

**FIRST REPORT**  
**OF THE**  
**UNITED PROVINCES**  
**Labour Enquiry Committee**  
**1946-48**

*Volume I—Part I*

**WAGES, DEARNESS ALLOWANCES  
AND BONUS**



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## CHAPTER I

### INTRODUCTORY

#### **Appointment of Committee and terms of Reference**

The appointment of the United Provinces Labour Enquiry Committee had its origin in the general unrest among labour that followed the cessation of the War. It will be recalled that during the War the Government had passed the Essential Services Maintenance Ordinance and introduced rule 81(A) in the Defence of India Act, 1939 for the purpose of controlling the industrial unrest so that the stream of war supplies might flow smoothly and strongly. But no sooner was it realized that the War was drawing to its close, particularly, in the Far Eastern theatre, then the tide of demand rose among labour to set matters right in regard to conditions of employment, wages, standard of living, etc., and the dam of control began to yield. A number of strikes took place in the country, and the United Provinces was no exception to the rule. The strikes were not confined to industrial labour only; they extended to white collared occupations, e.g. clerks, so long averse to any sharp and collective expression of their discontent. The popular Government which took up reins of office in April, 1946, immediately realized the justice of the labour case. In a press note issued by the Hon'ble Minister for Labour in the United Provinces Government in June, 1946, as also in several pronouncements made by him on the floor of the Assembly and to the press, a comprehensive enquiry on labour was promised.

2. The present Committee was a redemption of these promises. It was appointed by Industries Department Notification No. 6171(L)/XVIII—406(L)-46, dated December 20 1946, which read as under :

“The Governor is pleased to appoint a Committee of Inquiry to investigate, in accordance with the terms of reference given in paragraph 5 below, into the conditions of industrial labour in the United Provinces and to make recommendations.

2. The Committee shall consist of the following members:

(1) Mr. R. R. Bakhale, M.L.C. (Bombay),  
*Chairman.*

(2) Mr. A. G. Ansari, M.L.A. (United Provinces),  
*Member.*

(3) \*Professor D. P. Mukerji, Head of Economics Department, Lucknow University, *Member.*

(4) Shri Arjun Arora, Patkapur, Cawnpore, or, in his absence, Shri Raja Ram Shastri, M.L.A., Gwaltoli, Cawnpore, *Member.* (Representatives nominated by Workers' organizations).

(5) Mr. J. Nigam, Deputy Chairman, Employers' Association of Northern India, Kanpur, or, in his absence, Sir Har Govind Misra, K.T., O.B.E., *Member.* (Representatives nominated by Employers' organizations).

Mr. S. N. Prasad, B.Sc., LL.B., will be the Secretary.

3. The Committee may, if it so desire, co-opt, wherever feasible, an equal number of representatives of the employers and of employees in any industry or area, to advise it on matters, particularly technical and local, relating to it. Such representatives shall have all the rights and privileges of the members of the Committee in respect of the inquiry relating to that industry or

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\*Reader in Economics and Sociology, officiating as Head and Professor of the Economics Department at the time of the issue of the Government order.

area, except that they shall have no vote and shall not sign the report.

4. The inquiry is intended to be comprehensive without being dilatory. The Committee's discretion to inquire into all aspects of labour problems will be wide.

5. As a guide to the Committee, the following terms of reference have been drawn up. These are, however, by no means exhaustive and do not limit the range of the Committee's inquiry:

(1) To inquire into the conditions of work and service of the workers employed in large-scale industries and unregulated factories or undertakings, perennial and seasonal, in the Province with special reference to—

(a) the method of recruitment and the questions connected therewith, in particular the elimination of contract labour;

(b) the standing orders, if any, regulating the conditions of employment including disciplinary action such as fines, suspension, discharge, dismissal, etc., and the need for the provision of such standing orders where it does not exist and for the standardization of such standing orders;

(c) the hours of work, periods of rest, spreadover, overtime, payment for overtime, weekly holidays, holidays with pay and other allied matters, particularly in respect of such industries, factories or undertakings where these matters are not regulated by law;

(d) the wages, dearness allowance and bonus; the existing wage levels and scales of dearness allowance and bonus in different industries, factories or undertakings; the possibility and desirability or otherwise of amalgamating, wholly or partly, the dearness allowance with wages; the conditions and

circumstances governing the payment, now and hereafter, of bonus; relation of wages to hours of work, cost of living and efficiency; time-work wages and piece-work wages and wage rates; a living wage, standard wage and minimum wage; standardization of wages and musters; machinery, if any, statutory or otherwise, for fixing minimum wages or wage rates; automatic adjustment of wages;

(e) the regulation of night shift work;

(f) the sanitary arrangements and conveniences;

(g) the provision for chreche, recreation, etc.;

(h) the special problems, if any, relating to adolescents, women and children, employed in industries, factories or undertakings.

(2) To inquire into the existing labour welfare activities provided for industrial workers by Government, local bodies and employers; to examine the need for their co-ordination and expansion, the ways and means of financing them, the distribution of financial liability between Government, local bodies and employers and the agency for their administration.

(3) To inquire into the causes and extent of indebtedness among industrial workers and to consider ways and means of eradicating or substantially reducing it and of preventing its recurrence in future.

(4) (a) To ascertain the extent of the housing accommodation available at present to industrial labour in the Province and the extent to which it requires to be supplemented in the immediate and near future;

(b) to consider the need for increasing the floor-space area for the working class families and for improving sanitary and other requirements of in-



dustrial housing and to determine the minimum requirements of a working class family in this behalf;

(c) to consider the ways and means of financing industrial housing in the Province and to examine the question of the responsibility of the Central and Provincial Governments, local bodies and employers in sharing the financial liability;

(d) to examine the question of rent to be charged from industrial workers for housing accommodation; and

(e) to consider the question of protecting industrial labour from ejection in industrial disputes.

(5) To consider the possibility and desirability or otherwise of introducing in the Province schemes of profit-sharing among the employers and employed.

(6) To consider the possibility and desirability or otherwise of associating labour with management in the responsibility of considering and solving problems of the industry.

(7) (a) To inquire into the growth and working of trade unions, the progress made and difficulties experienced by them in building up a sound and healthy trade union movement in the Province, the attitude of the employers towards the trade unions and their employees in particular and the trade union movement generally, the extent of recognition of trade unions by the employers and the conditions, if any, under which such recognition is granted; and

(b) to examine the existing trade union law and to consider whether it needs, in relation to this Province, any amendment so as to accelerate and foster the growth of trade unions on proper trade union lines and with a view to increasing their strength of collective bargaining.

(8) (a) To inquire into the working of the machinery, if any, statutory or otherwise, for the speedy redress of the workers' grievances and for the prevention and settlement of industrial disputes in the Province; and

(b) to examine the existing law relating to the prevention and settlement of industrial disputes and to consider the desirability or otherwise of amending or augmenting the said law so as to provide for mediation, conciliation, arbitration, adjudication and to secure peace and harmony in the industry.

(9) To examine the existing labour legislation, Central and Provincial, and the need for its amendment or augmentation in relation to this Province.

(10) To examine the existing organization and working of the Labour Department of Government, its strength, duties and functions and the need, if any, for its re-organization and/or expansion so as to bring within its jurisdiction all matters relating to industrial labour, including collection of labour statistics, enforcement of labour legislation and inspectorate.

(11) To consider other matters germane to the inquiry.

(12) To make recommendations.

6. The Committee is requested to submit an interim report to Government on items Nos. 1, 2 and 8 of the above terms of reference for the consideration of the Government. These are the problems concerning labour that require immediate attention and Government would not like action to be delayed on them for the reason of an inquiry into the remaining questions of long-range implications. Government hope that it will be possible for the Committee to submit their interim report by the end of March next at the latest. Government will expect a fuller report from the Committee on all other items mentioned in the terms of

reference in addition to the interim report mentioned above.

7. Government are also appointing a labour expert at their own expense to prepare the labour case for presentation before this Committee."

### **Modification of the preamble and terms of Reference**

3. Paragraph 5 of the terms of reference was subsequently amended by Labour Department Notification No. 1366(L)(ii)/XVIII—408(L)-45, dated April 16, 1947, which ran as follows:

In paragraph 5 of the Government notification No. 6171(L)/XVIII—406(L)-46, dated December 20, 1946, insert the following as clause (1-A) between clauses (1) and (2):

"(1-A) To examine the question whether the Industrial Employment (Standing Orders) Act, 1946, should be made applicable in the case of workers and clerks of such establishments as employ less than 100 persons and, if so, to which of them or to which class of them."

