	72 2 6
	Piece .. 610	25·7	116 11 10	4 8 7	458	123 5 4

TABLE No. X—contd.

Department and occupation		Total number of workers	Average number of days worked	Average monthly earnings			Average daily earnings			Number working full time	Average monthly earnings of full time workers		
				Rs.	a.	p.	Rs.	a.	p.		Rs.	a.	p.
Weaving—contd.													
Fancy Jobbers	Time	32	24.8	95	9	2	3	13	8	16	99	6	11
	Piece	2	26.0	153	13	8	5	14	8	1	170	6	0
Apprentices	Time	6	23.3	52	14	9	2	4	3	4	67	2	0
Beam Carriers	Time	98	25.8	30	13	3	1	3	2	60	31	7	7
Others	Time	44	25.5	26	11	10	1	0	9	28	28	6	6
Weavers—													
One loom	Time	3	25.7	76	8	8	2	15	9	1	85	0	0
	Piece	280	26.0	82	6	8	3	2	11	200	85	4	4
Two loom	Piece	11,358	25.8	47	5	11	1	13	4	8,242	49	9	11
Three loom	Piece	6	24.3	61	9	10	2	8	6	4	71	7	5
Four loom	Piece	67	25.1	72	7	7	2	14	2	53	77	4	1
Apprentice—One loom.	Piece	44	25.5	20	14	9	0	13	2	25	23	13	10
Calendering—													
Head Jobbers	Time	9	26.6	73	4	5	2	12	2	7	77	11	9
Assistant Jobbers	Time	7	26.7	46	7	0	1	11	10	6	48	3	0
Back Calender men	Time	42	25.0	25	1	3	1	0	0	20	27	1	0
Front Calender men	Time	114	25.9	27	12	9	1	1	2	72	29	2	10
Dampers	Time	45	24.6	25	6	8	1	0	6	20	27	3	9
Others	Time	31	26.4	27	10	2	1	0	9	23	28	7	8
Dyeing—													
Head Jobbers	Time	2	27.0	68	0	0	2	8	4	2	68	0	0
Assistant Jobbers	Time	3	26.3	58	9	4	2	3	7	2	62	1	0
Jigger Attendants	Time	28	25.0	27	9	6	1	1	8	14	29	2	6
Vat	Time	5	14.4	15	2	8	1	0	10	..	....		
Extractor	Time	9	26.8	30	11	0	1	2	4	7	30	9	0
Cheese	Time	2	26.5	24	1	0	0	14	6	1	25	8	0
Dyers	Time	49	20.4	23	6	7	1	2	5	17	34	1	5
Others	Time	7	23.9	28	8	3	1	3	2	4	35	8	3
Bleaching—													
Head Jobbers	Time	3	26.0	82	9	4	3	2	10	2	89	14	0
Assistant Jobbers	Time	9	26.4	54	1	6	2	0	9	7	59	0	0
Boilers	Time	12	25.3	31	14	5	1	4	2	5	35	5	0
Bleachers	Time	4	27.0	41	3	0	1	8	5	4	41	3	0

TABLE No. X—contd.

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings		Average daily earnings		Number working full time	Average monthly earnings of full time workers					
			Rs.	a. p.	Rs.	a. p.		Rs.	a. p.				
<i>Bleaching—contd.</i>													
Washers ..Time ..	58	24.7	27	15	1	1	2	1	28	30	13	10	
Others ..Time ..	8	24.5	24	14	8	1	0	3	6	27	1	6	
<i>Yarn Bundling and Baling—</i>													
Head Jobbers ..Time ..	7	27.0	63	15	2	2	5	11	7	63	15	2	
Assistant Jobbers ..Time ..	8	26.8	45	4	8	1	11	1	6	45	13	2	
Scalemen	Time ..	11	24.5	29	3	9	1	3	2	4	34	0	1
	Piece ..	7	26.1	32	11	5	1	4	0	3	34	1	9
Knotters	Time ..	42	24.1	29	13	8	1	3	10	17	30	1	4
	Piece ..	37	25.2	28	15	0	1	2	5	11	35	11	3
Pressers or Bundlers	Time ..	56	25.5	28	5	7	1	1	10	30	31	13	9
	Piece ..	33	23.6	20	12	5	1	4	2	10	32	12	6
Bundle Wrappers ..	Time ..	20	25.9	26	8	10	1	0	5	8	29	11	2
	Piece ..	39	18.5	26	13	3	1	7	2	..			
Baling Pressmen ..	Time ..	37	25.6	28	3	0	1	1	7	20	26	13	7
	Piece ..	15	26.0	38	11	2	1	7	10	8	43	11	10
Others ..Time ..	33	25.8	25	11	3	0	15	11	15	27	2	9	
<i>Cloth Folding, Baling and Finishing—</i>													
Head Jobbers ..Time ..	9	26.9	92	4	10	3	6	11	8	91	5	2	
Assistant Jobbers ..Time ..	40	26.4	53	2	11	2	0	3	31	54	4	8	
Finishers ..Time ..	94	26.1	26	8	6	1	0	3	63	27	8	10	
Front Folders ..Time ..	381	25.1	24	9	11	0	15	9	183	26	13	0	
Back Folders ..Time ..	29	25.8	24	2	5	0	15	0	14	25	6	0	
Hand Folders ..Time ..	120	25.2	25	13	3	1	0	5	59	27	9	5	
Bundlers	Time ..	98	26.1	26	3	5	1	0	1	63	27	6	7
	Piece ..	4	24.3	34	9	6	1	6	10	1	27	8	0
Stampers ..Time ..	136	25.6	27	10	7	1	1	3	75	29	13	5	
Cut Lookers ..Time ..	92	25.4	36	6	4	1	6	11	50	40	10	2	
Balers	Time ..	21	26.9	29	7	8	1	1	7	18	29	7	8
	Piece ..	13	26.3	53	5	8	2	0	5	8	47	10	2
Scalemen ..Time ..	44	24.8	28	6	0	1	2	4	23	32	1	6	
Others	Time ..	395	25.6	24	6	2	0	15	3	239	25	15	2
	Piece ..	6	26.0	36	8	0	1	6	6	2	31	15	0
<i>Engine and Boiler Department—</i>													
Sarangs ..Time ..	28	26.5	55	15	4	2	1	10	26	57	7	3	
Assistant Sarangs ..Time ..	3	27.0	43	8	8	1	9	10	3	43	8	8	

TABLE No. X—*contd.*

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings	Average daily earnings	Number working full time	Average monthly earnings of full time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Engine and Boiler Department—contd.</i>						
Engine Drivers .. Time ..	11	27.0	114 7 8	4 3 10	11	114 7 8
Splicers .. Time ..	26	25.6	38 15 7	1 8 4	15	42 11 6
Firemen .. Time ..	101	26.6	35 8 9	1 5 4	83	36 3 2
Coal Coolies .. Time ..	94	26.4	30 12 10	1 2 9	76	31 7 5
Others .. Time ..	9	23.4	31 13 4	1 5 9	4	43 9 9
<i>Electrical Department—</i>						
Electricians .. Time ..	18	26.7	133 13 7	5 0 4	15	139 2 6
Motor Attendants .. Time ..	115	25.7	41 8 8	1 9 10	65	41 11 1
Wiremen .. Time ..	17	24.1	56 6 7	2 5 5	9	60 9 3
Others .. Time ..	16	26.4	29 2 3	1 1 8	11	29 9 8
<i>Mechanics—</i>						
Foremen .. Time ..	21	26.7	190 14 2	7 2 4	19	192 8 9
Assistant Foremen .. Time ..	7	25.6	85 7 5	3 5 6	5	95 0 10
Turners .. Time ..	94	25.8	72 14 7	2 13 2	65	78 4 1
Assistant Turners .. Time ..	22	24.3	41 0 9	1 11 0	8	46 3 7
Pattern Makers .. Time ..	16	25.6	78 7 10	3 1 3	10	80 1 2
Blacksmiths .. Time ..	54	24.6	65 7 6	2 10 6	29	74 6 1
Blacksmith Strikers .. Time ..	50	26.2	28 6 7	1 1 4	36	29 2 3
Tinsmiths .. Time ..	37	25.2	64 14 3	2 9 2	19	70 14 11
Assistant Tinsmiths .. Time ..	17	25.5	36 6 2	1 6 10	9	37 14 2
Masons .. Time ..	34	25.9	53 7 9	2 1 0	25	56 5 7
Apprentices .. Time ..	12	23.4	17 10 1	0 12 1	4	24 14 7
Moulders .. Time ..	3	26.7	73 14 7	2 12 4	2	80 12 0
Assistant Moulders .. Time ..	12	26.0	58 3 4	2 3 10	6	60 2 2
Painters .. Time ..	24	25.6	41 9 4	1 10 0	12	44 14 10
Others .. Time ..	24	26.3	37 1 1	1 6 6	18	39 14 7
<i>Ramosees and Sepoy Department and Odd Hands—</i>						
Jamadars .. Time ..	43	25.3	38 14 3	1 8 7	36	41 6 4
Sepoys .. Time ..	438	26.2	25 12 3	0 15 9	353	26 9 6
Office Sepoys .. Time ..	53	26.1	26 2 0	1 0 0	44	27 9 0
Gate-keepers .. Time ..	24	26.4	45 7 0	1 11 7	22	47 6 4
Water-men .. Time ..	49	26.2	23 8 4	0 14 4	43	23 12 0
Bambawalas .. Time ..	18	26.9	39 9 1	1 7 7	16	40 8 9
Cartmen .. Time ..	12	26.3	30 3 3	1 2 5	9	31 14 6
Ticket boys .. Time ..	59	26.3	34 5 9	1 4 11	48	35 15 0
Holstmen .. Time ..	21	26.8	32 13 6	1 3 7	17	33 3 1

TABLE No. X—*contd.*

Department and occupation	Total number of workers	Average number of days worked	Average monthly earnings	Average daily earnings	Number working full time	Average monthly earnings of full time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Miscellaneous occupations common to all Departments</i>						
Mukadams .. Time ..	114	26.2	45 1 11	1 11 6	89	47 8 11
Nawghanles .. Time ..	327	25.7	31 8 2	1 3 8	201	33 3 5
Carpenters .. Time ..	175	26.0	63 14 10	2 7 5	101	67 8 2
Assistant carpenters .. Time ..	41	24.5	39 15 11	1 10 1	17	41 9 11
Fitters .. Time ..	367	25.6	75 10 1	2 15 4	214	83 11 4
Assistant fitters .. Time ..	71	25.9	41 1 5	1 9 4	39	41 4 2
Oilers .. Time ..	500	25.6	29 9 4	1 2 6	277	31 3 8
Mochies .. Time ..	100	26.0	29 4 9	1 2 0	62	30 5 3
Coolies .. Time ..	1,738	24.6	24 7 2	0 15 11	797	26 13 7
Sweepers .. Time ..	143	26.0	21 15 9	0 13 6	102	22 11 3

B—WOMEN.

<i>Mixing and waste room—</i>						
Nalkins .. Time ..	7	26.7	19 5 0	0 11 7	6	20 3 0
Pickers .. Time ..	515	25.1	13 10 0	0 8 8	234	14 15 9
Others .. Time ..	18	24.7	12 10 0	0 8 2	12	13 10 8
<i>Blow Room—</i>						
Roving and waste openers .. Time ..	8	26.5	19 6 9	0 11 9	5	20 5 2
<i>Carding Room—</i>						
Lap carriers .. Time ..	1	27.0	22 1 0	0 13 1	1	22 1 0
Card tenters .. Time ..	58	25.5	20 14 8	0 13 2	21	21 12 2
Can carriers .. Time ..	61	24.2	17 4 2	0 11 5	14	19 4 4
Fly coolies .. Time ..	19	26.5	15 12 2	0 9 6	12	15 9 6
Others .. Time ..	16	26.9	13 5 2	0 7 11	14	13 6 6
<i>Slubbing, Intermediate and Roving frames—</i>						
Slubbing tenters .. Time ..	1	27.0	25 2 9	0 14 11	1	25 2 9
Doffers .. Time ..	489	25.7	18 4 4	0 11 5	226	19 4 5
Others .. Time ..	18	25.9	16 6 4	0 10 2	10	17 8 7
<i>Ring Spinning—</i>						
Sliders .. Time ..	636	24.4	23 0 10	0 15 2	173	25 8 2
Tarwallas .. Time ..	431	25.1	22 5 1	0 14 3	147	24 1 1
Doffers .. Time ..	1,963	25.6	18 5 3	0 11 5	944	19 5 0
Others .. Time ..	110	25.3	16 10 2	0 10 6	63	17 3 1

TABLE No. X—concl'd.

Department and occupation		Total number of workers	Average number of days worked	Average monthly earnings			Average daily earnings	Number working full time	Average monthly earnings of full time workers		
				Rs. a. p.			Rs. a. p.		Rs. a. p.		
<i>Winding—</i>											
Nalkins	.. Time ..	34	26.5	46	5	1	1 12 0	21	47	2	9
Grey winders	{ Time ..	22	25.0	17	6	8	0 11 2	11	19	12	9
	{ Piece ..	2,387	22.8	16	12	6	0 11 9	597	21	5	0
Colour winders	{ Time ..	12	26.3	16	9	3	0 10 1	7	17	0	0
	{ Piece ..	1,103	22.0	20	7	4	0 14 11	161	27	13	4
Pirn winders	{ Time ..	143	23.4	19	11	2	0 13 6	43	23	8	4
	{ Piece ..	729	23.7	20	3	4	0 13 8	217	25	10	3
Cheese winders	{ Time ..	11	24.2	22	9	9	0 15 0	6	25	4	6
	{ Piece ..	226	22.7	17	7	4	0 12 4	50	21	6	7
Others	.. Time ..	24	26.1	16	6	1	0 10 1	15	16	8	5
<i>Reeling—</i>											
Nalkins	{ Time ..	22	26.2	44	11	1	1 11 3	18	47	10	4
	{ Piece ..	1	27.0	50	1	3	1 13 8	1	50	1	3
Reelers	{ Time ..	3	23.0	11	6	8	0 7 11	2	13	8	0
	{ Piece ..	1,906	22.3	15	3	4	0 10 11	386	19	5	5
Reelers .. Piece & Time ..	135	18.6	16	5	11	0 14 1	25	22	3	1	
Others	.. Time ..	30	24.1	14	2	5	0 9 5	18	15	8	8
<i>Warping—</i>											
Creelers	.. Time ..	15	24.5	14	6	7	0 9 5	6	15	12	0
<i>Doubling—</i>											
Sliders	.. Time ..	7	22.6	17	0	5	0 12 1	2	20	6	3
<i>Bleaching—</i>											
Washers	.. Time ..	20	25.5	14	10	10	0 9 3	7	15	3	3
<i>Cloth Folding, Baling and Finishing—</i>											
Hand folders	.. Time ..	11	26.1	16	11	3	0 10 3	6	17	4	4
Others	.. Time ..	9	21.8	13	5	8	0 9 10	3	17	8	8
<i>Engine and Boiler Department—</i>											
Coal coolies	.. Time ..	1	27.0	18	11	0	0 11 2	1	18	11	0
<i>Miscellaneous occupations common to all Departments—</i>											
Coolies	.. Time ..	198	24.9	14	12	6	0 9 6	92	16	6	8
Sweepers	.. Time ..	672	25.9	13	15	5	0 8 8	381	14	15	4

TABLE No. XI

AVERAGE EARNINGS IN 16 REPRESENTATIVE COTTON MILLS IN AHMEDABAD CITY IN TWO HAPTAS PREDOMINANTLY OVER MAY 1926, CLASSIFIED BY OCCUPATIONS

A. Men

Department and occupation	Total number of workers	Average daily earnings	Possible earnings for a month of 27 working days	
		Rs. a. p.	Rs. a. p.	
<i>Mixing and Waste Room—</i>				
Jobbers and Mukadams Time ..	12	1 2 7	31 5 9	
Nawghanies and coolies Time ..	28	0 14 7	24 9 9	
Machine Tenters Time ..	18	0 13 9	23 3 3	
<i>Blow Room—</i>				
Head Jobbers Time ..	11	2 6 5	64 13 3	
Assistant Jobbers Time ..	8	1 10 6	44 11 6	
Feeders Time ..	2	0 13 2	22 3 6	
Opener Attendants Time ..	11	0 13 8	23 1 0	
Inter Attendants Time ..	15	0 13 9	23 3 3	
Finisher Attendants Time ..	19	0 14 2	23 14 6	
Willow Attendants Time ..	13	0 13 7	22 14 9	
Machine Attendants Time ..	133	0 13 10	23 5 6	
<i>Carding Room—</i>				
Head Jobbers Time ..	16	2 10 1	71 0 3	
Assistant Jobbers Time ..	8	1 12 11	48 12 9	
Grinders Time ..	40	1 2 4	30 15 0	
Strippers Time ..	78	0 14 3	24 0 9	
Lap Carriers Time ..	36	0 14 1	23 12 3	
Card Tenters Time ..	139	0 13 8	23 1 0	
Fly coolies Time ..	12	0 12 10	21 10 6	
Others Time ..	4	0 13 2	22 3 6	
<i>Drawing Frames—</i>				
Jobbers Time ..	1	1 10 6	44 11 6	
Drawing Tenters .. {	Time ..	2	1 4 2	34 0 6
	Piece ..	257	1 1 3	29 1 9
<i>Slubbing, Intermediate and Roving Frames—</i>				
Head Jobbers Time ..	15	3 10 3	98 4 9	
Assistant Jobbers Time ..	20	1 14 10	52 0 6	
Doffer Jobbers Time ..	57	1 4 7	34 11 9	
Slubbing Frame Tenters (one side) .. Piece ..	84	1 3 0	32 1 0	
Slubbing Frame Tenters (2 sides) .. Piece ..	43	1 6 9	38 6 3	
Inter Frame Tenters Time ..	1	1 4 7	34 11 9	
Inter Frame Tenters (one side) .. Piece ..	112	1 0 11	28 8 9	
Inter Frame Tenters (two sides) .. Piece ..	117	1 2 0	30 6 0	

TABLE No. XI—contd.

Department and occupation	Total number of workers	Average daily earnings	Possible earnings for a month of 27 working days
		Rs. a. p.	Rs. a. p.
<i>Slubbing, Intermediate and Roving Frames—contd.</i>			
Roving Frame Tenters (two sides) .. Time and Piece.	429	1 0 4	27 9 0
Roller Coverers Time ..	26	1 9 9	43 7 3
Doffers Time ..	183	0 10 7	17 13 9
Others Time ..	32	0 12 10	21 10 6
<i>Ring Spinning—</i>			
Head Jobbers Time ..	16	3 10 3	98 4 0
Assistant Jobbers Time ..	57	1 9 4	42 12 0
Doffer Jobbers Time ..	40	1 4 8	34 14 0
Banders Time ..	5	1 2 7	31 5 9
Siders Time ..	1,584	0 15 2	25 9 6
Siders (two sides) Time ..	20	1 6 10	38 8 6
Doffers Time ..	593	0 10 7	17 13 9
Others Time ..	187	0 12 8	21 6 0
<i>Winding—</i>			
Head Jobbers Time ..	7	2 2 5	58 1 3
Assistant Jobbers Time ..	11	1 8 7	41 7 9
Grey Winders { Time ..	5	0 12 1	20 6 3
.. .. { Piece ..	136	0 14 10	25 0 6
Colour Winders { Time ..	4	0 9 1	15 5 3
.. .. { Piece ..	17	1 2 3	30 12 9
Pirn Winders Time ..	14	0 15 3	25 11 9
Cheese Winders Time ..	1	0 10 2	17 2 0
Others Time ..	22	0 12 4	20 13 0
<i>Reeling—</i>			
Jobbers Time ..	10	1 5 4	36 0 0
Reelers { Time ..	2	0 13 2	22 3 6
.. .. { Piece ..	52	0 15 0	25 5 0
Others Time ..	6	0 13 10	23 5 6
<i>Warping—</i>			
Head Jobbers Time ..	4	2 9 9	70 7 3
Assistant Jobbers Time ..	1	0 15 5	26 0 3
Warpers { Time ..	9	2 5 7	63 6 9
.. .. { Piece ..	157	2 1 7	56 10 9
Creelers Time ..	3	0 10 7	17 13 9
Others Time ..	1	0 10 6	17 11 6

TABLE No. XI—contd.

Department and occupation				Total number of workers	Average daily earnings	Possible earnings for a month of 27 working days
					Rs. a. p.	Rs. a. p.
<i>Doubling—</i>						
Jobbers	..	..	.. Time ..	2	1 3 7	33 0 9
Doublers	..	..	.. Time ..	65	0 15 5	26 0 3
<i>Sizing—</i>						
Head Jobbers	..	..	.. Time ..	13	2 14 5	78 5 3
Assistant Jobbers	..	..	.. Time ..	2	1 8 7	41 7 9
Front Sizers	..	..	.. Time ..	86	1 13 7	49 14 9
Back Sizers	..	..	.. Time ..	82	0 15 9	26 9 3
Beam Carriers	..	..	.. Time ..	4	0 12 0	20 4 0
Size Mixers	..	..	.. Time ..	19	1 2 9	31 10 3
Others	..	..	.. Time ..	1	0 15 5	26 0 3
<i>Drawing In—</i>						
Jobbers	..	..	.. Time ..	3	1 0 8	28 2 0
Drawers	..	..	{ Time ..	66	0 9 8	16 5 0
			{ Piece ..	70	1 13 1	40 1 3
Heald and Reed Repairers	..	..	.. Time ..	15	1 1 11	30 3 9
			{ Time ..	24	0 12 10	21 10 6
Heald Fasteners	..	..	{ Piece ..	8	1 13 1	49 1 3
			.. Time ..	1	0 11 11	20 1 9
Others	..	..	.. Time ..	19	5 15 7	161 4 9
<i>Weaving—</i>						
Head Jobbers	..	..	{ Piece ..	14	6 8 4	176 1 0
			.. Piece ..	182	3 15 3	106 11 9
Line Jobbers	..	..	.. Time ..	52	1 14 6	51 7 6
Fancy Jobbers	..	..	.. Time ..	9	1 13 3	49 5 9
Section Jobbers	..	..	.. Time ..	5	1 2 5	31 1 3
Apprentices	..	..	.. Time ..	22	1 0 6	27 13 6
Beam Carriers	..	..	.. Time ..	39	1 2 9	31 10 3
Humidifier Attendants	..	..	.. Time ..	29	0 13 10	23 5 6
Others	..	..	.. Time ..			
<i>Weavers—</i>						
Two-Loom	..	..	.. Piece ..	4,229	1 13 5	49 10 3
Two-loom (Irregular)	..	..	.. Piece ..	148	1 8 2	40 12 6
Three-Loom	..	..	.. Piece ..	74	2 6 6	64 15 6
Three-Loom (Irregular)	..	..	.. Piece ..	3	1 14 8	51 12 0
Four-Loom	..	..	.. Piece ..	101	3 6 4	91 11 0
Four-Loom (Irregular)	..	..	.. Piece ..	27	2 14 9	78 14 3
<i>Calendering—</i>						
Head Jobbers	..	..	.. Time ..	5	2 6 4	64 11 0
Assistant Jobbers	..	..	.. Time ..	10	1 2 0	37 2 0

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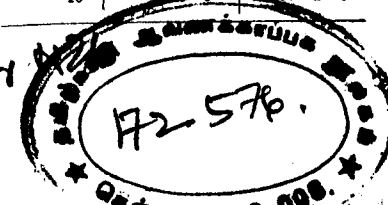


TABLE No. XI—contd.

Department and occupation					Total number of workers	Average daily earnings			Possible earnings for a month of 27 working days		
						Rs. a. p.			Rs. a. p.		
<i>Calendering—contd.</i>											
Back Calender men	..	..	Time	..	8	0	14	5	24	5	3
Front Calender men	..	..	Time	..	98	0	14	0	23	10	0
Others	..	..	Time	..	14	0	14	11	25	2	9
<i>Dyeing—</i>											
Jobbers	..	..	Time	..	2	1	7	9	40	1	3
Dyers	..	..	Time	..	4	0	14	2	23	14	6
<i>Yarn Bundling and Baling—</i>											
Scalemen	..	..	Time	..	3	1	0	10	28	6	6
Knotters	..	..	Time	..	3	0	15	7	28	4	9
Pressers	..	..	Time	..	6	1	1	2	28	15	0
Bundle Wrappers	..	..	Time	..	1	0	14	0	23	10	0
Baling Pressmen	..	..	Time	..	8	1	1	9	29	15	3
<i>Cloth Folding, Baling and Finishing—</i>											
Jobbers	..	..	Time	..	12	1	7	0	39	10	6
Finishers	..	..	Time	..	3	1	12	1	47	0	3
Front Folders	..	..	Time	..	128	0	15	0	26	9	3
Back Folders	..	..	Time	..	14	0	15	1	25	7	3
Bundlers	..	..	Time	..	76	0	13	8	23	1	0
Stampers	..	..	Time	..	10	1	1	5	29	0	3
Balers	..	..	Time	..	18	1	3	9	33	5	3
Others	..	..	Time	..	21	0	12	4	20	13	0
<i>Engine and Boiler—</i>											
Sarangs	..	..	Time	..	1	1	5	10	36	13	6
Boiler Attendants	..	..	Time	..	15	3	6	2	91	6	6
Engine Drivers	..	..	Time	..	22	1	11	1	45	11	3
Rope Splicers	..	..	Time	..	4	1	0	5	42	14	3
			Piece	..	2	1	8	10	41	14	6
Firemen	..	..	Time	..	83	1	7	1	38	15	2
Coal Coolies	..	..	Time	..	35	1	0	5	27	11	3
Others	..	..	Time	..	17	1	2	6	31	3	6
<i>Electrical—</i>											
Electricians	..	..	Time	..	3	2	0	0	60	3	0
Motor Attendants	..	..	Time	..	4	2	7	6	66	10	6
Wiremen	..	..	Time	..	6	1	15	4	52	14	0
<i>Mechanics—</i>											
Foremen	..	..	Time	..	19	3	10	4	98	7	0
Turners	..	..	Time	..	42	2	0	7	65	1	9

TABLE No. XI—contd.

Department and occupation	Total number of workers	Average daily earnings	Possible earnings for a month of 27 working days
		Rs. a. p.	Rs. a., p.
<i>Mechanics—contd.</i>			
Assistant Turners Time ..	16	1 4 4	34 5 0
Pattern Makers Time ..	2	2 15 11	80 13 9
Blacksmiths Time ..	33	2 5 3	62 13 9
Blacksmith Strikers Time ..	19	1 2 10	31 12 6
Tinsmiths Time ..	14	2 2 0	57 6 0
Assistant Tinsmiths Time ..	3	1 5 7	36 6 9
Masons Time ..	13	2 5 4	63 0 0
Apprentices Time ..	3	0 6 4	10 11 0
Moulders Time ..	6	2 2 7	58 5 9
Assistant Moulders Time ..	9	1 4 1	33 14 3
Others Time ..	11	1 7 4	39 6 0
<i>Ramosees and Sepoy Department and Odd Hands—</i>			
Jamindars Time ..	23	1 3 4	32 10 0
Sepoys Time ..	253	0 12 0	20 4 0
Office Sepoys Time ..	14	0 12 5	20 15 3
Water men Time ..	3	0 5 3	8 13 9
Cart Drivers Time ..	13	0 14 4	24 3 0
Oato-keepers Time ..	13	0 15 7	26 4 9
Lamp Fitters Time ..	13	0 5 6	9 4 6
Others Time ..	5	0 13 4	22 8 0
<i>Miscellaneous Occupations Common to all Departments—</i>			
Mukdams Time ..	17	1 4 8	34 14 0
Fitters Time ..	127	2 10 1	71 0 3
Assistant Fitters Time ..	45	1 6 6	37 15 6
Carpenters Time ..	97	2 9 2	69 7 6
Assistant Carpenters Time ..	12	1 4 10	35 2 6
Mochies Time ..	51	1 9 7	43 2 0
Ollers Time ..	333	1 2 7	31 5 9
Nawghanies Time ..	38	0 14 8	24 12 0
Coolies Time ..	402	0 14 1	23 12 3
Sweepers Time ..	56	0 13 3	22 5 9
B. Women			
<i>Mixing and Waste room—</i>			
Machine Tenters Time ..	5	0 12 9	21 8 3
Waste Pickers Time ..	145	0 8 5	14 3 3

TABLE No. XI—*contd.*

Department and occupation	Total number of workers	Average daily earnings	Possible earnings for a month of 27 working days
		Rs. a. p.	R. a. p.
B. Women—contd.			
<i>Blow Room—</i>			
Feeders Time ..	6	0 10 7	17 13 9
Opener Attendants Time ..	5	0 12 5	20 15 3
Willow Attendants Time ..	11	0 12 6	21 1 6
Machine Attendants Time ..	15	0 12 6	21 1 6
<i>Carding Room—</i>			
Fly Coolies Time ..	3	0 13 6	22 12 6
Can Minders Time ..	1	0 12 9	21 8 3
<i>Drawing Frames—</i>			
Drawing Tenters Piece ..	38	0 15 8	26 7 0
<i>Slubbing, Intermediate and Roving Frames—</i>			
Slubbing Frame Tenters (one side) .. Piece ..	5	1 4 1	33 14 3
Inter Frame Tenters (one side) .. Piece ..	18	0 15 1	25 7 3
Inter Frame Tenters (two sides) .. Piece ..	6	0 15 10	26 11 6
Roving Frame Tenters (two sides) .. Time and Piece ..	48	0 15 10	26 11 6
Doffers Time ..	182	0 10 4	17 7 0
<i>Ring Spinning—</i>			
Siders Time ..	680	0 15 1	25 7 3
Doffers Time ..	497	0 10 5	17 9 3
Others Time ..	49	0 9 2	15 7 6
<i>Winding—</i>			
Naikins Time ..	1	0 15 5	26 0 3
Grey Winders Piece ..	434	0 11 9	19 13 3
Colour Winders	6	Time ..	0 8 6
		Piece ..	14 5 6
Pirn Winders Time ..	171	0 14 6	24 7 6
Cheese Winders	12	Time ..	0 13 4
		Piece ..	22 8 0
Cheese Winders	8	Time ..	0 9 11
		Piece ..	16 11 9
Others Time ..	4	1 0 2	27 4 6
Others Time ..	9	0 9 3	15 9 9
<i>Reeling—</i>			
Reelers	5	Time ..	0 9 7
		Piece ..	16 2 9
Reelers	424	Time ..	0 14 5
		Piece ..	24 5 3
Others	4	Time ..	0 9 11
		Piece ..	16 11 9
Others Time ..	4	0 8 10	14 14 6
<i>Doubling—</i>			
Doublers Time ..	23	0 15 6	26 2 6

TABLE No. XI—*concl.*

Department and occupation	Total number of workers	Average daily earnings	Possible earnings for a month of 27 working days
		Rs. a. p.	Rs. a. p.
<i>Calendering—</i>			
Others Time ..	8	0 9 1	15 5 3
<i>Engine and Boiler—</i>			
Coal Coolies Time ..	2	0 11 5	19 4 3
<i>Ramosees and Sepoys Department and Odd Hands—</i>			
Water Women Time ..	26	0 7 5	12 8 3
Gate-keepers Time ..	1	0 11 1	18 11 3
Others Time ..	2	0 10 11	18 6 9
<i>Miscellaneous Occupations Common to all Departments—</i>			
Coolies Time ..	77	0 9 9	16 7 3
Sweepers Time ..	81	0 9 2	15 7 6
C. Children			
<i>Slubbing, Intermediate and Roving Frames—</i>			
Doffers Time ..	146	0 5 6	9 4 6
<i>Ring Spinning—</i>			
Doffers Time ..	501	0 5 6	9 4 6
<i>Drawing-in—</i>			
Drawing Boys Time ..	10	0 5 3	8 13 9

TABLE No. XII

AVERAGE EARNINGS IN TWO REPRESENTATIVE COTTON MILLS IN SHOLAPUR CITY
IN JULY 1926

Classified by Occupations

A. Men

Department and occupation	Total No. of workers	Average No. of days worked	Average monthly earnings	Average daily earnings	No. working full time	Average monthly earnings of full-time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Mixing and Waste Room—</i>						
Mukadams .. Time ..	3	24'7	21 5 1	0 13 10	..	....
Nawghanias .. Time ..	44	24'9	19 4 2	0 12 5	19	20 8 6
<i>Blow Room—</i>						
Head Jobbers .. Time ..	2	27'0	121 9 7	4 8 1	2	121 9 7
Assistant Jobbers .. Time ..	4	25'8	39 2 10	1 8 4	3	43 10 0
Feeders .. Time ..	16	24'4	16 2 11	0 10 7	8	17 12 9
Openers .. Time ..	12	24'8	17 5 1	0 11 2	5	18 12 9
Inter Attendants .. Time ..	14	23'9	18 2 5	0 12 2	3	21 0 0
Finishers .. Time ..	10	22'2	16 13 8	0 12 2	1	22 0 6
Willowmen .. Time ..	6	24'8	16 2 6	0 10 5	1	15 6 1
Bondamen .. Time ..	5	25'2	13 13 11	0 8 10	2	14 12 1
Others .. Time ..	2	26'5	18 2 7	0 11 0	1	17 1 1
<i>Carding Room—</i>						
Head Jobbers .. Time ..	2	25'5	76 11 5	3 0 2	..	....
Assistant Jobbers .. Time ..	5	24'6	44 12 6	1 13 1	..	....
Grinders .. Time ..	6	20'8	15 8 1	0 11 11	2	19 0 7
Strippers .. Time ..	8	22'5	18 8 3	0 13 2	3	20 10 8
Grinders and Strippers .. Time ..	26	25'5	18 5 7	0 11 6	10	19 6 8
Lap Carriers .. Time ..	14	26'0	18 0 1	0 11 1	7	18 8 7
Can Carriers .. Time ..	31	23'9	14 13 9	0 9 11	15	16 10 3
Fly Gatherers .. Time ..	13	22'1	14 6 9	0 10 5	2	18 2 7
Others .. Time ..	2	24'5	18 3 11	0 11 11	1	18 4 6
<i>Drawing Frame—</i>						
Head Jobbers .. Piece ..	1	27'0	114 15 1	4 4 1	1	114 15 1
Assistant Jobbers .. { Time ..	3	23'0	31 8 9	1 5 11	..	....
.. { Piece ..	6	25'2	55 5 3	2 3 2	4	64 12 10
Tenters .. { Time ..	41	24'4	14 6 0	0 9 5	18	15 6 4
.. { Piece ..	69	23'6	18 2 8	0 12 4	18	20 11 8

TABLE No. XII—contd.

Department and occupation	Total No. of workers	Average No. of days worked	Average monthly earnings	Average daily earnings	No. working full time	Average monthly earnings of full-time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Slubbing, Intermediate and Roving—</i>						
Head Jobbers .. Piece ..	2	22'5	56 4 3	2 8 0	1	67 1 6
Assistant Jobbers .. Piece ..	2	21'5	38 3 5	1 12 5	..	....
Slubbing Tenters .. Piece ..	23	23'5	19 8 3	0 13 3	7	23 0 11
Intermediate Tenters. { Time ..	1	18'0	13 15 3	0 12 5	..	....
.. { Piece ..	39	24'7	19 11 7	0 12 9	12	21 10 10
Roving Tenters .. { Time ..	29	22'9	18 13 1	0 13 2	7	21 1 1
.. { Piece ..	60	23'4	16 9 0	0 11 4	12	19 12 2
Doffers .. Time ..	88	24'1	12 8 10	0 8 4	39	14 2 6
Others .. Time ..	18	24'6	14 8 10	0 9 6	9	15 13 8
<i>Ring Spinning—</i>						
Head Jobbers .. { Time ..	2	25'0	124 5 1	4 15 7	..	....
.. { Piece ..	1	26'0	85 12 0	3 4 9	1	85 12 0
Assistant Jobbers .. { Time ..	3	26'0	75 13 5	2 14 8	2	78 3 1
.. { Piece ..	1	26'0	60 14 3	2 5 6	1	60 14 3
Doffer Jobbers .. { Time ..	12	24'8	51 11 11	2 1 4	3	57 13 1
.. { Piece ..	3	24'7	40 10 9	1 10 5	2	40 15 0
Banders .. Time ..	5	24'6	27 2 7	1 1 8	3	29 6 0
Siders .. Time ..	482	23'9	17 0 7	0 11 5	209	19 10 9
Tarwallas .. Time ..	120	23'5	13 8 0	0 9 2	48	15 12 1
Doffers .. Time ..	163	23'2	11 10 10	0 8 1	59	13 10 11
Others .. Time ..	46	24'1	13 15 11	0 9 3	13	15 14 6
<i>Winding—</i>						
Jobbers .. Time ..	1	25'0	22 12 1	0 14 7	..	....
Pirn Winders .. Time ..	96	22'8	10 14 5	0 7 10	18	14 0 1
Others .. Time ..	1	23'0	12 13 1	0 8 11	..	....
<i>Reeling—</i>						
Jobbers .. Time ..	1	26'0	23 0 1	0 14 2	..	....
Reelers .. Time ..	1	23'0	12 14 1	0 9 0	..	....
<i>Warping—</i>						
Warpers .. Piece ..	14	25'2	45 2 4	1 12 8	4	54 6 1
Creelers .. Time ..	5	20'6	12 6 6	0 9 8	..	....
<i>String—</i>						
Front Sizars .. Time ..	6	23'0	37 0 1	1 9 9	1	46 14 1
Back Sizars .. Time ..	5	21'8	22 11 1	1 0 8	1	27 12 1
Others .. Time ..	1	3'0	1 9 0	0 8 4	..	....