### **Second Modification**

4. On a representation by the employees of the non-factory and commercial establishments, the Government in Labour Department Notification No. 1366(L)/XVIII—406(L)-46, dated May 16, 1947, amended the preamble to the Original Notification as follows:

In the preamble to Government Notification No. 6171(L)/XVIII—406(L)-46, dated December 20, 1947, insert a comma and the following words after "industrial labour" and before "in the United Provinces and to make recommendations".

"Clerical Staff and other employees working in non-factory and commercial establishments".

## **Appointment of Adviser to Labour**

5. In accordance with paragraph 7 of the terms of reference Government, by G. O. No. U/234(L)/XVIII, dated March 14, 1947, appointed Shri R. S. Nimbkar to prepare and present the case of labour. On his subsequent appointment as Chairman of the Committee in succession to Shri R. R. Bakhale, Shri G. D. Bajpai was, by G. O. No. U-767 (L)/XVIII—394(L)-47, dated August 13, 1947, appointed as Adviser to Labour. He, however, resigned on personal grounds in December, 1947, and his post has since remained unfilled.

## **Appointment of Statistician**

6. At the request of the Committee the Government appointed Shri S. C. Chaturvedi, M.A., Labour Officer, Kanpur, as Statistician. He took over charge on November 10, 1947.

## **Changes in the Personnel of the Committee**

7. Due to protracted illness, Shri R. R. Bakhale had unfortunately to resign from the Chairmanship of the Committee. Under instructions from the Government, Shri R. S. Nimbkar assumed charge of the Chairmanship from July 1947. The Labour Department Notification No. U-692(L)/XVIII—347(L)-47, dated August 4, 1947, formally appointed him as such.

8. The only other change in the personnel was the withdrawal of Shri J. Nigam by the Employers' Association of Northern India leaving Sir H. G. Misra as their sole representative on the Committee.

## **Associate Members**

9. The Committee, being empowered under paragraph 3 of its terms of reference to co-opt members, later appointed, as assessors, Shri D. R. Narang (or, in his absence, Shri Hari Rai Swarup), and Shri T. Gupta on behalf of the employers, and Shri Harihar Nath Shastri (or, in his absence, Shri Brij Kishore Shastri), and Shri K. C. Gupta on behalf of the employees, to assist it in its examination of Sugar and Glass Industries respectively.

## **Preliminary meeting of the Committee, and the Interim Questionnaire**

10. The Committee held its preliminary meeting on January 13, 1947, when the terms of reference were discussed. It felt that item No. 2 of the terms of reference relating to the existing welfare activities could stand over as it involved a protracted inquiry while item No. 5 was really a part of the question of wages and should, therefore, be considered along with it. The Committee accordingly approved the draft questionnaire based on items Nos. 1, 5, and 8 of the terms of reference. Printed copies of the Interim Questionnaire reproduced as Appendix "A", were issued along with covering letters in January, 1947, to 975 registered factories, 206 registered Trade Unions, a number of Employers' Associations, Central and Provincial Branches of the Indian National Trade Union Congress, the All-India Trade Union Congress and the Indian Federation of Labour. They were all requested to send their replies within a month of the receipt of the questionnaire. Copies of the questionnaire were also sent for information to Government of India, the United Provinces Government, the Universities and other important educational institutions throughout the Province, as well as

to the various political organizations interested in, or directly connected with, the labour problems in the country.

### **Nature of response received**

11. Memoranda and replies to the questionnaire were received from only 49 mills and concerns and 51 registered Trade Unions. Three Employers' Organizations also submitted consolidated replies, namely, the Employers' Association of Northern India, Kanpur, on behalf of its member-concerns in the Textile, Leather, Iron and Steel, and Oil and vanaspati industries; the Indian sugar Syndicate Ltd., Kanpur, on behalf of its Sugar Mill Members; and the U. P. Glass Manufacturers' Syndicate, Shikohabad, on behalf of its glass factory members. A detailed list of the bodies, both employers and employees, who submitted replies is given in Appendix "B" to this Report. It may be mentioned that although the questionnaire was issued in January, 1947, we did not, in spite of pressing reminders and reluctant extensions of time receive detailed material from the Employers' Association until we actually commenced our inquiry at Kanpur in the third week of July, 1947. This greatly handicapped our work. The employees too, who had to start their evidence before the employers' memoranda were submitted, felt the injustice of the arrangement which we were compelled to adopt.

### **Appointment of fact-finding Sub-Committees**

12. The Committee met again on March 2, 1947, to discuss the worsening Labour situation in the Province, created by frequent strikes and mounting general discontent among the labourers. In view of the poor response received to the questionnaire and the difficulty in collecting statistical data,

it decided to appoint immediately a number of fact-finding sub-committees for the principal industries in the Provinces. In pursuance of this decision nine sub-committees were appointed for Textile (including Cotton, Woollen, Silk, Jute and Hosiery), Leather (including manufacturing and tanning), Sugar (crystal sugar), Glass (including hollow-ware and bangle), Iron and Steel, Electricity and Engineering (including Waterworks), Printing Presses, Oil (including Vegetable Oils and Ghee), and Shellac industries. They were composed mostly of Government officials having intimate knowledge of the industry concerned as Chairmen, and Statisticians-cum-Secretaries and an equal number of nominees of employers and employees as members. The Chairmen and Secretaries of these sub-committees were invited to a joint meeting on April 15, 1947, and asked to collect data on wages, bonuses and dearness allowance, compile comparative statements and submit reports. The sub-committees, however, were not to make any recommendations. Government having subsequently amended its notification so as to bring the clerical staff and other employees of the commercial establishments also within the scope of inquiry, a Non-factory and Commercial Establishments Sub-Committee was also constituted. The personnel of the Committees are printed in Appendix "C" to this Report, while their reports (excepting that of the Printing Presses Sub-Committee which did not function due to the appointment of a separate Committee by the Government, namely, the Presses Enquiry Committee), are printed in Part II of this Volume of the Report.

### **Standardization Sub-Committees**

13. As the work proceeded, we appointed two more Sub-Committees to report on standardization of wages, occupations and musters in the cotton textile industry at Kanpur

and in the sugar industry in the Province. The personnel of these sub-committees are also printed in Appendix "C" to the Report. Their reports were further scrutinized by two other sub-committees, given in Appendix "C". Their final reports were thoroughly discussed by us to evolve the two standardization schemes.

### **Meetings**

14. We held, in all, 40 private meetings, 4 at Lucknow before the commencement of the inquiry, 3 at Kanpur, and the rest again at Lucknow.

### **Public Sitzings—Kanpur**

15. On July 18, 1947, before commencing the public inquiry, representatives both of employers and employees were invited to an informal meeting to discuss and settle the itinerary and procedure. The public sittings of the Committee commenced in the King Edward Memorial Hall at Kanpur on July 23, 1947. There were, in all, 45 public sittings at Kanpur between July 23 and September 22, 1947, during which period we examined the delegations of the Employers' Association of Northern India (on behalf of its Textile and Leather member-concerns—Cooper Allen & Co., and the Jajmau Tanneries). We also examined six registered Trade Unions, namely, the Suti Mill Mazdoor Union; the Kanpur Mazdoor Sabha; Leather and Tannery Workers' Union; Leather Workers' Union; Hoisery Workers' Union; and the Central Clerks' Association. As many as 35 workmen were produced before us by four of these unions. In order to enable the workers to attend the sittings in as large a number as possible, we met on Sundays as well.



## **Visits**

16. We visited a number of factories, industrial areas, trade union offices, workmen's quarters etc., and contacted labour in order to have intimate knowledge about their working and living conditions. At places, some of us also addressed the members of the Unions explaining to them the scope of the present inquiry and bringing home to them the necessity of discipline, greater efficiency and increased production in national interests. Such personal contacts created confidence and satisfaction among the working class as a whole, with the result that they extended their sincere co-operation for which we are grateful. It greatly facilitated our work.

## **Gorakhpur**

17. In spite of our stay in Kanpur for full two months the employers were, it is regretted, not ready with their memoranda on other industries. We, therefore, felt it unnecessary to prolong our stay at Kanpur and moved on to Gorakhpur where the sittings commenced in the District Board Hall, on September 25, 1947. The inquiry there being confined only to Sugar industry, we examined the U. P. and Bihar Sugar Mills Workers' Federation, and the Chini Mill Mazdoor Union, Hardoi. Between them they also produced 13 workmen as witnesses.

## **Visits**

18. We visited a number of Sugar Factories and Union offices in Gorakhpur and Deoria Districts to study at first hand the labour conditions prevailing there. Due to off-season, however, we could not see the actual working of the mills. We concluded the inquiry at Gorakhpur on October 3, 1947.