TABLE No. XII—contd.

Department and occupation	Total No. of workers	Average No. of days worked	Average monthly earnings	Average daily earnings	No. working full time	Average monthly earnings of full-time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Drawing-In—</i>						
Jobbers .. Time ..	1	25'0	37 14 1	1 8 3	..	....
Drawers .. Piece ..	11	22'6	29 15 4	1 5 2	1	37 9 1
Reachers .. Piece ..	11	21'6	15 14 3	0 11 9	1	19 9 1
Head and Reed Repairers .. Time ..	3	23'0	15 3 5	0 10 7	1	17 6 1
<i>Weaving—</i>						
Head Jobbers .. Piece ..	28	25'0	87 6 10	3 7 11	9	108 6 10
Assistant Jobbers .. Piece ..	26	22'2	37 15 3	1 11 5	7	45 13 11
<i>Weavers—</i>						
One Loom .. Piece ..	514	22'1	20 0 11	0 14 6	81	23 5 3
Two Loom .. Piece ..	993	22'5	36 3 7	1 9 0	231	43 6 6
Four Loom .. Piece ..	2	26'0	89 0 3	3 6 9	2	89 0 3
<i>Dyeing—</i>						
Head Jobbers .. Time ..	1	27'0	55 1 1	2 0 8	1	55 1 1
Assistant Jobbers .. Time ..	3	27'0	29 1 1	1 1 3	3	29 1 1
Extractor Attendants .. Time ..	5	21'0	18 1 6	0 13 9	2	23 13 1
<i>Yarn Bundling and Baling—</i>						
Jobbers .. Time ..	1	27'0	40 12 1	1 8 2	1	40 12 1
Scalemen .. Time ..	4	21'0	14 8 7	0 11 1	2	18 10 1
Knotters .. Time ..	12	22'6	16 14 3	0 12 0	6	21 15 9
Pressers .. Piece ..	4	26'3	24 6 10	0 14 11	3	24 12 1
Pressers .. Time ..	3	27'0	22 8 9	0 13 4	3	22 8 9
Bundle Wrappers .. Piece ..	4	26'5	28 12 10	1 1 5	3	29 3 1
Bundle Wrappers .. Time ..	4	27'0	18 7 10	0 10 11	4	18 7 10
Others .. Piece ..	2	26'5	14 12 1	0 8 11	1	15 5 1
Others .. Time ..	2	26'5	19 6 7	0 11 9	1	18 3 1
<i>Cloth Folding, Baling and Finishing—</i>						
Head Jobbers .. Time ..	1	27'0	62 7 1	2 5 0	1	62 7 1
Assistant Jobbers .. Time ..	1	24'0	22 3 1	0 14 10	..	....
Front Folders .. Time ..	5	24'6	18 3 10	0 11 10	3	20 6 5
Back Folders .. Time ..	5	25'8	17 13 3	0 11 1	2	19 4 7
Hand Folders .. Time ..	16	22'1	14 6 3	0 10 5	3	17 5 1
Bundlers .. Time ..	6	25'2	16 3 5	0 10 4	2	17 11 1
Stampers .. Time ..	3	24'0	17 12 1	0 11 10	..	....
Scalemen .. Time ..	2	23'0	17 2 1	0 11 11	..	....
Others .. Time ..	3	20'0	14 12 1	0 11 10	..	....

TABLE No. XII—contd.

Department and occupation	Total No. of workers	Average No. of days worked	Average monthly earnings	Average daily earnings	No. working full time	Average monthly earnings of full-time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Engine and Boiler—</i>						
Sarangs .. Time ..	1	27'0	51 4 1	1 14 4	1	51 4 1
Engine Drivers .. Time ..	2	27'0	100 4 7	3 11 5	2	100 4 7
Splitters .. Time ..	1	27'0	54 10 1	2 0 4	1	54 10 1
Firemen .. Time ..	11	25'6	31 10 0	1 3 9	3	32 4 5
Others .. Time ..	1	27'0	20 15 1	0 12 5	1	20 15 1
<i>Electrical—</i>						
Electricians .. Time ..	1	27'0	71 7 1	2 10 4	1	71 7 1
Wiremen .. Time ..	2	27'0	37 8 7	1 6 3	2	37 8 7
<i>Mechanics—</i>						
Foremen .. Time ..	1	27'0	143 4 1	5 4 11	1	143 4 1
Turners .. Time ..	3	26'7	40 4 5	1 8 2	2	40 12 1
Pattern Makers .. Time ..	1	25'0	55 15 1	2 3 10	..	....
Blacksmiths .. Time ..	2	24'5	48 15 1	2 0 0	..	....
Blacksmith Strikers .. Time ..	2	26'5	25 15 1	0 15 8	1	25 2 1
Tinsmiths .. Time ..	3	26'7	45 4 5	1 11 2	2	54 8 7
Moulders .. Time ..	1	26'0	58 1 1	2 3 9	..	....
Assistant Moulders .. Time ..	2	26'0	16 12 1	0 10 4	..	....
Masons .. Time ..	4	23'8	31 14 10	1 5 6	1	45 5 1
Apprentices .. Time ..	12	23'0	15 12 5	0 11 0	6	20 2 0
Others .. Time ..	7	25'3	27 6 8	1 1 4	3	28 7 5
<i>Ramesses and Sepoys Department and Odd Hands—</i>						
Jamadars .. Time ..	6	27'0	35 2 1	1 4 10	6	35 2 1
Sepoys .. Time ..	40	25'8	17 12 6	0 11 0	33	19 2 1
Office Sepoys .. Time ..	11	27'0	18 3 4	0 10 9	11	18 3 4
Watermen .. Time ..	1	27'0	21 4 1	0 12 7	1	21 4 1
Cartmen .. Time ..	4	27'0	19 4 7	0 11 5	4	19 4 7
Ticket Boys .. Time ..	3	27'0	21 5 9	0 12 8	3	21 5 9
<i>Miscellaneous occupations common to all departments—</i>						
Mukadams .. Time ..	6	25'0	19 1 9	0 12 3	3	20 9 2
Carpenters .. Time ..	10	25'5	42 13 8	1 10 11	2	53 3 7
Assistant Carpenters .. Time ..	7	24'7	25 3 9	1 0 4	..	....
Fitters .. Time ..	6	24'7	59 12 7	2 6 9	2	70 11 7
Assistant Fitters .. Time ..	14	24'1	29 1 8	1 3 3	2	45 7 1
Oilers .. Time ..	48	23'8	20 12 3	0 13 11	10	24 14 2
Mochies .. Time ..	9	26'0	19 9 5	0 12 1	5	20 2 1
Coolies .. Time ..	277	23'9	16 11 9	0 11 3	109	19 4 11
Sweepers .. Time ..	10	26'7	17 13 11	0 10 8	8	18 10 8

TABLE No. XII—concl.

B. Women

Department and occupation	Total No. of workers	Average No. of days worked	Average monthly earnings	Average daily earnings	No. work- ing full time	Average monthly earnings of full-time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Mizing and Waste Room—</i>						
Waste Pickers .. Time ..	26	25'0	7 8 9	0 4 10	10	7 13 3
Others .. Time ..	4	26'0	13 1 6	0 8 1	4	13 1 6
<i>Carding Room—</i>						
Can Carriers .. Time ..	2	25'0	16 0 8	0 10 3	1	16 5 1
<i>Drawing Frame—</i>						
Tenters .. { Time ..	1	25'0	13 12 1	0 8 10	..	....
.. { Piece ..	3	26'0	18 12 1	0 11 7	2	19 11 7
<i>Ring Spinning—</i>						
Siders .. Time ..	11	23'7	16 4 2	0 11 0	4	19 8 7
Tarwallas .. Time ..	9	19'4	10 7 11	0 8 8	1	15 5 1
Doffers .. Time ..	17	21'8	10 9 7	0 7 10	7	13 7 1
<i>Winding—</i>						
Naikins .. Time ..	3	26'7	15 5 5	0 9 2	2	16 14 7
Grey Winders .. Piece ..	149	23'8	9 3 6	0 6 2	44	11 5 1
Colour Winders .. Piece ..	111	23'6	9 8 3	0 6 6	26	11 0 10
Others .. Time ..	6	25'7	8 15 7	0 5 7	3	10 9 9
<i>Reeling—</i>						
Naikins .. Time ..	6	25'8	17 14 7	0 11 1	..	....
Refilers .. { Time ..	14	24'7	13 9 10	0 8 10	..	....
.. { Piece ..	366	24'1	10 1 8	0 6 9	66	11 7 11
Others .. Time ..	8	23'4	7 11 4	0 5 3	..	....
<i>Weaving (General)—</i>						
Others .. Time ..	2	23'0	7 6 1	0 5 2	..	....
<i>Miscellaneous—</i>						
Coolies .. Time ..	11	24'4	10 1 0	0 6 7	6	10 11 11
Sweepers .. Time ..	61	25'7	9 3 6	0 5 9	29	10 0 7

C. Children

Department and occupation	Total No. of workers	Average No. of days worked	Average monthly earnings	Average daily earnings	No. working full time	Average monthly earnings of full-time workers
			Rs. a. p.	Rs. a. p.		Rs. a. p.
<i>Slubbing Intermediate and Roving—</i>						
Doffers .. Time ..	24	23·8	5 14 11	0 4 0	10	6 14 1
<i>Ring Spinning—</i>						
Doffers .. Time ..	168	22·7	5 9 8	0 4 0	60	6 18 9

TABLES—contd.

TABLE
Table showing the Frequency of Monthly Earnings in 19 representative
MALE

Limits of monthly earnings			Number of operatives earning monthly wages within the limits				
Rs.	Below Rs.		Mixing and waste	Blow-room	Carding room	Drawing frame	Slubbing, Intermediate and Roving frame
10 and below Rs.	10	6	7	19	10	57	
11	11	....	....	2	....	9	
12	12	....	3	2	1	11	
13	13	....	2	5	1	11	
14	14	2	5	5	2	12	
16	16	3	9	13	8	49	
18	18	5	15	19	7	110	
20	20	6	29	67	7	219	
22	22	11	47	138	17	160	
24	24	23	193	229	32	152	
26	26	26	279	268	37	165	
28	28	23	197	168	53	205	
30	30	54	15	139	59	260	
32	32	78	11	27	113	343	
34	34	35	6	27	120	282	
36	36	8	4	27	159	258	
38	38	10	8	21	92	224	
40	40	5	6	15	55	140	
42	42	5	6	8	30	61	
44	44	4	4	11	10	47	
46	46	1	2	1	....	13	
48	48	3	1	5	....	20	
50	50	1	1	2	....	8	
55	55	6	7	19	1	9	
60	60	....	2	14	....	4	
65	65	2	....	2	1	1	
70	70	....	2	5	2	1	
75	75	1	1	4	....	1	
80	80	....	1	9	2	1	
85	85	....	2	10	3	....	
90	90	....	7	7	3	....	
95	95	....	2	2	10	....	
100	100	....	2	3	....	1	
110	110	....	1	5	1	3	
120	120	....	3	6	1	3	
130	130	....	1	4	1	1	
140	140	....	2	3	....	1	
150 and above	150	....	....	2	1	....	
Total		318	883	1,318	848	2,842	

No. XIII

Cotton Mills in Bombay City in July 1926—by Departments

OPERATIVES

shown in the first column in the following Departments

Ring spinning	Mule spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in
227	14	25	..	2	1	3	23
47	6	5	..	1	2	1	5
44	3	4	..	1	..	1	7
59	2	....	..	3	1	2	5
97	3	5	1	4	..	1	9
184	14	10	..	5	..	5	9
376	18	22	1	14	2	2	19
956	33	28	1	25	3	10	35
888	42	23	6	38	10	22	60
1,240	39	32	18	72	12	31	71
1,704	30	23	15	14	28	24	73
1,484	42	19	5	4	57	33	51
779	35	20	1	1	28	30	26
139	38	29	2	7	46	25	37
76	76	19	..	7	3	49	35
34	33	19	..	8	2	46	38
19	38	8	..	7	..	24	34
24	31	6	1	9	2	19	29
31	10	3	1	27	1	16	29
26	20	1	..	19	..	30	26
41	14	3	1	22	..	22	25
28	16	3	..	24	..	6	20
33	9	3	..	24	1	4	23
96	22	5	2	47	..	10	56
48	16	2	..	58	..	7	29
30	6	....	1	53	..	12	18
27	3	2	5	29	..	15	7
16	2	....	..	17	..	14	8
14	3	1	..	10	..	18	3
1	1	....	..	5	..	28	1
8	2	....	..	2	..	27	3
15	3	....	..	....	1	18	1
10	....	....	..	2	..	1	..
20	....	1	1	1	..	9	..
17	5	....	..	1	..	5	..
14	....	....	..	....	..	8	..
4	1	....	..	....	..	2	..
1	1	....	..	....	..	..	..
15	....	....	..	....	..	3	..
8,872	631	321	62	564	200	583	820

TABLE

Limits of monthly earnings		Number of operatives earning monthly wages within the limits					
		Weaving		Calendering	Dyeing	Bleaching	Yarn-bundling
		General	Weavers				
Below Rs.	10 ..	3	43	3	13	3	..
Rs. 10 and below Rs.	11 ..	1	8	1	3	1	..
" 11 "	12 ..	1	7	..	1	..	..
" 12 "	13 ..	..	18	..	..	..	2
" 13 "	14 ..	1	16	..	..	2	1
" 14 "	16 ..	1	25	1	5	..	3
" 16 "	18 ..	2	42	3	1	1	5
" 18 "	20 ..	1	41	6	1	..	14
" 20 "	22 ..	4	56	8	2	2	22
" 22 "	24 ..	7	49	30	4	8	36
" 24 "	26 ..	13	46	63	5	9	52
" 26 "	28 ..	17	66	26	21	3	43
" 28 "	30 ..	23	94	38	9	8	42
" 30 "	32 ..	38	136	28	15	15	25
" 32 "	34 ..	20	207	7	7	17	18
" 34 "	36 ..	18	299	7	9	7	26
" 36 "	38 ..	1	428	4	..	2	8
" 38 "	40 ..	3	562	4	..	1	9
" 40 "	42 ..	2	754	4	..	2	7
" 42 "	44 ..	3	913	4	..	1	4
" 44 "	46 ..	3	1,086	1	3	1	8
" 46 "	48 ..	..	1,196	1	..	2	1
" 48 "	50 ..	1	1,098	..	..	..	2
" 50 "	55 ..	7	2,204	1	1	3	7
" 55 "	60 ..	12	1,173	2	2	..	5
" 60 "	65 ..	10	460	2	..	1	2
" 65 "	70 ..	9	255	..	1	2	..
" 70 "	75 ..	14	135	1	1	..	..
" 75 "	80 ..	11	114	1	1	2	2
" 80 "	85 ..	8	61	..	..	..	..
" 85 "	90 ..	24	40	..	..	..	1
" 90 "	95 ..	37	24	..	..	..	..
" 95 "	100 ..	30	13	..	..	..	..
" 100 "	110 ..	75	32	1	..	..	..
" 110 "	120 ..	130	29	..	..	1	..
" 120 "	130 ..	143	21	..	..	..	..
" 130 "	140 ..	83	4	1	..	..	..
" 140 "	150 ..	39	2	..	..	..	..
" 150 and above	..	105	1	..	..	..	..
Total ..	..	897	11,738	248	105	94	345

No. XIII—contd.

shown in the first column in the following Departments—contd.

Cloth-folding	Engine and boiler	Electrical	Mechanics	Ramosees and sepoys	Miscellaneous	All Departments	Percentage to total
17	..	1	3	6	45	531	1'39
7	1	1	1	..	12	114	0'30
1	..	..	2	2	19	110	0'29
2	..	..	..	4	17	134	0'35
11	..	..	1	..	23	201	0'52
10	..	..	3	6	21	384	1'00
23	1	..	1	8	35	732	1'91
39	1	..	2	19	89	1,632	4'26
97	1	4	1	18	198	1,875	4'89
300	5	2	9	105	457	3,156	8'23
320	5	10	16	175	503	3,903	10'18
211	15	10	17	105	379	3,254	8'49
120	21	8	13	61	310	2,194	5'72
87	53	17	25	52	343	1,729	4'51
50	31	10	7	34	234	1,386	3'61
41	33	13	11	52	130	1,282	3'34
23	20	3	4	18	43	1,039	2'71
12	17	16	9	10	31	1,016	2'65
12	10	5	5	6	25	1,060	2'76
25	4	4	6	6	43	1,211	3'16
11	10	2	9	5	25	1,309	3'41
14	6	1	8	1	18	1,374	3'58
..	1	1	10	4	21	1,252	3'27
15	10	8	32	9	82	2,659	6'93
8	4	6	53	2	94	1,541	4'02
4	3	3	22	3	63	699	1'82
4	8	10	34	1	66	488	1'27
7	2	1	17	..	50	292	0'76
3	3	7	29	1	38	274	0'72
1	..	5	10	..	23	159	0'42
2	1	3	21	..	38	189	0'49
2	..	1	8	..	31	154	0'40
..	..	1	2	1	15	82	0'21
1	1	2	5	1	26	187	0'49
1	..	3	7	2	10	224	0'58
1	1	2	1	..	3	201	0'52
..	..	1	6	..	10	115	0'31
..	..	1	4	..	4	51	0'13
..	4	4	13	..	2	153	0'40
1,482	272	166	427	717	3,576	38,349	100'00

TABLE

Table showing the Frequency of Monthly Earnings in

ALL OPERATIVES

Limits of monthly earnings				Number of operatives earning monthly wages within the limits				
Rs.	Below Rs.	10 and below Rs.		Mixing and waste	Blow room	Carding room	Drawing frame	Slubbing, Intermediate and roving frame
	Below Rs.	10	..	44	7	23	10	61
	Rs.	10 and below Rs.	11	10	....	2	....	12
	11	12	..	21	3	2	1	16
	12	13	..	69	2	11	1	12
	13	14	..	194	5	27	2	16
	14	16	..	165	9	22	8	76
	16	18	..	38	16	54	7	246
	18	20	..	10	34	100	7	491
	20	22	..	12	47	151	17	214
	22	24	..	24	105	252	32	153
	24	26	..	35	279	278	37	166
	26	28	..	23	197	168	53	205
	28	30	..	54	15	139	59	260
	30	32	..	78	11	27	113	343
	32	34	..	35	6	27	129	282
	34	36	..	8	4	27	159	258
	36	38	..	10	8	21	92	224
	38	40	..	5	6	15	55	140
	40	42	..	5	6	8	30	61
	42	44	..	4	4	11	10	47
	44	46	..	1	2	1	....	13
	46	48	..	3	1	5	....	20
	48	50	..	1	1	2	....	8
	50	55	..	6	7	19	1	9
	55	60	..	....	2	14	....	4
	60	65	..	2	....	2	1	1
	65	70	..	....	2	5	2	1
	70	75	..	1	1	4	....	1
	75	80	..	....	1	9	2	1
	80	85	..	....	2	10	3	....
	85	90	..	....	7	7	3	....
	90	95	..	....	2	2	10	....
	95	100	..	....	2	3	....	1
	100	110	..	....	1	5	1	3
	110	120	..	....	3	6	1	3
	120	130	..	....	1	4	1	1
	130	140	..	....	2	3	....	1
	140	150	..	....	....	5	1	....
	50 and above		..	....	....	....	....	....
Total				858	891	1,473	848	3,350

No. XV

19 representative Cotton Mills in Bombay City in July 1926

(MEN AND WOMEN)

shown in the first column in the following Departments

Ring spinning	Mule spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in
277	14	628	363	2	2	3	23
59	6	140	78	1	2	1	5
63	3	142	108	1	..	1	7
87	2	140	130	5	2	2	5
166	3	189	178	5	..	1	9
318	14	484	318	17	..	5	9
923	18	573	251	14	2	2	19
2,043	33	499	159	25	6	10	35
1,379	42	551	211	38	12	22	60
1,447	39	501	167	72	12	31	71
1,944	30	381	96	14	28	24	73
1,687	42	262	43	4	57	33	51
831	35	146	9	1	28	30	26
140	38	115	5	7	46	25	37
76	76	95	9	7	3	49	35
34	33	47	3	8	2	46	38
19	38	33	2	7	..	24	34
24	31	21	1	9	2	19	29
31	10	13	2	27	1	16	29
26	20	7	4	19	..	30	26
41	14	8	4	22	..	22	25
28	16	8	1	24	..	6	20
33	9	5	..	24	1	4	28
96	22	13	7	47	..	10	56
48	16	3	2	58	..	7	29
30	6	1	1	53	..	12	18
27	3	3	5	29	..	15	7
16	2	1	1	17	..	14	8
14	3	1	..	10	..	18	3
1	1	1	..	5	..	28	1
8	2	..	..	2	..	27	3
15	3	..	..	..	..	18	1
10	..	1	1	2	1	1	..
28	5	..	1	2	..	9	..
17	..	..	..	1	..	5	..
14	1	..	..	..	..	8	..
4	1	..	..	..	..	2	..
1	1	..	..	..	..	3	..
15	..	..	..	..	..	..	..
12,012	631	5,012	2,159	579	207	583	820

TABLE

Limits of monthly earnings			Number of operatives earning monthly wages within the limits					
			Weaving		Calendering	Dyeing	Bleaching	Yarn-bundling
			General	Weavers				
Below Rs.	10	..	3	43	3	13	3	..
Rs. 10 and below Rs.	11	..	1	8	1	3	1	..
" 11 "	12	..	1	7	..	1	..	..
" 12 "	13	..	..	18	..	..	1	2
" 13 "	14	..	1	16	..	..	6	1
" 14 "	16	..	1	25	1	5	15	3
" 16 "	18	..	2	42	3	1	1	5
" 18 "	20	..	1	41	6	1	..	14
" 20 "	22	..	4	56	8	2	2	22
" 22 "	24	..	7	49	30	4	8	36
" 24 "	26	..	13	46	63	5	9	52
" 26 "	28	..	17	66	26	21	3	43
" 28 "	30	..	23	94	38	9	8	42
" 30 "	32	..	38	136	28	15	15	25
" 32 "	34	..	20	207	7	7	17	18
" 34 "	36	..	18	299	7	9	7	26
" 36 "	38	..	1	428	4	..	2	8
" 38 "	40	..	3	562	4	..	1	9
" 40 "	42	..	2	754	4	..	2	7
" 42 "	44	..	3	913	4	..	1	4
" 44 "	46	..	3	1,086	1	3	1	8
" 46 "	48	..	..	1,196	1	..	2	1
" 48 "	50	..	1	1,098	..	..	..	2
" 50 "	55	..	7	2,204	1	1	3	7
" 55 "	60	..	12	1,173	2	2	..	5
" 60 "	65	..	10	460	2	..	1	2
" 65 "	70	..	9	255	..	1	2	..
" 70 "	75	..	14	135	1	1	..	..
" 75 "	80	..	11	114	1	1	2	2
" 80 "	85	..	8	61	..	..	..	..
" 85 "	90	..	24	40	..	..	..	1
" 90 "	95	..	37	24	..	..	..	..
" 95 "	100	..	30	13	..	..	..	..
" 100 "	110	..	75	32	1	..	..	..
" 110 "	120	..	130	29	..	..	1	..
" 120 "	130	..	143	21	..	..	..	..
" 130 "	140	..	83	4	1	..	..	..
" 140 "	150	..	36	2	..	..	..	..
" 150 and above	..	..	105	1	..	..	..	..
Total			897	11,758	248	105	114	345

No. XV—*contd.*shown in the first column in the following Departments—*contd.*

Cloth-folding	Engine and boiler	Electrical	Mechanics	Ramosees and sepoys	Miscellaneous	All Departments	Percentage to total
19	..	1	3	6	79	1,630	3'23
7	1	1	1	..	30	370	0'73
1	..	..	2	2	54	436	0'87
3	..	..	..	4	123	619	1'23
12	..	..	1	..	333	1,165	2'31
13	..	..	2	6	243	1,760	3'49
34	1	..	1	8	110	2,371	4'70
41	2	..	2	19	111	3,690	7'32
97	1	4	1	18	223	3,194	6'34
300	5	2	9	105	471	4,022	7'98
320	5	10	16	175	511	4,610	9'14
211	15	10	17	105	380	3,739	7'42
120	21	8	13	61	310	2,380	4'72
87	53	17	25	52	343	1,819	3'61
50	31	10	7	34	234	1,471	2'92
41	33	13	11	52	130	1,313	2'60
23	20	3	4	18	43	1,066	2'11
12	17	16	9	10	51	1,021	2'05
12	10	5	5	6	25	1,071	2'12
25	4	4	6	6	43	1,221	2'42
11	10	2	9	5	25	1,317	2'61
14	6	1	8	1	18	1,380	2'74
..	1	1	10	4	21	1,254	2'49
15	10	8	32	9	82	2,672	5'30
8	4	6	53	2	94	1,544	3'06
4	3	3	22	3	63	700	1'39
4	8	10	34	1	66	489	0'97
7	2	1	17	..	50	294	0'58
3	3	7	29	1	38	274	0'54
1	..	5	10	..	23	160	0'32
2	1	3	21	..	38	189	0'38
..	..	1	8	..	31	154	0'31
..	..	1	2	1	15	82	0'16
..	..	1	5	..	26	187	0'37
1	1	2	7	2	10	224	0'44
1	..	3	1	..	3	201	0'40
..	1	2	1	..	10	118	0'23
..	..	1	6	..	4	51	0'10
..	..	1	4	..	2	153	0'30
..	4	4	13	..	..	..	..
1,502	273	166	427	717	4,446	50,421	100'00

TABLE

Table showing the Frequency of Daily Earnings in 16 representative

MALE

Number of operatives earning daily wages

Limits of daily earnings (Anna-)	Mixing and Waste Room	Blow Room	Carding Room	Drawing Frames	Spinning, Inter and Roving Frames
Below 6 ..	..	..	..	..	..
6 and below 7 ..	..	..	..	..	..
7 and below 8 ..	..	..	..	..	..
8 and below 9 ..	..	3	..	1	1
9 and below 10 ..	..	1	..	..	9
10 and below 11 ..	..	..	5	..	142
11 and below 12 ..	..	1	1	1	30
12 and below 13 ..	..	7	16	9	36
13 and below 14 ..	..	14	95	119	48
14 and below 15 ..	..	28	88	115	25
15 and below 16 ..	..	3	2	27	31
16 and below 17 ..	..	..	1	9	34
17 and below 18 ..	..	..	1	5	45
18 and below 19 ..	..	..	1	4	36
19 and below 20 ..	..	..	2	4	30
20 and below 21 ..	..	2	..	4	16
21 and below 22 ..	..	1	..	1	6
22 and below 23 ..	..	..	..	1	4
23 and below 24 ..	..	1	2	2	6
24 and below 25 ..	..	..	1	3	..
25 and below 26 ..	..	..	1	..	3
26 and below 27 ..	..	1	..	2	1
27 and below 28 ..	..	..	2	..	4
28 and below 29 ..	..	..	1	..	2
29 and below 30 ..	..	..	1	..	5
30 and below 31 ..	..	..	..	3	5
31 and below 32 ..	..	..	..	1	..
32 and below 33 ..	..	..	1	..	2
33 and below 34 ..	..	..	..	..	1
34 and below 35 ..	..	..	..	..	1
35 and below 36 ..	..	..	..	2	2
36 and below 37 ..	..	..	..	2	2
37 and below 38 ..	..	..	..	..	..
38 and below 39 ..	..	..	..	..	..
39 and below 40 ..	..	..	..	..	..
40 and below 41 ..	..	3	..	..	2

No. XVI

Ahmedabad Cotton Mills in two haptas predominantly over May 1926

OPERATIVES

within the limits shown in the first column in the following departments

Ring Spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in	Weaving	
							General	Weavers
..	..	..	..	..	..	..	..	..
..	1	1	..	..	..	..	..	..
..	3	..	..	..	..	1	..	..
2	4	1	..	..	..	14	1	..
24	17	3	1	..	..	38	2	..
538	7	5	3	..	..	15	5	..
48	17	8	..	1	..	10	1	2
121	24	5	..	..	4	8	3	1
99	37	12	..	2	10	4	19	7
608	20	6	1	4	7	4	6	5
759	18	2	1	56	48	4	4	9
101	5	4	..	3	20	2	10	19
43	8	6	..	..	6	3	23	32
26	6	5	2	..	2	11	13	50
5	7	1	5	..	1	..	4	78
71	11	2	6	1	2	6	4	96
10	3	4	3	..	6	8	7	137
21	2	..	5	..	2	5	7	167
..	5	..	6	..	..	6	6	245
2	2	3	4	..	4	3	6	273
3	4	..	6	..	2	2	1	282
..	..	..	9	..	1	1	1	327
3	3	..	12	..	5	5	3	269
..	2	1	9	..	16	5	4	316
..	2	..	4	..	38	3	1	280
..	2	..	7	..	..	3	2	275
1	..	..	7	..	4	5	2	257
1	3	..	7	..	4	1	1	221
..	1	..	7	..	9	1	4	201
..	2	1	8	..	2	..	2	189
1	..	..	6	..	..	1	2	145
..	..	..	3	..	1	1	2	125
4	3	..	9	..	..	..	1	96
1	..	..	4	..	1	1	1	79
..	..	..	2	..	1	1	2	74
..	..	..	4	..	1	1	2	63
3	..	..	..	..	..	..	..	..

TABLE

Limits of daily earnings (Annas)	Number of operatives earning daily wages				
	Mixing and Waste Room	Blow Room	Carding Room	Drawing Frames	Slabbing, Inter and Roving Frames
41 and below 42 ..	..	..	..	..	1
42 and below 43 ..	..	..	..	..	..
43 and below 44 ..	..	..	..	..	1
44 and below 45 ..	..	..	..	..	1
45 and below 46 ..	..	..	..	..	1
46 and below 47 ..	..	..	1	..	1
47 and below 48 ..	..	..	..	..	..
48 and below 49 ..	..	..	..	..	..
49 and below 50 ..	..	..	..	..	1
50 and below 51 ..	..	..	1	..	..
51 and below 52 ..	..	..	..	..	..
52 and below 53 ..	..	..	..	..	..
53 and below 54 ..	..	1	..	..	..
54 and below 55 ..	..	..	..	..	..
55 and below 56 ..	..	..	2	..	1
56 and below 57 ..	..	..	..	..	..
57 and below 58 ..	..	..	..	..	..
58 and below 59 ..	..	1	..	..	1
59 and below 60 ..	..	..	1	..	..
60 and below 61 ..	..	..	..	..	..
61 and below 62 ..	..	..	..	..	1
62 and below 63 ..	..	..	..	..	2
63 and below 64 ..	..	..	..	..	..
64 and above ..	..	..	1	..	5
Total ..	58	212	333	260	1,119

No. XVI—contd.

within the limits shown in the first column in the following departments

Ring Spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in	Weaving	
							General	Weavers
1	..	..	2	..	..	1	..	39
..	..	..	10	..	1	..	1	27
1	..	..	4	..	1	1	3	22
..	..	..	4	..	1	4	1	21
..	..	..	1	..	..	..	2	14
1	..	..	3	..	3	1	4	10
..	..	..	..	..	..	..	..	10
1	..	..	..	..	..	..	3	11
..	..	..	2	..	..	3	4	19
1	..	..	1	..	..	..	4	6
..	..	..	1	..	..	2	..	13
..	..	..	2	..	1	1	4	2
..	..	..	..	..	..	..	5	8
..	..	..	1	..	..	..	7	2
..	..	..	..	..	2	..	9	2
..	..	..	2	..	..	..	7	5
1	..	..	..	..	..	..	5	6
1	..	..	1	..	..	1	9	4
1	..	..	2	..	..	..	9	5
1	..	..	..	..	..	..	8	3
..	..	..	..	..	..	..	5	3
1	..	..	..	..	1	..	9	6
..	..	..	..	..	..	..	4	5
6	..	..	2	..	..	..	116	13
2,511	217	70	175	67	207	187	371	4,582

TABLE

Limits of daily earnings (Annas)	Number of operatives earning daily wages			
	Calendering	Dyeing	Yarn Bundling and Baling	Cloth Folding, Baling and finishing
Below 6				
6 and below 7				
7 and below 8				
8 and below 9				
9 and below 10				7
10 and below 11				
11 and below 12	2			8
12 and below 13	9			16
13 and below 14	10			10
14 and below 15	35			25
15 and below 16	29	4	1	43
16 and below 17	24		5	95
17 and below 18	10		3	36
18 and below 19	3		4	3
19 and below 20			7	17
20 and below 21	1	1	1	8
21 and below 22	2			7
22 and below 23				2
23 and below 24				2
24 and below 25				1
25 and below 26	2	1		3
26 and below 27	1			1
27 and below 28	1			2
28 and below 29	1			2
29 and below 30				
30 and below 31				
31 and below 32				
32 and below 33				
33 and below 34	1			
34 and below 35				
35 and below 36	1			
36 and below 37				
37 and below 38				1
38 and below 39				
39 and below 40				
40 and below 41				
41 and below 42				
42 and below 43				
43 and below 44	2			1

No. XVI—contd.

within the limits shown in the first column in the following departments

Engine and Boiler	Electrical	Mechanics	Ramosees and Sepoys	Miscellaneous Occupations common to all Departments	Total	Percentage to total
....	1	1	11	1	14	·11
....	....	....	3	1	6	·05
....	....	1	3	2	10	·08
....	....	....	....	10	44	·35
....	....	....	4	9	109	·86
....	....	....	24	30	784	6·16
....	....	1	129	42	318	2·50
....	....	....	60	57	374	2·94
2	....	1	45	82	669	5·26
1	....	....	24	153	1,266	9·95
16	....	7	7	91	1,371	10·78
7	....	5	6	56	464	3·65
27	....	5	2	38	375	2·95
6	....	11	7	79	351	2·76
4	....	3	2	133	342	2·69
10	....	3	2	53	388	3·05
13	....	7	2	22	269	2·11
14	....	8	1	21	286	2·25
15	....	2	....	13	322	2·53
15	2	6	1	12	351	2·76
6	2	4	1	13	332	2·61
6	1	1	....	12	370	2·91
5	1	6	2	8	331	2·60
....	....	2	....	12	375	2·95
8	....	4	....	10	356	2·80
3	....	9	....	15	323	2·54
2	....	4	....	11	297	2·33
2	....	3	....	5	248	1·95
2	....	1	....	10	241	1·89
....	....	2	....	5	208	1·64
....	2	3	....	7	168	1·32
1	1	14	1	16	177	1·39
....	....	6	....	14	127	1·00
....	....	9	....	15	110	·86
....	....	3	....	8	91	·72
....	1	4	....	23	112	·88
....	....	4	....	13	61	·48
....	....	10	....	8	57	·45
2	....	3	....	8	49	·39

TABLE

Limits of daily earnings (Annas)		Number of operatives earning daily wages			
		Calendering	Dyeing	Yarn Bundling and Baling	Cloth Folding, Baling and Finishing
44 and below 45	.. ..	..	..	..	..
45 and below 46	.. ..	..	..	..	..
46 and below 47	.. ..	..	..	..	..
47 and below 48	.. ..	..	..	..	..
48 and below 49	.. ..	..	..	..	..
49 and below 50	.. ..	..	..	..	1
50 and below 51	.. ..	..	..	..	..
51 and below 52	.. ..	..	..	..	..
52 and below 53	.. ..	..	..	..	..
53 and below 54	.. ..	..	..	..	..
54 and below 55	.. ..	..	..	..	..
55 and below 56	.. ..	..	..	..	..
56 and below 57	.. ..	..	..	..	..
57 and below 58	.. ..	..	..	..	..
58 and below 59	.. ..	..	..	..	..
59 and below 60	.. ..	..	..	..	..
60 and below 61	.. ..	..	..	..	..
61 and below 62	.. ..	..	..	..	..
62 and below 63	.. ..	..	..	..	..
63 and below 64	.. ..	..	..	..	..
64 and above	.. ..	..	..	..	..
Total		135	6	21	201