## **Lucknow**

19. It was originally proposed that we should go to some other important industrial centres in the Western United Provinces also. But in view of the disturbed conditions prevailing there, we decided to invite the remaining industries for their evidence at Lucknow. We, therefore, re-assembled in Council House on October 7, 1947 and held 32 sittings lasting up to December 20, 1947. Within this period, we examined the delegation of the Indian Sugar Syndicate Ltd.; the U. P. Glass Manufacturers' Syndicate; and the Employers' Association of Northern India again, this time on behalf of its member-concerns in the Iron and Steel, Hosiery, Jute and Oil industries. On the side of labour, the following appeared before us for evidence: The representatives of the U. P. and Bihar Chini Mill Mazdoor Federation; the Glass Workers' Unions consisting of the Ganga Glass Works, Balawali; Glass Workers' Union, Harangau; Glass Workers' Union, Naini; Mazdoor Sabha, Makhanpur; and Mazdoor Union, Shikohabad; Iron and Steel Mazdoor Union and Kanpur Loha Mill Karamchari Union; Banaras Cotton and Rolling Mills Mazdoor Sangh, Banaras; Spinning Mills Workers' Union, Agra; Textile Workers' Union, Lucknow; Jute Mill Mazdoor Sabha, Sahjanwa (Gorakhpur); Oil Mills Workers' Union and Oil Workers' Union, Kanpur; Acme Oil Mill Mazdoor Union, Lucknow; Hargaoon Oil Mills, Shyam Nath Oil Mills and Maholi Oil Mills Workers' Unions; Agra Shoe Workers' Union, Agra; U. P. Bank Employees' Union, Clerks' Union Nawabganj (Gonda), Indian Sugar Syndicate Employees Union, Kanpur, Chemical Mazdoor Union, Kanpur, Plastic Products Karamchari Union, Kanpur, and Kumaun Motor Transport Workers' Union, Kathgodam.

## **Special references**

20. In the course of our inquiry, we were requested by the Government to take up the additional work of giving our considered opinion on two other major issues, namely, the Standardization Scheme for electricity firms under the management of Messrs. Martin & Co., and increments in wages, dearness allowance, etc., in the Coarse Yarn Textile Mills of the United Provinces. For the first issue we examined on behalf of the employers, the representatives of the Martin Group of the Electric Supply Companies and on behalf of labour the representatives of the U. P. Electric Workers' Federation, Allahabad, the U. P. Electric Supply Workers' Union, Lucknow, the Banaras Bijli Ghar Mazdoor Sangh, Banaras, the Electric Workers' Union, Agra, the Electric Workers' Union, Allahabad, the Upper Ganges Electric Supply Workers' Union, Meerut, the Electric Workers' Union, Bareilly, and the Electric Workers Union, Muttra. For the second reference we requested the following to present their cases before us: The Employers' Association of Northern India, the Moradabad Spinning and Weaving Mills, Moradabad, Bijli Cotton Mills Ltd., Hathras, Indra Spinning and Weaving Mills, Agra, Johns Mills, Agra, and R. G. Cotton Mills, Lucknow. Interim reports with regard to both these references have been duly submitted to Government.

## **Specialists examined**

21. We examined also in some detail Professor (Dr.) Radha Kamal Mukerji, Head of the Economics and Sociology Department, Lucknow University, Professor S. K. Rudra, Head of the Economics Department, Allahabad University, Dr. V. N. Patwardhan, Director, Nutrition Research Labora-

tories, Coonoor (South India), Shri S. C. Mittra, Labour Member, Textile Control Board, India, Shri J. K. Pande, Economic Adviser and Director of Statistics, U. P. Government, Mr. J. Johnston, Labour Commissioner, U. P., Shri K. K. Batliwala, Chief Inspector of Factories, U. P. and Shri M. C. Pant, Development Officer, Kumaun—the last four *in camera*—on the questions of minimum living wage, dearness allowance and bonuses, nutrition, industrial disputes, reorganization of Labour Department, U. P., etc. We are grateful to them for their valuable assistance.

### **Further Visits**

22. In accordance with the procedure followed by us in other areas, we also visited a number of mills, union offices, workers' quarters etc., in the districts of Sitapur and Lucknow.

23. Particulars regarding the dates of the public sittings at various centres, and the names of the delegations and witnesses who appeared before us, as also the places visited by us are given in Appendices "D" and "E" of the Report.

### **Interim increase of 12½ per cent. in wages granted to workers**

24. It may be mentioned here that while the proceedings were going on we realized that labour was getting impatient. One of the reasons was the delay in the submission of the report, for which, however, the very comprehensive terms of reference given to us, the delicate nature of the negotiations with the parties concerned, the late submission of the memoranda, particularly on the employers' side, and also our desire to go to the root of the matter, as in the evolution of the Standardization Scheme, were mainly responsible. At the same time, we could not remain indifferent to the urgency

25. The public sittings were concluded on December 20, 1947. We immediately conferred to take decisions. In view of the great importance of the tasks set before us we have endeavoured to make unanimous recommendations as we felt that at this juncture any difference of opinion might jeopardize the cause of industrial peace and production, and above all, of national interests. We are glad to say that we have reached complete unanimity in all our decisions.



## CHAPTER II

### THE WAGE PROBLEM: THE BACKGROUND

#### **The Scope and importance of the problem**

26. It is a truism that wages form the pivot round which most labour problems revolve. Thus questions relating to standards of living, the economic well being of the worker in general, his relative efficiency, the labour cost, as an item of cost of production as also in relation to the competitive costs of the commodities produced, all pertain to this problem. Again wages are often a fruitful source of industrial disputes, as is the case today in U. P. itself. The problem is thus not only complicated but is fraught with great potentialities for good and evil, affecting sometimes very large populations. It has, therefore, to be dealt with, not only with great tact, imagination and sometimes with boldness, but it also requires a very close and careful study of all the information and data available, historical, economic, as well as statistical, in order to ensure a really scientific and helpful approach to the problem.

27. The term "wages" has been defined in different ways. Looked at from the angle of the *laissez-faire* policy, which unfortunately still holds its field, wages constitute a contract income, fixed or settled, as between employers and employees, where the latter sell labour power in lieu of money or goods, or both. Of the two contracting parties, employers are undoubtedly in a much stronger position, particularly where

labour is not sufficiently well organized and has not developed traditions of collective bargaining, as is the case in India today. Popular Governments, therefore, feel it to be their moral responsibility to protect the weaker party. From a broader and a more modern point of view the State is committed to the enlargement of the productive capacity of the community to increase the national dividend from which all parties draw their sustenance and the State too its capacity for strength and social service. Although the last aspect did not loom large in the specific instructions given to us we have placed it in the perspective of today's urgency, which is admittedly that of higher and still higher productivity through a fuller employment of all types of resources. It is thus obvious that the needs of the country cannot be met without a corresponding satisfactory solution of the problem of wages in the economic terms of monetary wages and real earnings, and more so, in human terms of efficiency, security and contentment. The terms of reference on this question are as follows:

“To inquire into the conditions of work and service of the workers employed in large-scale industries and unregulated factories or undertakings, perennial and seasonal, in the Province with special reference to—(d) the wages, dearness allowance and bonus; the existing wage levels and scales of dearness allowance and bonus in different industries, factories or undertakings; the possibility and desirability or otherwise of amalgamating, wholly or partly, the dearness allowance with wages; the conditions and circumstances governing the payment, now and hereafter, of bonus; relation of wages to hours of work, cost of living and efficiency; time work wages and piecework wages and wage rates; a living wage, standard wage and minimum wage; standardization of wages and musters; machinery, if any, statutory or otherwise, for fixing minimum wages or wage rates; automatic adjustment of wages;”.

## **Interim Questionnaire and the unsatisfactory response from employers**

28. We framed, in all, twenty-eight questions on wages, dearness allowance, and bonus in the interim questionnaire which was issued in the last week of January, 1947. Whatever vagueness there was in the wording of some of these questions, it was born of their fundamental character. It is likely that the Employers did not fully understand the purpose of the questionnaire and were, thus, somewhat handicapped in supplying the necessary information. But even after making a full and liberal allowance for the handicap, we feel, and are constrained to put it on record, that the assistance and co-operation we expected from the employers in this matter, and which could have been easily afforded to us, have not been vouchsafed. Indeed, the first statement containing information on some of the questions from the premier employers' organization in the Province, namely, the Employers' Association of Northern India, did not reach us until August 26, 1947, that is, seven months after the date of issue of the questionnaire. And subsequent statements supplementing the information already supplied or supplying information in respect of other industries, not touched before, continued trickling to us up till three or four weeks before the submission of this Report. This naturally prevented us from making as effective a check of the data, supplied to us, as was needed, and we could not make full use of them at the time of the oral evidence which followed closely the submission of their memoranda. We were further handicapped in another way, namely, by the decision of the Employers' Association of Northern India to submit their replies to the questionnaire in a consolidated form for all their members and not separately for individual factories as was intended by us. We could not, therefore, ascertain the



distinctive characteristics of different factories, and could only get what may be called an "average" basic wage for "all" factories, instead of the "actuals" for each factory. It is, however, the "actuals" alone that could have given us an accurate idea of the wage rates, in force, and the direction in which they had undergone a change since 1938, as also their extent. These "average" wages had been utilized for computing monthly earnings on the basis of a full term of 26 working days in a month. Further, in the absence of information regarding the average rate of absenteeism, against which the employers themselves had complained, we could have no correct idea of the actual wage rates, or the level of actual earnings—absolute or relative—or inter-factory variations.