No. XVI—*concl.*

within the limits shown in the first column in the following departments

Engine and Boiler	Electrical	Mechanics	Ramosees and Sepoys	Miscellaneous Occupations common to all Departments	Total	Percentage to total
..	..	5	..	8	45	·35
..	..	1	..	7	26	·20
2	..	2	..	6	34	·27
..	..	2	..	4	16	·13
..	..	2	..	3	20	·16
..	..	4	..	7	41	·32
1	..	1	..	3	18	·14
..	..	5	..	1	22	·17
2	1	2	..	2	17	·13
..	..	..	..	2	16	·13
..	..	2	..	1	13	·10
..	..	..	..	1	17	·13
..	..	2	..	1	17	·13
..	..	..	..	..	12	·09
..	..	..	..	1	19	·15
1	..	1	..	..	20	·16
1	..	1	..	..	14	·11
3	..	1	..	2	15	·12
..	..	1	..	1	21	·17
1	..	..	..	1	11	·09
1	1	5	..	9	159	1·25
179	13	190	337	1,178	12,719	100·00

TABLE

Table showing the Frequency of Daily Earnings in sixteen

FEMALE

Limits of daily earnings (Annas)	Number of operatives earning daily wages					
	Mixing and Waste Room	How Room	Carding Room	Drawing Frames	Stubbing, Inter and Roving Frames	Ring Spinning
Below Annas 6	..	..	..	..	..	..
6 and below 7	17	..	..	..	..	1
7 and below 8	25	..	..	..	1	7
8 and below 9	72	..	..	..	1	22
9 and below 10	24	2	..	2	18	34
10 and below 11	6	3	..	..	162	470
11 and below 12	1	11	..	1	1	9
12 and below 13	1	11	2	1	1	6
13 and below 14	1	7	1	6	5	25
14 and below 15	3	3	1	5	17	275
15 and below 16	..	..	..	6	19	320
16 and below 17	..	..	..	3	15	55
17 and below 18	..	..	..	3	9	1
18 and below 19	..	..	..	3	..	1
19 and below 20	..	..	..	5	5	..
20 and below 21	..	..	..	1	2	..
21 and below 22	..	..	..	1	2	..
22 and below 23	..	..	..	1	1	..
23 and below 24	..	..	..	..	..	..
24 and below 25	..	..	..	..	..	..
25 and below 26	..	..	..	..	..	..
26 and below 27	..	..	..	..	..	..
27 and below 28	..	..	..	..	..	..
28 and below 29	..	..	..	..	..	..
29 and below 30	..	..	..	..	..	..
and above	..	..	..	..	..	..
Total ..	150	37	4	38	259	1,226

No. XVII

representative Ahmedabad Cotton Mills in two haptas predominantly over May 1926

OPERATIVES

within the limits shown in the first column in the following departments

Winding	Reeling	Doubling	Calender- ing	Engine and Boiler	Ramosees and Sepoys	Miscel- laneous occupa- tions com- mon to all Depart- ments	Total	Percentage to total
4	7	..	..	..	6	3	20	0.66
8	6	..	..	..	6	5	43	1.43
30	13	..	..	..	4	3	83	2.75
45	19	..	1	..	5	43	208	6.90
73	28	..	7	..	2	37	227	7.53
68	42	..	..	..	1	57	809	26.82
82	44	..	..	2	5	4	160	5.30
85	41	..	..	..	..	1	149	4.94
63	37	..	..	..	..	1	146	4.84
51	31	1	..	..	..	..	387	12.83
41	27	19	..	..	..	4	436	14.46
24	36	3	..	..	..	..	136	4.51
18	30	..	..	..	..	..	61	2.02
11	18	..	..	..	..	..	33	1.09
6	12	..	..	..	..	..	28	0.93
11	9	..	..	..	..	..	23	0.76
5	10	..	..	..	..	..	18	0.60
5	5	..	..	..	..	..	12	0.40
4	5	..	..	..	..	..	9	0.30
6	1	..	..	..	..	..	7	0.23
1	2	..	..	..	..	..	3	0.10
..	5	..	..	..	..	..	5	0.17
..	..	..	..	..	..	..	..	..
1	..	..	..	..	..	..	1	0.03
1	2	..	..	..	..	..	3	0.10
2	7	..	..	..	..	..	9	0.30
645	437	23	8	2	29	158	3,016	100.00

TABLE
Table showing the Frequency of Daily Earnings in sixteen

ADULT

Limits of daily earnings (Annas)	Number of operatives earning daily wages				
	Mixing and Waste Room	Blow Room	Carding Room	Drawing Frames	Slubbing, Inter and Roving Frames
Below 6 .. ..	....	....	....	....	....
6 and below 7	17	....	....	....	....
7 and below 8	25	....	....	1	1
8 and below 9	75	....	....	....	2
9 and below 10	25	2	....	2	27
10 and below 11	6	3	5	....	304
11 and below 12	2	12	1	2	31
12 and below 13	4	18	18	10	37
13 and below 14	15	102	120	19	53
14 and below 15	31	91	116	30	111
15 and below 16	3	2	27	37	181
16 and below 17 .. ..	....	1	9	37	148
17 and below 18 .. ..	....	1	5	48	130
18 and below 19 .. ..	....	1	4	39	68
19 and below 20 .. ..	....	2	5	35	56
20 and below 21	2	....	4	17	92
21 and below 22	1	....	1	7	39
22 and below 23	1	....	1	5	27
23 and below 24	1	2	2	6	12
24 and below 25 .. ..	....	1	3	....	8
25 and below 26 .. ..	....	1	....	....	3
26 and below 27	1	....	2	1	4
27 and below 28 .. ..	....	2	....	....	4
28 and below 29 .. ..	....	1	....	2	4
29 and below 30 .. ..	....	1	....	....	5
30 and below 31 .. ..	....	....	3	....	5
31 and below 32 .. ..	....	....	1	....	....
32 and below 33 .. ..	....	1	....	....	2
33 and below 34 .. ..	....	....	....	....	1
34 and below 35 .. ..	....	....	....	....	1
35 and below 36 .. ..	....	....	2	....	2
36 and below 37 .. ..	....	....	2	....	2
37 and below 38 .. ..	....	....	....	....	....
38 and below 39 .. ..	....	....	....	....	....
39 and below 40 .. ..	....	....	....	....	....
40 and below 41 .. ..	....	3	....	....	2

No. XVIII

representative Ahmedabad Cotton Mills in two hapta predominantly over May 1926

OPERATIVES

within the limits shown in the first column in the following departments

Ring Spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in	Weaving	
							General	Weavers
..	4	7	..	..	..	..	..	..
1	9	7	..	..	..	..	..	..
7	33	13	..	..	..	1	..	..
24	49	20	..	..	..	14	1	..
58	90	31	1	..	..	38	2	1
1,008	75	47	3	..	..	15	5	..
57	99	52	..	1	..	10	1	2
127	109	46	..	..	4	8	3	1
124	100	49	..	2	10	4	19	7
883	71	37	1	5	7	4	6	5
1,079	59	29	1	75	48	4	4	9
156	29	40	..	6	20	2	10	19
44	26	36	..	..	6	3	23	32
27	17	23	2	..	2	11	13	50
5	13	13	5	..	1	..	4	78
71	22	11	6	1	2	6	4	96
10	8	14	3	..	6	8	7	137
21	7	5	5	..	2	5	7	167
..	9	5	6	..	..	6	6	245
2	8	4	4	..	4	3	6	273
3	5	2	6	..	2	2	1	282
..	..	5	9	..	1	1	1	327
3	3	..	12	..	5	5	3	269
..	3	1	9	..	16	5	4	316
..	3	2	4	..	38	3	1	280
1	..	1	7	..	..	3	2	275
1	3	1	7	..	4	5	2	257
..	2	3	7	..	4	1	1	221
..	3	1	8	..	9	1	4	201
1	..	1	6	..	2	..	2	189
..	..	..	3	..	..	1	2	145
4	3	..	3	..	1	1	2	125
1	..	1	9	..	..	..	1	96
..	..	..	4	..	1	1	1	79
..	..	..	2	..	1	1	2	74
3	..	..	4	..	1	1	2	68

TABLE

Limits of daily earnings (Annas)	Number of operatives earning daily wages				
	Mixing and Waste Room	Blow Room	Carding Room	Drawing Frames	Slubbing, Inter and Roving Frames
41 and below 42 ..	..	..	..	..	1
42 and below 43 ..	..	..	..	..	..
43 and below 44 ..	..	..	..	..	1
44 and below 45 ..	..	..	..	..	1
45 and below 46 ..	..	..	..	..	1
46 and below 47 ..	..	..	1	..	1
47 and below 48 ..	..	..	..	..	..
48 and below 49 ..	..	..	..	..	..
49 and below 50 ..	..	..	..	..	1
50 and below 51 ..	..	..	1	..	..
51 and below 52 ..	..	..	..	..	..
52 and below 53 ..	..	..	..	..	..
53 and below 54 ..	..	1	..	..	..
54 and below 55 ..	..	..	..	..	..
55 and below 56 ..	..	..	2	..	1
56 and below 57 ..	..	..	..	..	..
57 and below 58 ..	..	..	..	..	..
58 and below 59 ..	..	1	..	..	1
59 and below 60 ..	..	..	1	..	..
60 and below 61 ..	..	..	..	..	..
61 and below 62 ..	..	..	..	..	1
62 and below 63 ..	..	..	..	..	2
63 and below 64 ..	..	..	..	..	..
64 and above ..	..	..	1	..	5
Total ..	208	249	337	298	1,378

No. XVIII—contd.

within the limits shown in the first column in the following departments

Ring Spinning	Winding	Reeling	Warping	Doubling	Sizing	Drawing in	Weaving	
							General	Weavers
1	..	..	2	..	..	1	..	39
..	..	..	10	..	1	..	1	27
1	..	..	4	..	1	1	3	22
..	..	..	4	..	1	4	1	21
..	..	..	1	..	..	..	2	14
1	..	..	3	..	3	1	4	10
..	..	..	..	..	..	..	..	10
1	..	..	..	..	..	..	3	11
..	..	..	2	..	..	3	4	19
1	..	..	1	..	..	..	4	6
..	..	..	1	..	..	2	..	13
..	..	..	2	..	1	1	4	2
..	..	..	..	..	..	..	5	8
..	..	..	1	..	..	..	7	2
..	..	..	..	..	2	..	9	2
..	..	..	2	..	..	..	7	5
1	..	..	..	..	..	..	5	6
1	..	..	1	..	..	1	9	4
1	..	..	2	..	..	..	9	5
1	..	..	..	..	..	..	8	3
..	..	..	..	..	..	..	5	3
1	..	..	..	..	1	..	9	6
..	..	..	..	..	..	..	4	5
6	..	..	2	..	..	..	116	13
3,737	862	507	175	90	207	187	371	4,582

TABLE

Limits of daily earnings (Annas)	Number of operatives earning daily wages			
	Calendering	Dyeing	Yarn Bundling and Baling	Cloth Folding, Baling and finishing
Below 6	.....	.....	.....	.....
6 and below 7	.....	.....	.....	.....
7 and below 8	.....	.....	.....	.....
8 and below 9	1	.....	.....	7
9 and below 10	7	.....	.....	.....
10 and below 11	2	.....	.....	8
11 and below 12	9	.....	.....	16
12 and below 13	10	.....	.....	10
13 and below 14	35	.....	.....	25
14 and below 15	29	4	1	43
15 and below 16	24	.....	5	95
16 and below 17	10	.....	3	36
17 and below 18	3	.....	4	3
18 and below 19	.....	.....	7	17
19 and below 20	1	1	1	2
20 and below 21	2	.....	.....	7
21 and below 22	.....	.....	.....	2
22 and below 23	.....	.....	.....	2
23 and below 24	.....	.....	.....	1
24 and below 25	2	1	.....	3
25 and below 26	1	.....	.....	1
26 and below 27	1	.....	.....	2
27 and below 28	1	.....	.....	2
28 and below 29	1	.....	.....	.....
29 and below 30	.....	.....	.....	.....
30 and below 31	.....	.....	.....	.....
31 and below 32	.....	.....	.....	.....
32 and below 33	.....	.....	.....	.....
33 and below 34	1	.....	.....	.....
34 and below 35	.....	.....	.....	.....
35 and below 36	1	.....	.....	.....
36 and below 37	.....	.....	.....	1
37 and below 38	.....	.....	.....	.....
38 and below 39	.....	.....	.....	.....
39 and below 40	.....	.....	.....	.....
40 and below 41	.....	.....	.....	.....
41 and below 42	.....	.....	.....	.....
42 and below 43	.....	.....	.....	.....
43 and below 44	2	.....	.....	1

No. XVIII—contd.

within the limits shown in the first column in the following departments

Engine and Boiler	Electrical	Mechanic	Ramosees or Sepoys	Miscellaneous	Total	Percentage to total
.....	1	1	17	4	34	0·22
.....	.....	.....	9	6	49	0·31
.....	.....	1	7	5	94	0·60
.....	.....	.....	5	53	251	1·60
.....	.....	.....	6	46	336	2·14
.....	.....	.....	25	87	1,593	10·12
.....	.....	1	134	46	478	3·04
2	.....	.....	60	58	523	3·32
.....	.....	.....	45	83	815	5·18
2	.....	1	24	153	1,653	10·51
1	.....	.....	7	95	1,807	11·48
16	.....	5	6	56	600	3·81
7	.....	5	2	38	436	2·77
27	.....	11	7	79	384	2·44
6	.....	3	2	133	370	2·35
4	.....	3	2	53	411	2·61
10	.....	7	2	22	287	1·82
13	.....	8	1	21	298	1·89
14	.....	2	.....	13	331	2·10
15	.....	6	1	12	358	2·28
15	2	4	1	13	335	2·13
6	2	1	.....	12	375	2·38
6	1	6	2	8	331	2·10
5	1	2	.....	12	376	2·39
.....	.....	4	.....	10	359	2·28
8	.....	9	.....	15	324	2·06
3	.....	4	.....	11	298	1·89
2	.....	3	.....	5	252	1·60
2	.....	1	.....	10	242	1·54
.....	.....	2	.....	5	209	1·33
.....	2	3	.....	7	168	1·07
.....	1	14	1	16	177	1·12
1	.....	6	.....	14	128	0·81
.....	.....	9	.....	15	110	0·70
.....	.....	3	.....	8	91	0·58
.....	1	4	.....	23	112	0·71
.....	.....	4	.....	13	61	0·39
.....	.....	10	.....	8	57	0·36
2	.....	3	.....	8	49	0·31

TABLE

Limits of daily earnings (Annas)	Number of operatives earning daily wages			
	Calendering	Dyeing	Yarn Bundling and Baling	Cloth Folding, Baling and finishing
44 and below 45	..	..	..	..
45 and below 46	..	..	..	..
46 and below 47	..	..	..	..
47 and below 48	..	..	..	..
48 and below 49	..	..	..	..
49 and below 50	..	..	..	1
50 and below 51	..	..	..	..
51 and below 52	..	..	..	..
52 and below 53	..	..	..	..
53 and below 54	..	..	..	..
54 and below 55	..	..	..	..
55 and below 56	..	..	..	..
56 and below 57	..	..	..	..
57 and below 58	..	..	..	..
58 and below 59	..	..	..	..
59 and below 60	..	..	..	..
60 and below 61	..	..	..	..
61 and below 62	..	..	..	..
62 and below 63	..	..	..	..
63 and below 64	..	..	..	..
64 and above	..	..	..	..
Total	143	6	21	291

No. XVIII—concl'd.

within the limits shown in the first column in the following departments

Engine and Boiler	Electrical	Mechanics	Ramosees and Sepoys	Miscellaneous	Total	Percentage to total
..	..	5	..	8	45	0.29
..	..	1	..	7	26	0.17
..	..	2	..	6	34	0.22
2	..	2	..	4	16	0.10
..	..	2	..	3	20	0.13
..	..	4	..	7	41	0.26
..	..	1	..	3	18	0.11
1	..	5	..	1	22	0.14
..	..	2	..	2	17	0.11
2	1	..	..	2	16	0.10
..	..	..	..	1	13	0.08
..	..	2	..	1	17	0.11
..	..	..	..	1	17	0.11
..	..	2	..	..	12	0.08
..	..	..	..	1	19	0.12
..	..	..	..	..	20	0.13
1	..	1	..	..	14	0.09
1	..	1	..	..	15	0.10
3	..	1	..	2	21	0.13
..	..	1	..	1	11	0.07
1	..	..	..	1	159	1.01
1	1	5	..	9	..	..
181	13	190	366	1,336	15,735	100.00

TABLE No. XIX

*Table showing Frequency of Daily Earnings in sixteen Representative Cotton Mills in Ahmedabad City in two haptas predominantly over May 1926—
By Departments*

CHILDREN

Limits of Daily Earnings (Annas)		Number of operatives earning daily wages within the limits shown in the first column in the following departments				
		Slubbing	Ring Spinning	Drawing In	Total	Percentage to total
Below 4	..	....	....	....	....	....
4 and below 5	..	....	8	....	8	1.22
5 and below 6	..	146	488	10	644	98.02
6 and below 7	..	....	1	....	1	0.15
7 and below 8	..	....	4	....	4	0.61
8 and above	..	....	....	....	....	....
Total	..	146	501	10	657	100.00

TABLES—contd.

TABLE

TABLE SHOWING FREQUENCY OF MONTHLY EARNINGS

Male Operatives

Limits of Monthly earnings		Number of operatives earning monthly wages, within the limits				
		Mixing and Waste	Blow Room	Carding	Drawing Frames	Slubbing Inter and Roving frames
Below Rs. 7	..	1	1	3	5	11
Rs. 7 and below Rs. 8	..	....	....	....	2	2
Rs. 8 and below Rs. 9	..	....	....	1	....	2
Rs. 9 and below Rs. 10	..	....	2	2	....	3
Rs. 10 and below Rs. 12	..	1	1	4	3	15
Rs. 12 and below Rs. 14	..	....	4	1	10	51
Rs. 14 and below Rs. 16	..	3	13	12	25	42
Rs. 16 and below Rs. 18	..	2	19	39	12	36
Rs. 18 and below Rs. 20	..	13	18	33	32	49
Rs. 20 and below Rs. 22	..	26	5	5	16	30
Rs. 22 and below Rs. 24	..	....	2	....	5	9
Rs. 24 and below Rs. 26	..	1	1	....	....	6
Rs. 26 and below Rs. 28	..	....	....	....	....	2
Rs. 28 and below Rs. 30	..	....	....	....	1	....
Rs. 30 and below Rs. 32	..	....	....	....	2	....
Rs. 32 and below Rs. 34	..	....	....	....	....	1
Rs. 34 and below Rs. 36	..	....	1	....	1	....
Rs. 36 and below Rs. 38	..	....	....	....	....	....
Rs. 38 and below Rs. 40	..	....	....	....	....	....
Rs. 40 and below Rs. 42	..	....	....	1	....	....
Rs. 42 and below Rs. 44	..	....	....	2	1	....
Rs. 44 and below Rs. 46	..	....	1	1	....	2
Rs. 46 and below Rs. 48	..	....	....	....	2	....
Rs. 48 and below Rs. 50	..	....	....	....	....	....
Rs. 50 and below Rs. 55	..	....	1	1	....	....
Rs. 55 and below Rs. 60	..	....	....	....	....	....
Rs. 60 and below Rs. 65	..	....	....	1	....	....
Rs. 65 and below Rs. 70	..	....	....	....	....	1
Rs. 70 and below Rs. 75	..	....	....	....	....	....
Rs. 75 and below Rs. 80	..	....	....	....	....	....
Rs. 80 and below Rs. 85	..	....	....	....	2	....
Rs. 85 and below Rs. 90	..	....	....	1	....	....
Rs. 90 and below Rs. 95	..	....	....	....	....	....
Rs. 95 and below Rs. 100	..	....	....	....	....	....
Rs. 100 and below Rs. 110	..	....	....	....	....	....
Rs. 110 and below Rs. 120	..	....	1	....	1	....
Rs. 120 and below Rs. 130	..	....	1	....	....	....
Rs. 130 and below Rs. 140	..	....	....	....	....	....
Rs. 140 and below Rs. 150	..	....	....	....	....	....
Rs. 150 and above	..	....	....	....	....	....
Total	..	47	71	107	120	262

No. XX

IN TWO REPRESENTATIVE COTTON MILLS IN SHOLAPUR IN JULY 1926

By Departments

shown in the first column in the following departments

Ring	Winding	Reeling	Warping	Sizing	Drawing in
61	17	....	1	1	....
9	4	....	....	....	....
6	4	....	....	....	....
6	5	....	....	....	....
34	24	....	....	....	3
138	24	1	2	....	1
175	14	....	2	1	3
142	3	....	....	....	6
180	1	....	....	1	2
61	....	....	....	1	....
2	1	1	....	1	1
....	1	....	....	....	1
....	....	....	1	2	....
1	....	....	....	....	....
....	....	....	1	....	1
1	....	....	....	....	2
1	....	....	....	....	3
....	....	....	....	....	2
....	....	....	1	4	....
1	....	....	....	....	....
1	....	....	3	....	....
1	....	....	1	....	....
1	....	....	1	1	....
1	....	....	2	....	....
5	....	....	2	....	....
4	....	....	2	....	....
1	....	....	....	....	....
....					
1	....	....	....	....	....
2	....	....	....	....	....
....					
1	....	....	....	....	....
....					
....					
1	....	....	....	....	....
....					
....					
1	....	....	....	....	....
....					
....					
1	....	....	....	....	....
....					
....					
838	98	2	19	12	26

TABLE

Limits of monthly earnings	Number of operatives earning monthly wages within the limits				
	Weaving		Dyeing	Yarn bundling and baling	Cloth Folding
	Weavers	General			
Below Rs. 7	38	....	1	2	2
Rs. 7 and below Rs. 8	5	....	....	....	....
Rs. 8 and below Rs. 9	7	....	....	....	....
Rs. 9 and below Rs. 10	8	....	....	1	1
Rs. 10 and below Rs. 12	11	1	....	2	3
Rs. 12 and below Rs. 14	23	....	....	....	1
Rs. 14 and below Rs. 16	47	1	....	5	8
Rs. 16 and below Rs. 18	69	....	....	3	14
Rs. 18 and below Rs. 20	116	1	....	6	9
Rs. 20 and below Rs. 22	122	....	2	1	2
Rs. 22 and below Rs. 24	78	....	2	6	1
Rs. 24 and below Rs. 26	64	....	....	5	....
Rs. 26 and below Rs. 28	61	....	....	1	....
Rs. 28 and below Rs. 30	39	2	3	3	....
Rs. 30 and below Rs. 32	61	1	....	....	....
Rs. 32 and below Rs. 34	68	....	....	....	....
Rs. 34 and below Rs. 36	91	3	....	....	....
Rs. 36 and below Rs. 38	108	....	....	....	....
Rs. 38 and below Rs. 40	121	2	....	....	....
Rs. 40 and below Rs. 42	108	1	....	1	....
Rs. 42 and below Rs. 44	75	6	....	....	....
Rs. 44 and below Rs. 46	66	4	....	....	....
Rs. 46 and below Rs. 48	38	4	....	....	....
Rs. 48 and below Rs. 50	25	....	....	....	....
Rs. 50 and below Rs. 55	39	1	....	....	....
Rs. 55 and below Rs. 60	11	2	1	....	....
Rs. 60 and below Rs. 65	7	3	....	....	1
Rs. 65 and below Rs. 70	1	....	....	....	....
Rs. 70 and below Rs. 75	....	1	....	....	....
Rs. 75 and below Rs. 80	....	2	....	....	....
Rs. 80 and below Rs. 85	....	5	....	....	....
Rs. 85 and below Rs. 90	1	6	....	....	....
Rs. 90 and below Rs. 95	1	5	....	....	....
Rs. 95 and below Rs. 100	....	....	....	....	....
Rs. 100 and below Rs. 110	....	1	....	....	....
Rs. 110 and below Rs. 120	....	....	....	....	....
Rs. 120 and below Rs. 130	....	1	....	....	....
Rs. 130 and below Rs. 140	....	....	....	....	....
Rs. 140 and below Rs. 150	....	....	....	....	....
Rs. 150 and above	....	1	....	....	....
Total	1,509	54	9	36	42

No. XX—contd.

shown in the first column in the following departments

Engine and Boiler	Electrical	Mechanics	Ramosees and Sepoys	Miscellaneous	Total	Percentage to total
....		2	2	19	167	4'45
....				1	23	0'61
....				5	25	0'66
....				4	32	0'85
....		2	1	5	110	2'92
....		3	1	23	283	7'52
....			6	46	403	10'72
....		8	6	67	426	11'33
....		1	32	114	608	16'17
....		1	6	23	307	8'16
1			4	26	139	3'70
....		2	1	13	95	2'53
....		3	2	9	83	2'21
2				4	55	1'46
2			1	1	70	1'86
2					74	1'97
1				3	108	2'87
2	1	2	....	....	116	3'08
2			1	3	133	3'54
....		3	....	2	116	3'08
....	1	1	1	1	90	2'39
....		1	....	2	79	2'10
....		2	....	2	51	1'36
....		1	1	1	31	0'82
....		1	....	4	56	1'49
2		3	....	2	25	0'66
....					13	0'24
....					2	0'05
....					3	0'08
....	1	....	....	....	4	0'11
....					7	0'19
....					10	0'26
1					6	0'16
....						
....				1	2	0'05
....					4	0'11
1					2	0'05
....					1	0'03
....		1	....	....	1	0'03
....					1	0'03
16	8	38	65	387	3,761	100'00

TABLE

TABLE SHOWING FREQUENCY OF MONTHLY EARNINGS

Female Operatives

Limits of monthly Earnings	Number of operatives earning monthly wages within the limits			
	Mixing and Waste	Carding Room	Drawing Frames	Ring Spinning
Below Rs. 7	16	....	....	6
Rs. 7 and below Rs. 8	10	....	....	....
Rs. 8 and below Rs. 9 .. ..	....	....	....	3
Rs. 9 and below Rs. 10 .. ..	....	....	....	1
Rs. 10 and below Rs. 12 .. ..	....	....	....	1
Rs. 12 and below Rs. 14	4	....	1	14
Rs. 14 and below Rs. 16 .. ..	....	1	....	5
Rs. 16 and below Rs. 18 .. ..	....	1	1	2
Rs. 18 and below Rs. 20 .. ..	....	....	2	4
Rs. 20 and above .. ..	....	....	....	1
Total	30	2	4	37

No. XXI

IN TWO REPRESENTATIVE COTTON MILLS IN SHOLAPUR IN JULY 1926

By Departments

shown in the first column in the following departments

Winding	Reeling	Weaving	Miscellaneous	Total	Percentage to total
44	24	....	1	91	11'23
23	5	2	6	46	5'68
39	40	....	41	123	15'18
30	83	....	6	129	15'93
76	183	....	9	269	13'21
33	39	....	7	98	12'10
11	15	....	....	32	3'95
3	2	....	2	11	1'36
1	2	....	....	9	1'11
....	1	....	....	2	0'25
269	394	2	72	810	100'00

TABLE

Adult

Limits of monthly Earnings	Number of operatives earning monthly wages within the limits				
	Mixing and Waste	Blow Room	Carding Room	Drawing Frames	Slubbing Inter and Boving Frames
Below Rs. 7	17	1	3	5	11
Rs. 7 and below Rs. 8	10	....	....	2	2
Rs. 8 and below Rs. 9	....	....	1	....	2
Rs. 9 and below Rs. 10	....	2	2	....	3
Rs. 10 and below Rs. 12	1	1	4	3	15
Rs. 12 and below Rs. 14	4	4	1	11	51
Rs. 14 and below Rs. 16	3	13	13	25	42
Rs. 16 and below Rs. 18	2	19	40	13	36
Rs. 18 and below Rs. 20	13	18	33	34	49
Rs. 20 and below Rs. 22	26	5	5	16	30
Rs. 22 and below Rs. 24	....	2	....	5	9
Rs. 24 and below Rs. 26	1	1	....	....	6
Rs. 26 and below Rs. 28	....	....	....	....	2
Rs. 28 and below Rs. 30	....	....	....	1	....
Rs. 30 and below Rs. 32	....	....	....	2	....
Rs. 32 and below Rs. 34	....	....	....	....	1
Rs. 34 and below Rs. 36	....	1	....	1	....
Rs. 36 and below Rs. 38	....	....	....	....	....
Rs. 38 and below Rs. 40	....	....	....	....	....
Rs. 40 and below Rs. 42	....	....	1	....	....
Rs. 42 and below Rs. 44	....	....	2	1	....
Rs. 44 and below Rs. 46	....	1	1	....	2
Rs. 46 and below Rs. 48	....	....	....	2	....
Rs. 48 and below Rs. 50	....	....	....	....	....
Rs. 50 and below Rs. 55	....	1	1	....	....
Rs. 55 and below Rs. 60	....	....	....	....	....
Rs. 60 and below Rs. 65	....	....	1	....	....
Rs. 65 and below Rs. 70	....	....	....	....	1
Rs. 70 and below Rs. 75	....	....	....	....	....
Rs. 75 and below Rs. 80	....	....	....	....	....
Rs. 80 and below Rs. 85	....	....	....	2	....
Rs. 85 and below Rs. 90	....	....	1	....	....
Rs. 90 and below Rs. 95	....	....	....	....	....
Rs. 95 and below Rs. 100	....	....	....	....	....
Rs. 100 and below Rs. 110	....	....	....	....	....
Rs. 110 and below Rs. 120	....	1	....	1	....
Rs. 120 and below Rs. 130	....	1	....	....	....
Rs. 130 and below Rs. 140	....	....	....	....	....
Rs. 140 and below Rs. 150	....	....	....	....	....
Rs. 150 and above	....	....	....	....	....
Total	77	71	109	124	262

IN TWO REPRESENTATIVE COTTON MILLS IN SHOLAPUR IN JULY 1926

Operatives.

shown in the first column in the following departments.

Ring Spinning	Winding	Reeling	Warping	Sizing	Drawing in
67	61	24	1	1	....
9	27	5	....	....	....
9	43	40	....	....	....
7	44	83	....	....	....
35	100	183	....	....	3
152	57	40	2	....	1
180	25	15	2	1	3
144	6	2	....	....	6
184	2	2	....	1	2
62	....	1	....	1	....
2	1	1	....	1	1
....	1	....	....	....	1
....	....	....	1	2	....
1	....	....	....	....	....
....	....	....	1	....	1
1	....	....	....	....	3
1	....	....	....	....	3
....	....	....	....	....	2
....	....	....	1	4	....
1	....	....	....	....	....
1	....	....	3	....	....
1	....	....	1	....	....
1	....	....	1	1	....
1	....	....	2	....	....
5	....	....	2	....	....
4	....	....	2	....	....
1	....	....	....	....	....
....					
1	....	....	....	....	....
2	....	....	....	....	....
....					
1	....	....	....	....	....
....					
....					
....					
1	....	....	....	....	....
....					
1	....	....	....	....	....
....					
875	367	396	19	12	26

TABLE

Limits of Monthly Earnings	Number of operatives earning monthly wages within the limits				
	Weaving		Dyeing	Yarn Bundling and Baling	Cloth Folding
	Weavers	General			
Below Rs. 7	38	....	1	2	2
Rs. 7 and below Rs. 8	5	2	....	....	....
Rs. 8 and below Rs. 9	7	....	....	....	....
Rs. 9 and below Rs. 10	8	....	....	....	....
Rs. 10 and below Rs. 12	11	1	....	1	1
Rs. 12 and below Rs. 14	23	....	....	2	3
Rs. 14 and below Rs. 16	47	1	....	....	1
Rs. 16 and below Rs. 18	69	....	....	5	8
Rs. 18 and below Rs. 20	116	1	....	3	14
Rs. 20 and below Rs. 22	122	....	2	6	9
Rs. 22 and below Rs. 24	78	....	2	1	2
Rs. 24 and below Rs. 26	64	....	....	6	1
Rs. 26 and below Rs. 28	61	....	....	5	....
Rs. 28 and below Rs. 30	39	2	....	1	....
Rs. 30 and below Rs. 32	61	1	3	3	....
Rs. 32 and below Rs. 34	68	....	....	....	....
Rs. 34 and below Rs. 36	91	3	....	....	....
Rs. 36 and below Rs. 38	108	....	....	....	....
Rs. 38 and below Rs. 40	121	2	....	....	....
Rs. 40 and below Rs. 42	108	1	....	1	....
Rs. 42 and below Rs. 44	75	6	....	....	....
Rs. 44 and below Rs. 46	66	4	....	....	....
Rs. 46 and below Rs. 48	38	4	....	....	....
Rs. 48 and below Rs. 50	25	....	....	....	....
Rs. 50 and below Rs. 55	39	1	....	....	....
Rs. 55 and below Rs. 60	11	2	1	....	....
Rs. 60 and below Rs. 65	7	3	....	....	1
Rs. 65 and below Rs. 70	1	....	....	....	....
Rs. 70 and below Rs. 75	....	1	....	....	....
Rs. 75 and below Rs. 80	....	2	....	....	....
Rs. 80 and below Rs. 85	....	5	....	....	....
Rs. 85 and below Rs. 90	1	6	....	....	....
Rs. 90 and below Rs. 95	1	5	....	....	....
Rs. 95 and below Rs. 100	....	1	....	....	....
Rs. 100 and below Rs. 110	....	....	....	....	....
Rs. 110 and below Rs. 120	....	1	....	....	....
Rs. 120 and below Rs. 130	....	1	....	....	....
Rs. 130 and below Rs. 140	....	....	....	....	....
Rs. 140 and below Rs. 150	....	1	....	....	....
Rs. 150 and above	....	....	....	....	....
Total	1,509	56	9	36	42

No. XXII—contd.

shown in the first column in the following departments

Engine and Boiler	Electrical	Mechanics	Ramosees and Sepoys	Miscellaneous	Total	Percentage to total
....		2	2	20	258	5'65
....				7	69	1'51
....				46	148	3'24
....				10	161	3'52
....		2	1	14	379	8'29
....		3	1	30	381	8'34
....			6	46	435	9'52
....		8	6	69	437	9'56
....		1	32	114	617	13'50
1		1	6	28	309	6'76
....			4	26	139	3'04
....		2	1	13	95	2'08
....		3	2	9	83	1'82
2				4	55	1'20
2			1	1	70	1'53
2					74	1'62
1						
2	1	2	....	3	108	2'36
2			1	3	116	2'54
....		3	....	2	133	2'91
....	1	1	1	1	116	2'54
....		1	....	1	90	1'97
....		1	....	2	79	1'73
....		2	....	2	51	1'12
....		1	1	1	31	0'68
2		1	....	4	56	1'23
....		3	....	2	25	0'55
....					13	0'28
....					2	0'04
....	1	....	....	....	3	0'07
....					4	0'08
....					7	0'15
1					10	0'22
....					6	0'13
....				1	2	0'04
1					4	0'08
....					2	0'04
....		1	....	....	1	0'02
....					1	0'02
....					1	0'02
16	3	38	65	459	4,571	100'00

TABLE No. XXIII

Table showing Frequency of Monthly Earnings of Half-timers in two representative Cotton Mills in Sholapur in July 1926

Limits of monthly Earnings	Number of operatives earning monthly wages within the limits shown in the first column in the following departments			
	Slubbing, Intermediate and Roving Frame	Ring Spinning	Total	Percentage to total
Below Rs. 3	3	29	32	16.67
Rs. 3 and below Rs. 4 .. ..	....	4	4	2.08
Rs. 4 and below Rs. 5	1	9	10	5.21
Rs. 5 and below Rs. 6	2	8	10	5.21
Rs. 6 and below Rs. 7	18	118	136	70.88
Rs. 7 and below Rs. 8 .. ..	....	....	....	....
Rs. 8 and above .. ..	....	....	....	....
Total	24	168	192	100.00