### **Response from Trade Unions**

29. The trade unions were, on the whole, more responsive. A large number of them supplied memoranda incorporating their views on the subject, although some of these also were received quite late. In these memoranda, most trade unions invited our attention to the numerous defects that obtain in the current industrial wage systems in the Province. In some cases, they also tried to support their contentions with the help of figures taken from previous publications, such as the Report of the Royal Commission on Labour, the Kanpur Labour Inquiry Committee Report, the Indian Tariff Board Reports, etc. In most cases, however, no evidence was adduced, to support the complaints made, and, where such evidence was put forward, it was neither up to date nor sufficiently exhaustive to enable one to draw conclusions therefrom. Indeed, trade unions in our country are too weak and ill-organized to collect, on their own account, adequate statistical data bearing on any problem. We could, therefore, depend on their memoranda merely

for taking broad hints about the possible defects in the current wage systems. But in so far as these allegations went, they were countered and refuted strongly by the statements and views put forward on behalf of the employers. Our quest, therefore, for independent and reliable objective data bearing on these problems remained unabated in spite of the voluminous memoranda received from the trade unions on the one hand and the employers on the other.

### **Scantiness of data from other sources**

30. We were, further, disappointed to find that, despite the existence of the Department of Economics and Statistics at the headquarters of the Government and the Statistical Section in the Labour Office at Kanpur, no wage census had been undertaken so far. The only inquiry, however, which was of some help, was the one conducted in 1944 by the Labour Investigation Committee, otherwise known as the Rege Committee, appointed by the Government of India. We have tried to utilize the statistical data given in the reports of this Committee in so far as we could, but even this help could not be very material for several reasons. In the first place, the 1944 Inquiry did not collect any data about pre-war levels. Secondly, the reports prepared for various industries do not follow any uniform line of analysis with the result that the data available in respect of different industries cannot be utilized for making accurate comparisons from centre to centre, or industry to industry, or from occupations to occupations. Thirdly, most of the reports give figures only of daily earnings without giving any estimate of the monthly earnings or any definite idea of the rate of absenteeism. In short, we were placed more or less in the same unenviable position in which the Kanpur Labour Enquiry Committee found itself

in 1938. Indeed, the following comment made by that Committee still holds good :

"In this connection we have regretfully to record that we were poorly served with the aid of statistics indispensable in any inquiry of such a nature . . . Unlike Bombay, with its well-equipped, well-staffed, and well-organized labour office, which has made several wage census investigations and has records, facts and figures relating to industrial conditions of workers, we had next to nothing to guide and direct us in our inquiry. Such figures as we did obtain cannot be regarded as wholly reliable. The source, the method, and the time of collection somewhat vitiated their value. We desire to state it at once that this lack of accurately collected data is an outstanding defect in the industrial equipment of the Province in general and of Kanpur in particular. This state of affairs must be rapidly repaired."

The situation today is much the same, as it was ten years ago. *We suggest that this is a point for serious consideration both by the Government and by the employers, than whom nobody suffers more from the lack of such data. The country has arrived at a stage where economic problems have got to be solved, not in any empirical manner but scientifically, with the help of well-established facts and figures. The existence of scientifically collected statistics is the only safeguard against sentimentality on the one hand and exploitation on the other. It is a good guarantee of social justice. We, therefore, strongly advise all parties concerned to take up this work seriously and expeditiously, in their own interest, as well as, in those of the country.*

### **Sub-Committees and the nature of data collected by them**

31. The initial delay in the receipt of replies to our questionnaire from the employers' and the workers' unions

and the absence of independent and reliable statistical material led us to appoint a few sub-committees for collecting data regarding wages, dearness allowance and bonus. A reference to the particulars of these committees and their work has already been made in Chapter I. These committees were intended to be fact-finding bodies under whose supervision figures of wages etc., were to be collected on a sample basis. The committees utilized the same form for collecting figures from different factories and followed a uniform basis for sampling workers. Their reports, excepting two, supply us with figures of net earnings for selected occupations in each factory in March, 1939, March, 1944, and March, 1947. The figures include dear food allowance wherever they are given, but they do not include bonus. In working out net earnings most of them have followed Rege Committee Reports and given only the data about daily earnings with the result that these figures do not convey any precise idea of the actual net monthly income of the workers from their earnings. It was, no doubt, possible to re-compile figures so as to find out monthly earnings, but the pressure to submit our report at an early date made it impossible to undertake this huge task. In all, these investigations covered 242 factories pertaining to 11 organized industries, spread over more than seven industrial centres of the United Provinces, as shown in the following statement :

TABLE NO. I

NUMBER OF FACTORIES SURVEYED BY THE SUB-COMMITTEES IN EACH INDUSTRY IN IMPORTANT CENTRES OF THE UNITED PROVINCES.

Serial number	Industries	Centres								Total number of factories surveyed	Total number of registered factories
		Kanpur	Lucknow	Agra	Banaras	Saharanpur	Moradabad	Bareilly	Other centres		
1	2	3	4	5	6	7	8	9	10	11	12
1	Cotton .. ..	16	1	4	2	..	1	..	8	30	30
2	Cotton waste ..	5	..	..	..	..	..	..	..	5	5
3	Cotton Ginning and Pressing.	..	..	1	..	..	..	..	2	3	53
4	Jute .. ..	2	..	..	..	..	..	..	1	3	3
5	Wool .. ..	2	..	..	..	..	..	..	3	5	5
6	Hosiery .. ..	6	1	3	2	..	..	..	1	13*	9
7	Oil .. ..	7	..	2	1	1	..	1	28	40	135
8	Leather .. ..	11	..	3	..	..	..	..	..	14	25
9	Electric Engineering and Water works.	4	3	2	3	1	1	2	26	42	89
10	Glass .. ..	..	1	34	..	1	1	..	17	54	98
11	Sugar .. ..	..	..	..	..	1	2	..	30	33	94
	Total .. ..	53	6	49	8	4	5	3	114	242	548

\*Factories surveyed, perhaps, include non-registered factories also.

### Selection of occupations to overcome difficulty of non-standardised nomenclature

32. A difficulty, that came early to our notice, when the data collected by our sub-committees were being analysed,

was the lack of uniformity in nomenclature in regard to similar occupations in the same industry. Each factory appeared to have its own division of work into various categories and its own terminology for each category of work. This made the process of compiling wages for the same occupation from factory to factory very difficult and tedious. Part of the lack of uniformity may no doubt be due to the different types of processes and the machinery used. But such differences do not wholly account for the disparities between the terms and the nature of the work and the divergence in nomenclature. This defect, we submit, is responsible for most of the difficulties in the way of introducing standardized wages, schemes of rationalization, or for increasing efficiency. It also entails waste of time, money and labour, since a large number of workers have to be treated on a separate footing for most administrative purposes. We sought to avoid the difficulty by selecting occupations which included categories employing relatively large numbers of workmen. Detailed figures giving daily net earnings per worker in selected occupations in different factories in each industry are given in tables Nos. 1 to 13 in Appendix "F".

### **Innumerable wage rates and unscientific differentials**

33. Another defect of a similar type, which came to our notice early in our scrutiny, was the large number of wage rates prevalent in most of the factories and the lack of plan in fixing differentials in between different wage rates. Although no regular data were supplied, a number of trade unions complained before us about this and the invidious distinction it created from worker to worker. The employers while not always agreeing regarding the unscientific basis of the differentials admitted in most cases the existence of

innumerable rates, and, indeed, put it forward as an excuse for not being able to supply a list of actual wage rates to the Committee. A scientific planning of differentials usually reduces the number of rates and, therefore, the second defect may be considered inherent in the first. In any case, it cannot be denied that a relatively large number of rates means not only more time, labour and staff for each factory, and the industry as a whole, but also more occasions for disaffection among the workers and disputes between them and the employers either on grounds of inadequate and incomplete payments, or because of a want of understanding of the complicated system.