TABLE No. XXIV

Table showing Bonus paid to Male Operatives in nineteen representative Cotton Mills in Bombay City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Mixing and Waste Room	318	65	44	67.7	79 11 0	1 13 0
Blow Room	883	541	455	84.1	718 10 3	1 9 3
Carding Room	1,318	639	538	84.2	853 0 3	1 9 5
Drawing Frame	848	644	577	89.6	938 3 9	1 10 0
Slubbing, Intermediate and Roving	2,842	2,023	1,620	80.5	3,082 3 6	1 14 2
Ring Spinning	8,872	7,170	6,319	88.1	8,397 12 6	1 5 3
Mule Spinning	631	326	254	77.0	448 1 6	1 12 3
Winding	321	6	2	33.3	8 0 0	4 0 0
Warping	564	41	12	29.3	16 8 0	1 6 0
Doubling	200	145	145	100.0	153 2 0	1 0 11
Sizing	583	72	47	65.3	43 12 0	0 14 11
Drawing-in	820	146	95	65.1	137 11 3	1 7 2
Weaving—General	897	36	16	44.4	37 8 0	2 5 6
Calendering	248	13	12	92.3	44 0 0	3 10 8
Dyeing	105	41	35	85.4	94 3 0	2 11 1
Bleaching	94	25	14	56.0	35 3 0	2 8 3
Yarn Bundling and Baling	345	4	3	75.0	13 3 6	4 6 6
Cloth-Folding	1,482	234	140	63.7	340 11 9	2 4 7
Engine and Boiler	272	74	62	83.8	122 9 0	1 15 2
Ramosees and Sepoys	717	161	107	66.5	187 13 6	1 12 1
Miscellaneous occupations common to all departments	3,576	1,736	424	24.4	702 4 9	1 10 6
Total	25,936	14,142	10,939	77.4	16,454 4 6	1 8 1

TABLE No. XXV

Table showing Bonus paid to Female Operatives in nineteen representative Cotton Mills in Bombay City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Mixing and Waste ..	540	32	30	93.8	27 15 0	0 14 11
Carding Room ..	155	110	106	96.4	121 10 0	1 2 4
Slubbing, Intermediate, and Roving ..	508	419	413	98.6	464 10 6	1 2 0
Ring Spinning ..	3,140	2,575	2,527	98.1	2,835 12 6	1 1 11
Winding ..	4,691	864	571	66.1	946 6 0	1 10 6
Reeling ..	2,097	172	167	97.1	325 0 0	1 15 2
Cloth folding ..	20	14	12	85.7	10 14 0	0 14 6
Miscellaneous occupations common to all departments.	870	306	130	42.5	105 0 0	0 12 11
Total ..	12,021	4,492	3,956	88.1	4,837 4 0	1 3 7

TABLE No. XXVI

Table showing Bonus paid to Adult Operatives in nineteen representative Cotton Mills in Bombay City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Mixing and Waste Room ..	858	97	74	76.3	107 10 0	1 7 3
Blow Room ..	891	541	455	84.1	718 10 3	1 9 3
Carding Room ..	1,473	749	644	86.0	974 10 3	1 8 3
Drawing Frame ..	848	644	577	89.6	938 3 9	1 10 0
Slubbing, Intermediate and Roving ..	3,350	2,442	2,042	83.6	3,546 14 0	1 11 9
Ring Spinning ..	12,012	9,745	8,846	90.8	11,233 9 0	1 4 4
Mule Spinning ..	631	326	254	77.9	448 1 6	1 12 3
Winding ..	5,012	870	573	65.9	954 6 0	1 10 8
Reeling ..	2,159	172	167	97.1	325 0 0	1 15 2
Warping ..	579	41	12	29.3	16 8 0	1 6 0
Doubling ..	207	145	145	100.0	153 2 0	1 0 11
Sizing ..	583	72	47	65.3	43 12 0	0 14 11
Drawing-in ..	820	146	95	65.1	187 11 3	1 7 2
Weaving—General ..	897	36	16	44.4	37 8 0	2 5 6
Calendering ..	248	13	12	92.3	44 0 0	3 10 8
Dyeing ..	105	41	35	85.4	94 3 0	2 11 1
Bleaching ..	114	25	14	56.0	35 3 0	2 8 3
Yarn Bundling and Baling ..	345	4	3	75.0	13 3 6	4 6 6
Cloth folding ..	1,502	248	161	64.9	351 9 9	2 2 11
Engine and Boiler ..	273	74	62	83.8	122 9 0	1 15 8
Ramosces and Sepoys ..	717	161	107	66.5	187 13 6	1 12 1
Miscellaneous occupations common to all departments.	4,446	2,042	554	27.1	807 4 9	1 7 4
Total ..	38,070	18,634	14,895	79.9	21,291 8 6	1 6 10

TABLE No. XXVII

Table showing Bonus paid to Male Operatives in sixteen representative Cotton Mills in Ahmedabad in two haptas predominantly over May 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Mixing and Waste ..	58	39	34	87.2	54 4 0	1 9 6
Blow Room ..	212	193	192	99.5	339 8 0	1 12 4
Carding Room ..	333	287	279	97.2	483 3 0	1 11 9
Drawing Frame ..	260	247	244	98.8	393 11 6	1 9 10
Slubbing, Intermediate and Roving Frame.	1,119	928	922	99.4	1,316 4 0	1 6 10
Ring Spinning ..	2,511	2,360	2,326	98.6	3,294 14 6	1 6 8
Winding ..	217	114	103	90.4	109 8 0	1 1 0
Reeling ..	70	36	36	100.0	49 13 0	1 6 2
Warping ..	175	2	2	100.0	6 0 0	3 0 0
Doubling ..	67	66	64	97.0	103 1 0	1 9 9
Weaving—General ..	371	1	1	100.0	1 0 0	1 0 0
Weavers ..	4,582	4,582	4,330	94.5	6,986 6 0	1 9 10
Cloth-folding ..	291	1	1	100.0	3 0 0	3 0 0
Miscellaneous occupations ..	1,178	250	34	13.6	53 12 9	1 9 4
Total ..	11,444	9,106	8,568	94.1	13,194 5 9	1 8 8

TABLE No. XXVIII

Table showing Bonus paid to female operatives in 16 Representative Cotton Mills in Ahmedabad in two haptas predominantly over May 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Mixing and Waste ..	150	105	68	64.8	60 3 0	0 14 2
Blow Room ..	37	37	37	100	60 1 9	1 10 0
Carding Room ..	4	4	4	100	7 0 0	1 12 0
Drawing-Frames ..	38	35	35	100	47 11 0	1 5 10
Slubbing, Intermediate, and Roving.	259	254	253	99.6	261 11 6	1 0 7
Ring Spinning ..	1,226	1,189	1,177	99.0	1,540 15 3	1 4 11
Winding ..	645	293	264	90.1	239 0 6	0 14 6
Reeling ..	437	243	226	93.0	323 5 0	1 7 3
Doubling ..	23	23	23	100.0	39 0 0	1 11 2
Miscellaneous Occupations.	158	143	78	54.5	79 10 6	1 0 4
Total ..	2,977	2,326	2,165	93.1	2,663 10 6	1 3 8

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TABLE No. XXIX

Table showing Bonus paid to Adult operatives in 16 Representative Cotton Mills in Ahmedabad in two haptas predominantly over May 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Mixing and Waste Room.	208	144	102	70.8	114 7 0	1 1 11
Blow Room ..	249	230	229	99.6	399 9 9	1 11 11
Carding Room ..	337	291	283	97.3	490 3 0	1 11 9
Drawing Frame ..	298	282	279	98.9	441 6 6	1 9 4
Slubbing, Intermediate, and Roving.	1,378	1,182	1,175	99.4	1,577 15 6	1 5 6
Ring Spinning ..	3,737	3,549	3,503	98.7	4,835 13 0	1 6 1
Winding ..	862	407	367	90.2	348 8 6	0 15 2
Reeling ..	507	279	262	93.9	378 2 0	1 7 1
Warping ..	175	2	2	100.0	6 0 0	3 0 0
Doubling ..	90	89	87	97.8	142 1 0	1 10 2
Weaving, General ..	371	1	1	100.0	1 0 0	1 0 0
Weavers ..	4,582	4,582	4,330	94.5	6,986 6 0	1 9 10
Cloth-folding ..	291	1	1	100.0	3 0 0	3 0 0
Miscellaneous Occupations.	1,336	393	112	28.5	133 7 3	1 3 1
Total ..	14,421	11,432	10,733	93.9	15,858 0 3	1 7 8

TABLE No. XXX

Table showing Bonus paid to Children in 16 Representative Cotton Mills in Ahmedabad in two haptas predominantly over May 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Slubbing, Intermediate, and Roving..	146	138	137	99.3	68 14 9	0 8 1
Ring Spinning ..	501	389	386	99.2	221 7 0	0 9 2
Total ..	647	527	523	99.2	290 5 9	0 8 11

TABLE No. XXXI

Table showing Bonus paid to Male Operatives in two Representative Cotton Mills in Sholapur City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Slubbing, Intermediate, and Roving..	262	56	54	96.4	79 2 10	1 7 6
Ring Spinning ..	838	740	682	85.4	915 8 10	1 7 2
Reeling ..	2	1	1	100.0	2 1 0	2 1 0
Drawing-in ..	26	22	18	81.8	11 0 0	0 9 9
Weaving (weavers) ..	1,509	563	43	7.6	143 5 10	3 5 4
Dyeing ..	9	8	6	75.0	7 12 6	1 4 9
Yarn Bundling and Baling ..	36	13	6	46.2	7 12 6	1 4 9
Miscellaneous occupations common to all departments ..	387	216	43	19.9	55 12 3	1 4 9
Total ..	3,069	1,619	803	49.6	1,222 7 9	1 8 4

TABLE No. XXXII

Table showing Bonus paid to Female Operatives in two Representative Cotton Mills in Sholapur City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Ring Spinning	37	37	32	86.5	37 9 11	1 2 10
Winding	269	260	246	94.6	140 8 0	0 9 2
Reeling	394	380	380	100.0	851 2 0	2 3 10
Total	700	677	658	97.2	1,029 3 11	1 9 0

TABLE No. XXXIV

Table showing Bonus paid to Children in two Representative Cotton Mills in Sholapur City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Slubbing, Intermediate and Roving.	21	21	21	100.0	29 3 4	1 3 6
Ring Spinning	168	168	168	100.0	194 13 2	1 2 7
Total	192	192	192	100.0	224 0 6	1 2 8

TABLE No. XXXIII

Table showing Bonus paid to Adult Operatives in two Representative Cotton Mills in Sholapur City during July 1926

Department	Total number of employees	Number of workers covered by bonus schemes	Total number getting bonus	Percentage of those getting bonus to those covered	Aggregate amount of bonus	Average amount of bonus per operative getting the bonus
					Rs. a. p.	Rs. a. p.
Slubbing, Intermediate, and Roving.	262	56	54	96.4	79 2 10	1 7 6
Ring Spinning	875	777	604	85.5	953 2 9	1 7 0
Winding	367	260	246	94.6	140 8 0	0 9 2
Reeling	396	381	381	100.0	853 3 0	2 3 10
Drawing-in	26	22	18	81.8	11 0 0	0 9 9
Weaving—Weavers	1,509	563	43	7.6	143 5 10	3 5 4
Dyeing	9	8	6	75.0	7 12 6	1 4 9
Yarn Bundling and Balinc	36	15	6	46.2	7 12 6	1 4 9
Miscellaneous occupations common to all departments.	459	216	43	19.9	55 12 3	1 4 9
Total	3,939	2,296	1,461	63.6	2,251 11 8	1 8 8

APPENDICES

APPENDIX A

List of Mills selected for the 1926 Cotton Wage Census

Names of Mills	Names of Agents or Owners and their office addresses
<i>Bombay City and Island</i>	
Bradbury Mills Ltd.	Messrs. Currimbhoy Ebrahim & Sons Ltd. Agents, 12/14, Outram Road, Fort, Bombay.
New Great Eastern Spinning & Weaving Co., Ltd.	Messrs. W. H. Brady & Co., Ltd., Secretaries and Agents, Royal Insurance Buildings, 12/14, Church Gate Street, Fort, Bombay.
Swan Mills Ltd.	Messrs. James Finlay & Co., Ltd., Agents, Chartered Bank Buildings, Fort, Bombay.
Fazulbhoy Mills Ltd.	Messrs. Currimbhoy Ebrahim & Sons Ltd., Agents, 12/14, Outram Road, Fort, Bombay.
Hindoostan Spinning & Weaving Mills Co., Ltd.	Messrs. Thackersey Mooljee & Co., Agents, Secretaries and Treasurers, 16, Apollo Street, Fort, Bombay.
Madhowji Dharamsi Manufacturing Co., Ltd.	Messrs. Goculdas Madhavjee Sons & Co., Agents, Foras Road, Bombay No. 8.
E. D. Sassoon and Alexandra Mills ..	Messrs. E. D. Sassoon & Co., Ltd., Agents, 15, Dougall Road, Ballard Estate, Fort, Bombay.
Western India Spinning and Manufac- turing Co., Ltd.	Messrs. Thackersey Mooljee Sons & Co., Agents, Secretaries and Treasurers, 16, Apollo Street, Fort, Bombay.
Manockjee Petit Manufacturing Co., Ltd.	Messrs. D. M. Petit Sons & Co., Agents, 359, Hornby Road, Fort, Bombay.
Jam Manufacturing Co., Ltd.	Messrs. Waljee Shamji & Co., Secretaries, Treasurers and Agents, 4, Dalal Street, Fort, Bombay.
Jamshed Manufacturing Co., Ltd. ..	Messrs. Hormusji Ardeshir & Son, Agents, Commissariat Building, Hornby Road, Fort, Bombay.
Swadeshi Mills Co., Ltd., No. 1 ..	Messrs. Tata Sons Ltd., Agents, Bombay House, 24, Bruce Road, Fort, Bombay.
Century Spinning and Manufacturing Co., Ltd. (Zenith Mill).	Messrs. C. N. Wadia & Co., Agents, Gresham Building, Esplanade Road, Fort, Bombay.
Union Mills Ltd.	Messrs. David Sassoon & Co., Ltd., Secretaries, Treasurers and Agents, 3, Forbes Street, Fort, Bombay.
Mathradas Mills Ltd.	Messrs. Currimbhoy Ebrahim & Sons Ltd., Agents, 12/14, Outram Road, Fort, Bombay.
New Kaiser-i-Hind Spinning & Weaving Co., Ltd.	Messrs. Vussunjee Munjee & Co., Agents, 15a, Elphinstone Circle, Fort, Bombay.
Tata Mills Ltd.	Messrs. Tata Sons Ltd., Agents Bombay House, 24, Bruce Road, Fort, Bombay.
Globe Manufacturing Co., Ltd. ..	Messrs. Turner Morrison & Co., Ltd., Manag- ing Agents, 16 Bank Street, Fort, Bombay.
Standard Mills Co., Ltd.	Mafatlal Gagalbhai Esq., Liquidator, Rustom Building, 20, Church Gate Street, Fort, Bombay.
<i>Ahmedabad City</i>	
Gujarat Ginning and Manufacturing Co. Ltd.	Messrs. Jammabhai Mansukhbhai, Agents, Post Box No. 49, Ahmedabad.
Motilal Hirabhai Spinning, Weaving and Manufacturing Co., Ltd.	Messrs. Motilal Hirabhai & Sons, Agents, Outside Prem Gate, Ahmedabad.
Silver Cotton Mills Co., Ltd. ..	Messrs. Gopalbhai Balabhai & Co., Secretaries, Treasurers and Agents, Outside Raipur Gate, Ahmedabad.

APPENDIX A—contd.

Names of Mills	Names of Agents or Owners and their office addresses
<i>Ahmedabad City—contd.</i>	
Ahmedabad Sarangpur Mills Co., Ltd. . .	Messrs. Himatlal Motilal & Co., Agents, Outside Raipur Gate, Ahmedabad.
City of Ahmedabad Spinning and Manufacturing Co., Ltd.	Messrs. Chandulal Karsandas & Co., Ltd., Secretaries, Treasurers and Agents, Kankaria Road, Ahmedabad.
Aryodaya Spinning and Weaving Co., Ltd.	Messrs. Mangaldas and Balabhai & Co., Agents, Asarva Road, Ahmedabad.
Shorrock Spinning and Manufacturing Co., Ltd.	Messrs. Mafatlal Chandulal & Co., Agents, Asarva Road, Railwaypura Post, Ahmedabad.
Rajnagar Spinning, Weaving and Manufacturing Co., Ltd.	Mr. Mangaldas Girdhardas Parekh, Secretary, Treasurer and Agent, Railwaypura Post, Camp Road, Ahmedabad.
Rajpur Mills Co., Ltd. . .	Messrs. Patel & Co., Agents, Gomtipur Road, Railwaypura Post, Ahmedabad.
Asoka Mills Ltd. . .	Messrs. Lalbhai Dalpatbhai & Co., Agents, Pankore's Naka, Ahmedabad.
Marsden Spinning and Manufacturing Co., Ltd.	Messrs. Marsden Bros., & Co., Ltd., Agents, Gomtipur, Ahmedabad.
Ahmedabad Shri Ramkrishna Mills Co., Ltd.	Messrs. Chimanlal Maneklal & Co., Secretaries, Treasurers and Agents, Gomtipur Road, Ahmedabad.
Himabhai Manufacturing Co., Ltd. . .	Messrs. Dhirajlal Khusaldas & Bros., Agents, Rewadi Bazar, Latiff Buildings, Railwaypura Post, Ahmedabad.
Ahmedabad New Textile Mills Co., Ltd.	Messrs. Naranlal Jivanlal & Co., Secretaries, Treasurers and Agents, Post Box No. 30, Ahmedabad.
Ahmedabad Advance Mills Ltd. . .	Messrs. Tata Sons Ltd., Agents, Bombay House, 24, Bruce Road, Fort, Bombay.
Ahmedabad Spinning and Weaving Co., Ltd.	Messrs. Runchhodlal Chhotalal & Co., Agents, Shahapur, Ahmedabad.
<i>Sholapur City</i>	
Sholapur Spinning and Weaving Co., Ltd. (one section of the Mills).	Messrs. Morarjee Goculdas & Co., Agents, Sudama House, Sprott Road, Ballard Estate, Fort, Bombay.
Lakshmi Cotton Manufacturing Co., Ltd.	The Bombay Co., Ltd., Secretaries, Treasurers and Agents, 9, Wallace Street, Fort, Bombay.