**Large variations in net earnings  
in the same occupation**

34. A remarkable feature of the material collected by the sub-committee is that wages in the same occupation differ considerably from factory to factory within the same industry. The variations noticed in daily or monthly earnings in March, 1939 and March, 1947 separately are shown in the following table:

सत्यमेव जयते

TABLE No. II

DISTRIBUTION OF OCCUPATIONS IN EACH INDUSTRY ACCORDING TOPERCENTAGE VARIATIONS IN THEIR MINIMUM AND MAXIMUM NET EARNINGS IN MARCH 1939 AND MARCH 1947.

1947

Serial number	Industries	Cotton		Cotton waste	Cotton ginning and pressing	Jute	Wool	Hosiery	Oil	Leather	Electric En- gineering and Water Works	Glass	Shellac	Sugar	All industries												
		1947	1939																								
1	Percentage variations	1947	1939	1947	1939	1947	1939	1947	1939	1947	1939	1947	1939	1947	1939	1947	1939										
2	Less than 25.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
3	25.5-50.5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
4	50.5-75.5	1	1	3	..	..	..	..	..	..	..	..	..	..	..	..	..										
5	75.5-100.5	7	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
6	100.5-125.5	4	5	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
7	125.5-150.5	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
8	150.5-175.5	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
9	175.5-200.5	1	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
10	200.5-225.5	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
11	225.5-250.5	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
12	250.5-275.5	2	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
13	275.5-300.5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
14	300.5-325.5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
15	325.5-350.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
16	350.5-375.5	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
17	375.5-400.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
18	400.5-425.5	17	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
19	425.5-450.5	18	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
20	450.5-475.5	19	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
21	475.5-500.5	20	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
22	500.5-525.5	21	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..										
Total number of occupations.		151.2	96.5	24.0	2	6	17	63.3	115.5	NIL	154.6	101.1	194.0	48.9	159.6	NIL	154.8	135.0	179.5	99.0	20.0	20.0	3	22	4	198	116
Average percentage variation.		151.2	96.5	24.0	2	6	17	63.3	115.5	NIL	154.6	101.1	194.0	48.9	159.6	NIL	154.8	135.0	179.5	99.0	20.0	20.0	3	22	4	198	116



It will be noticed that in seven out of 12 industries cases have been recorded in which variation in earnings in the same occupation goes up to the magnitude of 300 per cent. or more. In other words, earnings in certain occupations in one factory amount to over three times those in the same occupation in another factory. The highest average variation in the earnings of the same occupation is shown by the oil industry, where it comes to 194 per cent. In the order of magnitude of average variation, glass industry comes next with 180 per cent., followed by sugar, 174 per cent., leather, 160 per cent. and cotton, 151 per cent. etc. Jute shows the least average variation, namely, 63 per cent.\* The table further shows that the range of variation between minimum and maximum rates has increased in 1947 as compared to that in 1939. Engineering and Sugar industries, however, seem to be exceptions to this rule. Thus, on the whole, there are not only large variations in net earnings in the same occupation from factory to factory, but the range of variations also seems to be increasing as wages are rising. Out of a total of 198 occupations in different industries, for which net earnings have been compiled for March, 1947, as many as 115 occupations show a variation of more than double.

### **Low and inadequate wages**

35. Further, a study of tables Nos. 1 to 13 in Appendix "F" reveals that the level of wages in some occupations at any rate is still very low in spite of the increases granted since 1939. To show this more clearly, we have prepared the following table, giving distribution of occupations and factories, in which net earnings amount to less than certain fixed levels.

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\*The figure of shellac is lower still but refers to only one occupation.

TABLE No. III(a)

DISTRIBUTION OF (A) OCCUPATIONS ACCORDING TO NET EARNINGS  
IN MARCH, 1947 IN LOW INCOME LEVELS IN THE UNITED PROVINCES

Serial number	Income levels according to net earnings	Industries													
		Cotton	Cotton waste	Cotton Ginning and Pressing	Jute	Wool	Hosiery	Leather	Oil	Electric Engineering and Waterworks	Glass	Shellac	Lace	Sugar	All Industries
1	Rs.30 p. m. or less.	16	2	5	15	5	7	9	13	8	4	3	15	10	112
2	Rs.25 p. m. or less.	9	1	4	12	2	5	8	11	5	2	..	8	7	74
3	Rs.20 p. m. or less.	5	1	..	1	..	3	8	6	2	..	..	5	3	34
4	Rs 15 p. m. or less.	2	1	..	..	..	2	5	1	1	..	..	2	1	15
5	Rs 10 p. m. or less.	..	..	..	..	..	..	..	..	..	..	..	1	1	2
Total no. of occupations.		32	5	12	30	21	13	22	26	29	32	9	28	22	281

TABLE No. III(b)

DISTRIBUTION OF (B) FACTORIES ACCORDING TO NET EARNINGS IN  
MARCH, 1947 IN LOW INCOME LEVELS IN THE UNITED PROVINCES

		Industries													
Serial number	Income levels according to net earnings	Cotton	Cotton waste	Cotton Ginning and Pressing.	Jute	Wool	Hosiery	Leather	Oil	Electric Engineering Waterworks	Glass	Shellac	Lace	Sugar	All Industries
1	Rs.30 p. m. or less.	17	5	2	2	2	6	5	24	11	7	1	1	10	93
2	Rs.25 p. m. or less.	9	3	2	2	1	4	2	16	7	2	..	1	5	54
3	Rs.20 p. m. or less.	6	2	..	1	..	4	2	11	3	..	..	1	4	34
4	Rs 15 p. m. or less.	2	1	..	..	..	1	2	2	1	..	..	1	1	11
5	Rs 10 p. m. or less.	..	..	..	..	..	..	..	..	..	..	..	1	1	2
Total no. of factories.		30	5	3	3	5	13	12	40	42	54	1	1	33	242

It will be noticed that out of 242 factories for which data have been collected, as many as 93 factories, or 38 per cent. show certain occupations in which net earnings in March 1947 were less than Rs.30 per month or Rs.1-2-6 per day, 54 factories, or 22 per cent. show occupations with less than Rs.25 per month or Re.0-15-5 per day, 34 Factories, or 14 per cent. show cases of less than Rs.20 per month or Re.0-12-4 per day, while 11 factories, or 4-5 per cent. show cases of less than even Rs.15 per month or Re.0-9-3 per day. Looking from the point of view of occupations selected for tabulation, 40 per cent. show earnings of Rs.30 per month or less, 26 per cent. of Rs.25 per month or less, 12 per cent. of Rs.20 per month or less and 5 per cent. of Rs.15 per month or less. These figures clearly show the extent to which wage levels in industries are still low. Oil industry has the largest number of factories, and Cotton Industries the largest number of occupations paying less than Rs.30 per month. In quite a number of cases, the percentage of factories or occupations giving less than Rs.30 per month comes to roughly 50 per cent. of the total. Generally the following occupations show the lowest daily or monthly earnings: cheese winders Re.0-8-2 daily, winder Re.0-8-0 daily and sweepers Re.0-9-3 daily in cotton industry; female coolies Re.0-9-0 daily in cotton waste factories; coalman Re.0-12-10 daily in cotton ginning and pressing factories; jute assortors Re.0-12-4 daily and sacking weavers Re.0-13-4 daily in jute industry; coolies Re.0-14-4 daily and fitters Re.0-15-10 daily in woollen industry; winders and sack knitters Re.0-8-9 daily each in hosiery industry; female coolies Re.0-7-5 daily and linedars Re.0-9-6 daily in oil industry; general coolies Re.0-7-0 daily, scourers Re.0-8-4 daily and setters Re.0-8-10 daily in leather industry; chaukidars Rs.12-8 per month and khalasis or coolies Rs.16 per month in Electricity and Engineering industry; coolies Re.0-13-3 daily in glass industry;

*parkhaya* Rs.1-0-3 daily in shellac industry; and coolies (cane) Rs.9-6-3 per month and watchmen Rs.15 per month in sugar industry. Some of these, it will be noticed, are fairly low levels, not in any way higher than those of rural wages in their vicinity.\* The occupations which show the highest earnings are Front Sizers Rs.5-5-2 daily and fitter Rs.3-14-10 daily in cotton industry; carpenter Rs. 1-8 daily in cotton waste factory; turner Rs.3-12-11 daily and pressmen Rs.3-4 daily in cotton ginning and pressing industry; beamers Rs.2-3-3 daily and hammerman Rs.2-2-3 daily in jute industry; menders Rs.3-6-4 daily and finishers Rs.3-2-5 daily in woollen industry; tailors Rs.5-2-5 daily and cutters Rs.3-5-9 daily in hosiery industry; mistri Rs.6-2-1 daily and turner Rs.5-7-8 daily in oil industry; mistri Rs.4-3-4 daily and lasting man Rs.4-0-10 daily in leather industry; inspector Rs.148 per month and switch-board attendant Rs.141 per month in electricity and engineering industry; tarwala Rs.27-9-7 daily and jaggaya Rs.16 daily in glass industry; karigar Rs.3-5-6 daily in shellac industry, and panman Rs.172-5-0 per month and moulder Rs.169-6-9 per month in sugar industry. Some of the rates will appear very high, as in the case of glass industry, but their number is small. In most cases, the maximum falls below Rs.150 per month. This cannot be considered a high level for March 1947 to which period these figures relate. Indeed, some of them, particularly the minimum rates, are unquestionably very low and inadequate, from whatever angle one might judge them.