APPENDIX B

Wage Movements in Recent Years and Attempts at Standardization

In Bombay, the first joint action taken by the Bombay Millowners' Association was in January 1918 when a dearness allowance of 15 per cent. was granted to all workers in all Bombay mills irrespective of the fact whether the operatives worked on time or piece rates of wages. The 15 per cent. granted on the 1st January 1918 was increased to 35 per cent. on 1st January 1919. The next increase granted on the 1st February 1920 was 20 per cent. extra to male workers on time rates and to female workers both on time and piece rates, and 40 per cent. extra to male operatives on piece rates—the total percentages amounting to 55 and 75 respectively. On the 1st November 1920 the 55 per cent. was increased to 70 per cent. and the 75 per cent. to 80 per cent. There have been no changes in these percentages since the year 1921. The percentage dearness allowances have been maintained right through as a separate item on the muster.

In July 1925 the Bombay Millowners' Association notified all operatives in the Bombay mills that the wages of all workpeople in the mills affiliated to the Association would be reduced by 11½ per cent. with effect from the 1st September 1925 owing to the high prices ruling for cotton, increased cost of production due to the high rates of wages, Japanese competition, unprecedented accumulations of cloth and yarn due to the demand not keeping pace with production and to the maintenance of the excise duty of 3½ per cent. on cotton manufactures. Negotiations to bring about a settlement of this dispute between the millowners and the representatives of labour proved abortive and over 30,000 operatives in fifteen mills went out on strike on the 15th September. By the 2nd October there was a complete stoppage of work in all the mills in the City and by the 6th October the strike had extended to the two mills in Kurla. The only point on which there appeared general unanimity was the necessity for the immediate suspension of the excise duty and the Government of Bombay made representations to the Government of India to this effect. At the end of November the Viceroy suspended, by a special Ordinance, the collection of the excise duty with effect from the 1st December 1925. In view of the repeated assurances given by the Bombay Millowners' Association that the old rates of wages would be restored in the event of the excise duty being removed the strike virtually ended as soon as the Ordinance was published.

One of the reasons of the general strike in the cotton mill industry in the Bombay City of the year 1928, which started on the 16th April and lasted till the 6th October, was alleged reductions in wage rates in various mills in Bombay City. One of the seventeen demands submitted by the Joint Strike Committee, which was in charge of the conduct of this strike, to the Millowners' Association was that "the present practices resorted to by some millowners which result in the reduction of wages shall be stopped, and reductions and altered conditions already effected since 1925 shall be restored". One of the conditions of the settlement of the strike which was arrived at on the 4th October 1928 was that pending the report of the Committee of Enquiry that was to be set up, the rates and wages of March 1927 should be paid, with a few exceptions in particular mills.

In Ahmedabad, disputes in connexion with wage rates are referred to a Permanent Arbitration Board, consisting of Seth Mangaldas and Mr. M. K. Gandhi, which was appointed by a Resolution adopted by the Ahmedabad Millowners' Association on the 4th April 1920. Failing an agreement, a dispute is referred by the arbitrators to a *Sirpanch* or Umpire. The system of arbitration in the matter of wage disputes had, however, been brought into effect in the Ahmedabad mill industry three years earlier. Prior to 1917 no concerted action was taken by the Ahmedabad Millowners' Association with regard to granting percentage increases and each mill did as it pleased. The differences in the rates between mill and mill, although wide, were not very abnormal. From December 1917 to 1921, the Managing Committee of the Millowners' Association or the Arbitrators or Umpires chosen from time to time awarded increments to different departments in different proportions. The Warpers obtained an increase of 25 per cent. in their rates in 1917. The 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 the weavers also obtained a further increase. In the beginning of the year 1920 the Association decided upon an increase of 62½ per cent. in wages to workers in the Sizing, Calendering and Engineering Departments. The same increment was granted to mill Mochis (leather workers) and the pay of some workers in the Cloth Folding Department was fixed after giving a similar increase. About the same time increases from 60 to 62½ per cent. over the wages of July 1917 were granted to blacksmiths, to the workers in the Yarn Bundling Department and to some workers in the Cloth Department. In the same year the hours of work for spinners were reduced from 12 to 10 in consequence of a strike, and a further increase of about 40 per cent. was granted to them. In order to keep other workers contented an increase of 40 per cent. was granted to Winders and workers in the Frame

Department, 33½ per cent. to Weavers, Wappers and Drawers, and 25 per cent. to Bobbin Carriers, Lorrymen, Oilmen, workers in the Blow and Card Rooms and other low-paid time workers. In 1921 the Arbitrators recommended that Blow Room and Card Room workers should be granted an increase of 40 per cent. in place of the 25 per cent. of the previous year. In the same year an increase of about 15 per cent. was granted to spinners on account of the high level of house rents and the dearness of food-grains.

In June 1923 wages in the Ahmedabad mills were reduced by an all round cut of 15-625 per cent. mainly on account of depression in trade. No general changes were made in rates between 1923 and 1929 but slight changes have been effected in piece rates for certain sorts in particular mills but these changes have not affected the general level of rates to any appreciable extent. Early in the year 1929, the Textile Labour Union at Ahmedabad requested the Ahmedabad Millowners' Association to restore the Wage Cut effected in 1923. The matter was referred to the permanent Arbitration Board consisting of Seth Mangaldas as the representative of the Millowners' Association and Mr. M. K. Gandhi as the representative of the Labour Union. On the Board failing to arrive at an agreement the matter was referred to a *Sir Punch*. Dewan Bahadur Krishnalal Mohanlal Jhaveri, retired Chief Judge of the Small Causes Court, Bombay, was appointed the Umpire. Dewan Bahadur Jhaveri gave his award on the 4th December 1929 recommending an increase of five per cent. for weavers and of eight per cent. for spinners with effect from the 1st January 1930. The Ahmedabad Millowners' Association, at a meeting held on the 7th December passed a Resolution agreeing to accept the Umpire's Award and to grant these increases with effect from the date recommended.

In the case of the Sholapur mills the increases granted in cash wages by individual mills between the years 1918 and 1920 were consolidated with the rates prevailing in 1914 and the first increases given as dearness allowances were paid in kind. In the Laxmi and the Vishnu Mills, full time adult operatives were given in January 1918 the right to purchase 12 seers of grain per month for Rs. 1-10-9. Children or half-timers were allowed to purchase six seers. From February 1919 onwards full-time workers who had not lost more than four days in a month were allowed to purchase 20 seers of grain at a flat rate of Rs. 2 giving them an advantage which varied between Rs. 1-5-8 and Rs. 4-15-4 per head per month according to the fluctuations of prices in the Grain market. Children were allowed to purchase ten seers for a rupee with a corresponding advantage. The first increases in basic rates in the same mills were granted during the year 1918. These varied in different departments. The next increases in cash rates were granted early in the year 1920. The rates for Mixing Coolies were increased by 15 per cent., for Blow Room Operators by 30 per cent., for Card Strippers by 20 per cent., and for Frame Tenters by about 10 per cent. In the Ring Department Piecers were given an increase of 11 per cent., doffers, who got no increase in 1918, 15 per cent., and Tarwallas (Followers) 10 per cent. Among women workers, Reelers got an increase of 12½ per cent. and winders about 10 per cent. Front and Back Sizars were granted 20 and about 11 per cent. respectively. The rates for two-loom weavers were so adjusted as to give them an increase of about 20 per cent. Workers in other Departments were also granted proportionate increases, but the highest increases, amounting to about 40 per cent. were granted to Drawers in the Drawing-Department and to Reachers. Both the increases in the cash rates granted in 1918 and in 1920 were consolidated with the rates prevailing in 1914. The first dearness allowance to be given in cash, and as a percentage on the basic rates, was granted in March 1920. Time workers received 15 per cent. and piece workers 30 per cent. In November of the same year the allowance for "fixed" workers was increased to 30 per cent. and for piece workers to 35 per cent. There has been no change in these percentages since 1920.

In the Sholapur Spinning and Weaving Mills, which employs over 7,000 workers, the Grain Allowance was first granted in February 1918. The scales of the grain concession from time to time were as follows:—

	Seers of Grain (Sholapur Measure. One seer of Jowari equivalent to 143 tolas) per month	Amount that the workers have to pay to the mills for the grain per month	
		Rs.	a. p.
February and March 1918 (Jowari only for those whose basic wage was Rs. 13 and below)	12	2	0 0
April 1918 to January 1919 (Jowari and Dal)	16	3	0 0
February 1919 to July 1922 (Jowari and Dal)	22	3	0 0
August 1922 onwards	22	2	8 0

From April 1918 the concession of purchasing *dal* also was given to all adult operatives. Children or half-timers got half the concession and Jobbers were granted grain worth one rupee more. The scales for deductions are irrespective of market prices. The mills reported that a general rise in basic wages was given in April 1920 after the strike of that year. Hours of work were at the same time reduced from 12 to 10. As in the case of the Laxmi and the Vishnu Mills, the Sholapur Spinning and Weaving Mills also commenced giving a High Prices Allowance as a separate percentage on basic rates from February 1920. All fixed wage earners and Reelers and Winders (i.e., female operatives working on a piece-rate basis), were granted an allowance of 15 per cent. and male piece-workers an allowance of 30 per cent. respectively. There have been no changes in the scales of the Dearness Allowances since November 1920. It will have been observed that there were three separate increases in wages in the mills in Sholapur during the year 1920: (1) substantial increases in basic rates, (2) the first grant of a Dearness Allowance as a percentage on the earnings accruing from the consolidated basic rates, and (3) the doubling of this allowance in the case of all time workers and female operatives and an increase of five per cent. in the allowance for male piece workers.

The Indian Tariff Board (Cotton Textile Industry Enquiry) appointed by the Government of India in the year 1926 to investigate, *inter alia*, the condition of the Cotton Textile Industry in India and to make recommendations, found that "by far the greatest difficulty in the case of manufacture from which Bombay suffers in comparison with Ahmedabad and other upcountry centres is in its high cost of labour and that the only alternative to a reduction in wages in the Bombay mill industry is increased labour efficiency, and it is in this direction that the true line of advance lies".

The report also suggested the adoption of a system of standardised wages for the same class of work as between mill and mill. Such a standardisation would help to strengthen the position of the industry. The Millowners' Association took up the question and drew up a scheme which provided that all operatives except weavers would get at least the same average wages that they had been getting provided they worked with reasonable efficiency but there should be a cut of 7½ per cent. in the present average wage of weavers. The standardisation scheme followed in the main the uniform lists in Lancashire. The Bombay Strike Enquiry Committee appointed after the strike of 1928 went in detail into this scheme and made numerous recommendations regarding it.

The Millowners' Association proposed to bring a detailed Standardisation Scheme into operation with effect from 1st October 1929 after discussing these recommendations with the representatives of labour. In view of the fact, however, that the joint discussions on the Committee's Report broke down on the 24th April 1929 in consequence of the refusal of the Millowners' Association to agree to the reinstatement of 6,000 hands displaced as a result of the three strikes in the Wadia group of mills in Bombay, and also in view of the progress of the general strike in the Bombay cotton mills on this question which lasted from 26th April to 17th September, it was not possible for the Association to bring the scheme into operation with effect from the date proposed. At the moment of writing no information is available as to the date from which the Association now proposes to standardise wages in the Bombay mills.

APPENDIX C

Deductions for spoilt material handed over to workers

The Labour Office of the Government of Bombay at the instance of the Government of India conducted in the year 1926 an extensive enquiry into "Deductions from Wages or Payments in respect of Fines," and published the results in the form of a special Report in 1928. The Enquiry covered all the various industrial establishments, including cotton textile mills in Bombay City, Ahmedabad and other centres of the Presidency. One of the questions on which information was called for was in respect of the nature and extent of deductions for spoilt or damaged material handed over to workers. It was found that this practice was very rare in factories and establishments outside the Textile Industry. The system of handing over to workers articles spoilt or damaged through their negligence and of making deductions from their wages on account of such articles was reported to be prevalent in 31 out of 76 cotton mills in Bombay City, 40 out of 49 reporting mills in Ahmedabad and 13 out of 19 mills in the rest of the Presidency. In most cases, the deduction was made at the price at which the article would have been sold had it not been spoilt or damaged. This method of calculation of deduction was reported to have been adopted in 22 mills in Bombay City, 33 in Ahmedabad and 8 in other centres of the Presidency. The statistics for the total amount of deductions made during the first ten months of the year 1926 and the number of instances in which the deductions were effected were furnished by 24 mills in Bombay City, 18 in Ahmedabad and 4 in other centres of the Presidency. Deductions amounting to Rs. 80,959-15-7 in 17,513 instances were reported by the 24 Bombay mills. In other words the average amount of deductions per month amounted to Rs. 8,096 and the incidence to Rs. 4-10-0 per instance. Similarly, the eighteen Ahmedabad mills employing an average of 4,986 weavers stated that the total amount of deductions was Rs. 74,800-9-10 and the number of instances 31,956. The average deduction per month was Rs. 7,480 and the incidence worked out at Rs. 2-5-5 per instance. Seven mills which gave only the amounts of these deductions and not the numbers of instances in which they were made, reported that for a total number of 2,626 weavers employed the deductions for spoilt cloth amounted to Rs. 47,674-2-0 or an average of Rs. 4,767 per month. If the two sets of figures are totalled it is found that an amount of Rs. 1,22,475 was deducted in ten months in respect of 7,612 workers or at an average of Rs. 1-9-9 per head per month. In the case of the four mills in the other centres of the Presidency a sum of Rs. 4,565-11-11 was recovered in 1,512 instances. The rate of the deductions was at Rs. 3-0-3 per instance and Rs. 456-9-0 per month. No figures were available with regard to the incidence of the deductions *per worker* for the workers on whom it was imposed.

With regard to the effects of this practice, it is urged that the employees who are given the spoilt material have no difficulty in selling it and that in cases where they are not able to sell it they use the cloth themselves. The evidence of the workers themselves goes to show that, in many cases, they experience the greatest difficulty in disposing of the material that has been thrust upon them and this is especially the case as regards the kinds of cloth for which there is no local demand. The weaver with limited resources is very often anxious to realise the value of the damaged cloth as soon as possible and is therefore forced to sell it for whatever price he can get. In most cases the price fetched is considerably less than the actual "cut" effected from the weaver's wages. In many cases the worker is forced to retain cloth for which he cannot obtain a satisfactory price, although he does not ordinarily require it for his own use. Sometimes, however, the worker is able to dispose of the damaged material at a price equal to or more than the amount deducted from his wages and thereby he escapes punishment altogether.

Referring to this question the Indian Tariff Board (Cotton Textile Industry Enquiry) in paragraph 64 of their Report (1927) stated as follows:—

"It is the practice in many mills to compel a weaver to take over cloth spoilt by defective workmanship the full value of such cloth being recovered from him and credited to the mill. The weaver has then to dispose of the cloth as best he can."

* * * * *

This practice was justified by Managing Agents on the ground that disciplinary measures are necessary to maintain efficiency and quality. There are many mills which do not adopt the system but merely impose a fine for defective workmanship and we are convinced that it is desirable in the interests of the mills themselves that it should be abolished as the advantage which the mills derive from it is entirely incommensurate with the soreness it causes."

The Bombay Strike Enquiry Committee, 1928-29, discussing a new Standing Order proposed by the Millowners on the subject observed that "there can be no doubt that the practice is liable to considerable abuse, and it has often given rise to industrial unrest. The weaver constantly feels that he has been unjustly penalised for damage caused from reasons which were beyond his control, and asserts that his protests are not heeded. There may be no real attempt to determine whether pieces of cloth have been spoilt owing to the worker's negligence, or on account of defective machinery, bad raw material or carelessness in some other department; and there is a natural tendency for employers to decide such cases in their favour. The worker may not be able to dispose of the spoilt or damaged material except at a considerable loss, and the incidence of the fine thus inflicted on him may be very heavy. No doubt there may be some cases where weavers benefit by getting slightly damaged cloth, which they can keep for their own use or dispose of at a profit; but we think that the objections to the practice outweigh its utility". The Committee, on the other hand, held that "it would be clearly unreasonable for the employer not to have power to recover compensation for damage caused by the negligence of a weaver, by fine or deduction from his wages". In conclusion, they tentatively suggested the addition of a rule on the following lines to the Standing Orders proposed by the Bombay Millowners' Association:—

"The Company shall not be entitled to debit a weaver's wages with the cost of cloth damaged by his negligence, unless he elects to take it over on those terms. Otherwise the Company may deduct from his wages an amount corresponding to the estimated loss caused to it by such negligence, provided that, if the proposed deduction exceeds the sum of Rs. _____ or the weaver disputes the damage being due to his negligence, the deduction shall not be made by an officer of the Company lower in rank than an Assistant Weaving Master. If the latter officer directs a deduction of Rs. _____ or over, and the weaver disputes his liability to pay the same, there shall be a joint examination of the damaged cloth by such officer of the Company as the Manager appoints and a representative of the weavers, who may be either an employee of the Company or an official of a registered Trade Union. If they agree in their decision, the Manager shall accept their decision. If they disagree, and there is no independent person to whom the Manager and the weavers' representative agree to refer the dispute, the Manager shall decide what amount (if any) shall be deducted from the weaver's wages."

We have referred to the matter at some length here in order to show the impossibility of taking into account this peculiar form of wage deduction in arriving at the average of a weaver's earnings. It is impossible to estimate the money value of the "fine" which may, moreover, in a few cases, where the type of cloth handed over is readily saleable, actually involve a profit and not a loss.

APPENDIX D

Table showing the average monthly earnings of Mill clerks

Department and occupation	Total number returned	Average monthly earnings
		Rs. a. p.
1. BOMBAY		
Mill or Factory Clerks—		
Head clerks	18	217 0 1
General clerks—		
1st class	13	157 9 7
2nd class	44	84 13 0
3rd class	16	43 13 5
Head time-keepers	24	127 0 10
Assistant time-keepers	64	66 9 7
Head store-keepers	28	158 6 7
Godown-keepers	103	68 0 0
Cotton clerks	43	87 15 7
Waste clerks	26	68 5 1
Sizing clerks	45	64 11 7
Weaving clerks	64	64 13 1
Folding clerks	49	65 13 2
Other mill clerks	326	56 15 10
Junior technical assistants	86	36 3 7
2. AHMEDABAD		
Mill or Factory Clerks—		
Head clerks	21	133 0 5
General clerks—		
1st class	5	133 6 5
2nd class	109	54 3 11
3rd class	88	29 14 10
Head time-keepers	15	64 7 6
Assistant time-keepers	27	34 2 5
Head store-keepers	14	66 8 7
Godown and Warehouse clerks	45	37 11 9
Cotton clerks	24	44 10 5
Waste clerks	9	28 10 2
Sizing clerks	50	45 8 9
Weaving clerks	24	38 12 0
Other mill clerks	210	33 11 3