### **Low basic wages in both rural and urban areas : a comparison**

36. At this stage it may be profitable to have a comparative estimate of industrial and rural wages in the Province.

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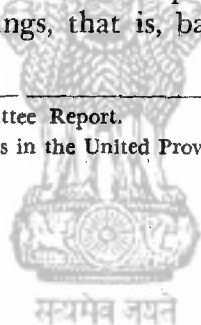
\*See 'Rural Wages in the United Provinces' by Shri S. C. Chaturvedi, Table No. 6 on pages 178—183.

We have taken particular care to have a balanced view of the wages problem as a whole because we felt that industrial wages could not be treated in complete dissociation from rural wages. After all, the economic pattern is one whole in which no one part can outgrow another at such a rate as will upset the economic equilibrium. This equilibrium, however, is not static but dynamic. In fact, it is commonly agreed that both on theoretical grounds and on the basis of experience industrial wages cannot but be somewhat higher than rural wages. Industrial wages always and everywhere tend to pull up rural wages. We, therefore, give below a table giving basic wages and earnings separately for a few occupations for 1944\* for which year rural wages† are also available. This table has to be read with the previous one in which the figures show net earnings, that is, basic wages plus dearness allowance.

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\*Taken from Rege Committee Report.

†Taken from 'Rural Wages in the United Provinces', by Shri S. C. Chaturvedi.



**TABLE NO. IV**  
**RURAL WAGES AND URBAN BASIC WAGES AND NET EARNINGS IN**  
**A FEW OCCUPATIONS**

Centres and occupations	Rural wages*	Urban wages		
		Industry and occupations	Basic earnings†	Net earnings‡
	As.		As.	As.
		<i>Unskilled labour</i>		
Kanpur (Labourer) ..	9' 000	Textiles coolie ..	9' 333	27' 667
Banaras (Labourer) ..	9' 000	Tanneries Ring Doffer ..	9' 333	23' 917
Saharanpur (Labourer)	17' 000	Textiles coolie ..	6' 750	14' 417
		Sugar coolie ..	15' 833	21' 167
		<i>Skilled labour Textiles</i>		
Kanpur—				
(i) Carpenter ..	23' 000	(i) Winder ..	13' 667	30' 917
(ii) Blacksmith ..	17' 000	(ii) Weaver—Single loom ..	17' 667	35' 333
		<i>Tanneries</i>		
		(i) Flesher ..	9' 667	20' 750
		(ii) Dyer ..	7' 583	18' 750
		<i>Bangle</i>		
Agra—				
(i) Carpenter ..	33' 000	(i) Mixer ..	..	21' 500‡ (Firoz- abad).
(ii) Blacksmith ..	32' 000	(ii) Fireman ..	..	45' 000. (Firoz- abad).
		<i>Tanneries</i>		
		(i) Dyer ..	8' 583	15' 167
		<i>Cotton</i>		
Banaras—				
(i) Carpenter ..	10' 000	(i) Winder ..	4' 750	11' 833
(ii) Blacksmith ..	9' 500	(ii) Weaver—Single loom ..	6' 333	15' 250
		<i>Silk</i>		
		(i) Winder ..	6' 667	9' 750
		(ii) Weaver—Single loom ..	9' 583	14' 333
		<i>Sugar</i>		
Saharanpur—				
(i) Carpenter ..	32' 000	(i) Carpenter ..	33' 583	41' 833
(ii) Blacksmith ..	28' 000	(ii) Blacksmith ..	20' 667	31' 500

\*Taken from 'Rural Wages in the United Provinces', by Shri S. C. Chaturvedi.

†Taken from Rege Committee Report.

‡Bangle industry at Firozabad does not distinguish between basic earnings and D. F. A. but pays a consolidated wage.

The table shows that basic wages are, in a number of cases, less than half, and in some cases, about one-third of the net earnings. The occupations in rural and urban areas, though not strictly comparable, do show that basic wages in urban areas are in some cases even lower than those in rural areas. This is a strange state of affairs.

### **Increase in earnings between 1939 and 1947**

37. We may now revert to our immediate problem of industrial wages in the Province. The sub-committees were asked to collect figures of earnings for three periods: (1) March 1939, (2) March 1944, and (3) March 1947. Unfortunately, a large number of factories could not produce their records for 1939. For lack of time, we decided to study increases in net earnings during March 1939, and March 1947 in respect of only five categories of workers whose monthly earnings came roughly to Rs.10, Rs.20, Rs.30, Rs.40, and Rs.50 in 1939 on the basis of a full 26 working days in a month. The tables showing increases at these wage levels are given at table Nos. 14(a) and (e) in Appendix "F". It will be seen that increases in the net earnings of those getting Rs.10 per month in 1939 could be studied for 37 factories only, those getting Rs.20 per month for 28, those getting Rs.30 per month for 25, those getting Rs.40 per month for 12, and those getting Rs.50 per month for only 7 factories. We should have liked to have more facts on this point. Even as they are, they indicate interesting trends. The following analytical table shows the percentage increase in wages in different industries at the above-mentioned five wage levels:

TABLE No. V

AVERAGE PERCENTAGE INCREASE IN WAGES (IN 1947 OVER 1939), AT  
CERTAIN LEVELS IN DIFFERENT INDUSTRIES IN THE UNITED  
PROVINCES.

Income level in 1939	Industries										Weight- ed average	
	Cotton	Wool	Jute	Cotton waste	Leather	Glass	Oil	Shellac	Hosiery	Electric Engineering & Water- works		Sugar
	Average percentage increase											
Per mensem												
Rs. 10	271.9	395.2	253.0	208.6	..	366.8	..	383.3	259.6	242.0	278.7	298.9
Rs. 20	175.5	..	87.6	..	..	303.0	125.4	..	110.6	131.3	71.2	166.3
Rs. 30	106.1	..	..	..	..	404.6	..	..	339.5	125.3	..	186.2
Rs. 40	85.8	118.1	..	..	..	276.5	..	..	..	124.9	..	133.7
Rs. 50	75.3	65.1	..	..	..	..	..	..	..	169.4	..	141.1



We note that the highest increases in wages have occurred at the lowest wage level of Rs.10 per month and the lowest increase in the highest wage levels of Rs.40 and Rs.50 per month. But the highest average increase did not go above 395 per cent. while the lowest average increases recorded was only 65 per cent. Strangely enough, both these highest and lowest increases were recorded in the wool industry. Glass industry showed the highest increase in all categories, varying from 277 per cent. in case of those earning Rs.40 per month to 405 per cent. in case of those earning Rs.30 per month. Electrical engineering and waterworks industry was the second to show more or less uniform and steady increase at all levels. The average percentage rise for all industries varies between 134 per cent. and 299 per cent.

#### **Rise in earnings less than the rise in cost of living**

38. The real importance of the figures of increase in earnings can only be measured in terms of the rise in the cost of living. On this crucial point opinions greatly differed. While the employers argued that earnings had increased, the employees strongly held that the real wages had fallen. It, thus, became incumbent upon us to closely scrutinize the figures and reach a general conclusion about the relation between the earnings and the rise in the cost of living. We, therefore, compiled the following table:

TABLE No. VI

STATEMENT SHOWING NUMBER OF FACTORIES WHICH SHOW LESS INCREASE IN WAGES THAN THE COST OF LIVING INDEX AT KANPUR IN MARCH 1947 (241) AT CERTAIN WAGE LEVELS.

Income level in 1939	Industries											Total
	Cotton	Wool	Jute	Cotton waste	Leather	Glass	Oil	Shellac	Hosiery	Electric Engineer- ing and water- works	Sugar	
Rs. 10	2	..	..	1	1	2	..	..	1	..	1	12
Rs. 20	7	..	1	..	..	1	..	..	4	10	1	24
Rs. 30	6	..	..	..	..	1	..	..	..	11	..	18
Rs. 40	1	1	..	..	..	..	..	..	..	9	..	11
Rs. 50	1	1	..	..	..	..	..	..	..	3	..	5
Total ..	17	2	1	1	1	4	..	..	5	37	2	70
Total no. of Factories showing in- creases ..	20	3	2	1	1	24	..	1	8	42	8	110

It shows that out of 110 cases in which it was possible to work out increases in wages, 70 cases, that is, 64 per cent. were such where the rise allowed was less than that in the cost of living index at Kanpur. It should also be noted that the largest proportion of factories showing a lower increase belong to cotton industry and electrical and general engineering industry. Out of 24 factories in glass industry only four showed a lower increase than that in the cost of living index. These figures give a rough idea of the extent to which the rise in earning in industrial occupations has, on the whole, failed to keep pace with the rise in prices. To add to the above, the average annual earnings in the factories located in different provinces in India in 1945 amounted to Rs.595.5 as against Rs.287.5 in 1939.\* The increase in 1945 as compared to the pre-war period was of the order 107.2 per cent. The average annual earnings in different provinces vary very widely, and so does the percentage increase over the pre-war year. In 1945, the average earning in Bombay was Rs.814.7 as against Rs.370.4 in 1939, the percentage increase being 120 over pre-war, while in U. P. the average earning in 1945 was Rs.551.7 as against Rs.235.6 in 1939, the increase working out at 134.2 per cent. over the pre-war. According to Mr. Justice Rajadhayaksha, the increase in the cost of living, however, for the whole of India was in the year 1945 of the order of 177 per cent. while in Kanpur it was really 208 per cent. Thus, it will be seen that increase in the average earnings has, for the whole of India, lagged considerably behind the increase in the cost of living over pre-war. The position of Kanpur, from the point of view of relative increases, is very much worse than the rest of India. In other words, where earnings have lagged behind prices, they have meant an indirect cut in the real wages of the workers. Our

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\**Indian Labour Gazette*, September 1947.

figures, therefore, seem to support Premier Nehru's remarks in his welcome address at the Preparatory Asian Regional Conference of the International Labour Office held in Delhi on Monday, October 27, 1947:

"Prices have gone up, wages have gone up, but the gap between the prices going up and wages going up is not covered; and if a self-satisfied employer points out that he has double the wages, it is not a sufficient answer, because prices have gone up three times higher and more."

### **Wage Nibbling**

39. Looked at from other points of view urged before us our findings further support the general complaint that the conditions of workers in terms of real wages have, on the whole, worsened since 1939. A common complaint made by most of the trade unions was about wage nibbling, or illegitimate wage deductions, which resulted in a further fall of real wages through a reduction of net earnings. The trade unions in the leather industry brought to our notice a number of concrete cases in which such deductions had been made. These were referred to conciliation officers or adjudicators, and proved to be substantially correct. The trade unions were, however, unable to adduce statistical evidence to substantiate their complaint before us. And since the employers did not accept these allegations to be true we collected independent objective evidence to throw light on the point. This is reproduced in the table given below:

TABLE No. VII

DISTRIBUTION OF FACTORIES WHERE RISE IN EARNINGS BETWEEN 1939 AND 1947 WORKS OUT TO LESS THAN THAT ADMISSIBLE UNDER DEARNESS ALLOWANCE SANCTIONED FOR THOSE FACTORIES

Serial number	Industries	Levels of earnings						Total number of factories where data are available for both periods.
		Rs. 10	Rs. 20	Rs. 30	Rs. 40	Rs. 50	All levels	
1	Cotton ..	1	1	3(1)	..	..	5(1)	20
2	Cotton Waste	..	..	..	..	..	..	1
3	Jute ..	..	1	..	..	..	1	2
4	Wool ..	..	..	..	..	1	1	3
5	Hosiery ..	1	2(1)	..	..	..	3(1)	8
6	Oil ..	..	..	..	..	..	..	..
7	Leather ..	..	..	..	..	..	..	..
8	Electric Engineering and Water works.	..	..	..	..	..	..	42
9	Glass ..	..	..	..	..	..	..	24
10	Shellac ..	..	..	..	..	..	..	1
11	Sugar ..	..	..	..	..	..	..	8
	Total ..	2	4(1)	3(1)	..	1	10(2)	109

N.B.—Figures within brackets show the number of factories already counted once in another earning group.

This table has been worked out with the help of Tables Nos. 1 to 13 and 25 in Appendix F. The increase in both the dearness allowance and the earnings in 1947 was worked out

with reference to the same base period, namely 1939. We may also point out that the number of working days actually put in do not make any difference in the percentage figure of the dearness allowance, as given in table No. 25 in Appendix F, so long as daily earnings and days worked remain related to monthly earnings and monthly working days respectively in the same proportion. This is true of all daily time payments, and of piece payments where the speed of work does not vary materially in the course of the month. The table shows that out of 109 factories, for which rise in wages was worked out, 8 registered an increase lower than that allowed by the dearness allowance. Four factories out of 20 in cotton industry and 2 out of 8 in Hosiery Industry show this discrepancy. Unfortunately, similar figures are not available for leather industry the employees of which were emphatic about the complaint of nibbling. The total number of factories which show this discrepancy is, no doubt, small; but it must be remembered that the above table takes only five wage categories into account. Besides, these discrepancies can be accounted for by unauthorized deductions only, an allegation too serious to be ignored if found true in case of one factory even. सत्यमेव जयते

### **Relative Wage levels in different industries**

40. During the short time at our disposal we regret that it has not been possible for us to work out weighted average net earnings of wage-earners for each industry. Therefore, we cannot say positively which industry has at present the highest level of wages and which the lowest. We are also unable to say whether the position in this regard remains the same as in 1939 or has changed since. In paragraph 35, however, we have given a general idea of the minimum and

maximum earnings paid in 1947 in different industries. On the basis of the information given there, it is easy to say that the level of minimal wages is the highest in cotton waste industry (Rs.1-2-0 daily), woollen industry comes as a close second followed by glass, cotton ginning and pressing, jute and silk. The lowest minimal wage is paid in leather (Re.0-7-0 daily), oil (Re.0-7-5 daily) and cotton spinning and weaving (Re.0-8-2 daily). The highest (maximal) wage is paid by glass, namely Rs.16 to Rs.27-9-7 per day. Sugar, oil, electricity and general engineering pay Rs.5 to Rs.6 per day as maximal daily earnings. The highest wage paid in cotton waste and jute are the lowest in relation to corresponding rates in other industries. Thus, on the whole, glass industry alone can be said to be paying both a high minimal and a high maximal rate.

#### **Relative Wage levels in different regions of the Province approximating to each other**

41. It may be interesting to know at this stage the relative wage levels in different regions of the Province and also the direction in which they have changed since 1939. The table compiled for certain occupations in six industries for four important centres of the Province is given below :

TABLE No. VIII(a)

AVERAGE DAILY NET EARNINGS OF CERTAIN OCCUPATIONS IN CERTAIN INDUSTRIES AT IMPORTANT INDUSTRIAL CENTRES OF U. P. IN THE YEARS 1939 AND 1947.

	Kanpur		Agra		Banars		Saharanpur	
	1939	1947	1939	1947	1939	1947	1939	1947
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1. <i>Cotton and Textile</i> —								
Single loom Weaver	0 13 9	2 3 1	N. A.	2 10 1	0 10 5	1 4 3	Nil	Nil
Drawing Framers	1 2 2	2 3 8	0 13 4	2 5 0	N. A.	1 3 10	Nil	Nil
Doffers	0 8 0	1 12 6	0 5 9	1 1 6	N. A.	1 0 7	Nil	Nil
2. <i>Hosiery</i> —								
Knitters	1 0 2	2 2 3	N. A.	1 12 3	0 10 2	1 12 4	Nil	Nil
Tailors	1 2 9	3 11 1	N. A.	1 15 4	N. A.	2 3 9	Nil	Nil
Pressers	1 1 11	2 0 5	N. A.	1 5 1	0 8 10	1 6 11	Nil	Nil
3. <i>Leather Industry</i> —								
Drummers	N. A.	1 7 6	N. A.	1 2 1	Nil	Nil	Nil	Nil
Liner	N. A.	1 7 8	N. A.	1 8 11	Nil	Nil	Nil	Nil
Dyer	N. A.	1 2 4	N. A.	1 7 11	Nil	Nil	Nil	Nil
Setter	N. A.	1 3 6	N. A.	N. A.	Nil	Nil	Nil	Nil



4. Oil industry—

Oilman ..	N. A.	1 1 3	N. A.	2 8 10	N. A.	3 15 6	N. A.	1 6 2
Fitter ..	N. A.	1 14 0	N. A.	1 9 9	N. A.	1 15 0	N. A.	N. A.
Coolie ..	N. A.	0 15 9	N. A.	1 6 0	N. A.	1 0 8	N. A.	1 3 11
5. Electrical Engineering and Water-works undertakings—								
Blacksmith ..	1 6 2	2 7 5	1 6 2	1 14 2	1 2 6	2 4 4	Nil	Nil
Turner and Fitter ..	1 6 2	2 7 5	1 3 8	2 0 7	1 0 7	2 0 7	Nil	Nil
Metre Reader and Repairer ..	3 10 10	2 11 1	0 15 2	2 10 5	0 15 2	2 6 2	Nil	Nil
6. Sugar Industry—								
Pannan ..	Nil	Nil	Nil	Nil	N. A.	*13 7 10	N. A.	6 10 0
Juice Supervisor ..	Nil	Nil	Nil	Nil	N. A.	1 10 6	N. A.	2 4 4
Khalasi ..	Nil	Nil	Nil	Nil	N. A.	2 3 8	N. A.	1 15 0

N.B.—Daily earnings of workers in groups 5 and 6 (Electrical Engineering and Sugar) have been calculated from their monthly earnings by dividing them by 26 days.

N.A.—Data not available and Nil—There is no such industry in that centre.

\* Earnings of sugar workers at Banaras are those of Gorakhpur.

TABLE No. VIII(b)

INDICES OF AVERAGE DAILY NET EARNINGS OF CERTAIN OCCUPATIONS IN CERTAIN INDUSTRIES AT IMPORTANT INDUSTRIAL CENTRES OF U. P. IN THE YEARS 1939 AND 1947.

(Kanpur=100)

	Agra		Banaras		Saharanpur	
	1939	1947	1939	1947	1939	1947
<b>1. Cotton Textiles—</b>						
Single loom weaver ..	N. A.	120	76	58	—	—
Drawing Frammer ..	73	104	N. A.	56	—	—
Doffers ..	72	61	N. A.	58	—	—
<b>2. Hosiery—</b>						
Knitters ..	N. A.	82	63	83	—	—
Tailors ..	N. A.	53	N. A.	61	—	—
Pressers ..	N. A.	65	49	71	—	—
<b>3. Leather—</b>						
Drummer ..	N. A.	77	—	—	—	—
Liner ..	N. A.	105	—	—	—	—
Dyer ..	N. A.	130	—	—	—	—
Setter ..	N. A.	N. A.	—	—	—	—
<b>4. Oil—</b>						
Oilman ..	N. A.	237	N. A.	90	N. A.	129
Fitter ..	N. A.	86	N. A.	103	N. A.	N. A.
Coolie ..	N. A.	140	N. A.	106	N. A.	126
<b>5. Electrical Engineering and Waterworks—</b>						
Blacksmith ..	100	77	83	92	—	—
Turner and Fitter ..	89	83	75	83	—	—
Metre Reader and Repairer.	26	98	26	89	—	—
<b>6. Sugar—</b>						
Panman ..	—	—	N. A.	*	N. A.	*
Juice Supervisor ..	—	—	N. A.	*	N. A.	*
Khalasi ..	—	—	N. A.	*	N. A.	*

\*Kanpur figures for 1939 and 1947 not available.

—means nil.

Comparative earnings for all centres are not available for all industries because every industry is not located everywhere. It is, however, clear that Kanpur, which had the highest wage level of all centres in all industries in 1939, does no longer enjoy the same position. While it continues to show the highest level in hosiery and electrical engineering and water-works, it has now the lowest level in oil, and a lower level than that of Agra in leather. In cotton textiles, Banaras appears to be at the lowest level of the four centres for which figures are given. A more or less similar picture comes out of the study of earnings of unskilled labour (coolie) given for several industries and centres in table No. 15 in Appendix F. Although these trends cannot be mathematically as purposive, as the figures given in the two tables are meagre, it is sufficiently clear that the level of wages in 1947 in different centres shows less variation than it did in 1939. In other words, wage levels in different regions seem to be approximating to each other.

**Wage level in U. P. approximating to that in  
other important centres in some industries**

42. It may also be interesting to compare wage levels in different industries in the United Provinces with similar levels in other important industrial centres of India. For such a comparison, we have no data before us except those collected by the Rege Committee which covered during its inquiries all the important industrial centres of India. As pointed out in paragraph 30 above, we found it difficult to compare the figures in a number of cases, since figures of earnings given in some centres differed in their contents from those given for other centres. Where, however, such a comparison could be made figures have been collected and are given in table Nos. 16(a) and (b) in Appendix F. A scrutiny

of the table will show that Bombay showed the highest level of wages. (Figures for Ahmedabad for cotton textiles given in the Rege Committee Reports did not show net earnings except in one case, where Ahmedabad figures were higher than Bombay figures). Among the remaining centres, Kanpur had the highest level in cotton textiles and jute industries only. On the other hand, it had the lowest wage level of nearly all centres in silk, in general engineering and waterworks and in glass. Madras touched the lowest level in almost all the industries except glass. It appeared as if all other provinces were paying higher wages to glass workers with a view to attracting them from the United Provinces. We have no data before us regarding pre-war trends in between different industrial centres. The Royal Commission on Labour, however, made a general survey of the position and recorded its opinion as follows:\*

“Wages are lowest in Madras, the C. P. and the U. P.; the provinces to the East of this group, namely, Bengal, Bihar and Orissa, have a higher level and so have those to the West, namely, the Punjab and Bombay. Bombay comes first of the Indian Provinces, while Burma has a still higher level.”

Our own analysis is more or less in conformity with the above findings. The exceptions in case of cotton and jute are, however, important and, perhaps, point to the trend towards levelling of industrial wages as between different industrial centres. We have already drawn attention to a similar tendency as between different Industrial centres in the United Provinces in paragraph 41 above, and notice that a similar trend was observed in the movement of rural wages in this Province in 1944.†

43. The preceding paragraphs in which we have noticed and analysed the tendency of a general levelling of wages as

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\*Page 204 of the Report of Royal Commission on Labour.

†Paragraph 95, page 58 of “Rural Wages in the U. P.” by Shri S. C. Chaturvedi.

between the rural areas and urban areas, one industrial zone and another in the Province, and this Province and some other provinces, form the background of our main conclusions in regard to wages. It is apparent that such a levelling should inevitably lead to a uniformity in wage standards. The fact of the matter is that the country as a whole is in the grip of certain economic forces which none can ignore. Incidentally, our findings offer some answer to the argument advanced by the Employers' Association of Northern India that they were paying higher amounts than Bombay or Ahmedabad, at least in Textiles. The following table will clarify the position in regard to their claim :

TABLE NO. IX

AVERAGE ANNUAL EARNINGS IN THE TEXTILE INDUSTRY, 1939-45\*

Province	1939	1940	1941	1943	1944	1945
	Rs.		Rs.	Rs.	Rs.	Rs.
Bombay .. ..	373' 0	382' 3	412' 0	823' 3	917' 1	866' 6
Bengal .. ..	232' 9	268' 2	256' 9	363' 0	386' 6	400' 7
Madras .. ..	273' 3	187' 2	194' 7	345' 4	365' 0	360' 5
C. P. and Berar ..	..	195' 5	..	482' 0	506' 2	561' 7
Delhi .. ..	320' 4	313' 7	..	518' 0	812' 8	779' 4
Punjab .. ..	246' 7	238' 1	..	442' 7	547' 2	568' 3
United Provinces ..	253' 8	296' 7	307' 1	561' 0	556' 4	545' 7

### Wage problem in brief

44. To sum up, the main problems connected with industrial wages in the United Provinces appear to be the non-standardized nomenclature of industrial occupations, the

\*Taken from "Indian Labour Gazette", September, 1947.

disproportionately large number of wage rates and the unscientific differentials on which they are based, the large variations in the rates prevalent in different concerns for similar occupations, the low level of wages and their inadequacy; the continuance of old basic rates which are now quite inadequate; the disproportionately small increase in earnings since 1939, which is less than the rise in cost of living and represents a cut in real wages; the practice of nibbling at wages, which are already quite low, and the need for accelerating the tendency of wages towards some uniformity already noticeable in industries and centres where they are relatively low. In short, the real problem of wages is that, to quote Pandit Nehru, "the common-man's standard should go up every where." We proceed to address ourselves in this part of our Report to the solution of as many of these problems as we consider necessary and desirable at this stage of our country's development in the light of evidence tendered before us.



### CHAPTER III

#### MINIMUM WAGES

##### **Wage position in U. P. similar to that in other countries in the nineteenth century**

45. The general features of industrial wages, as presented in Chapter II, are not peculiar to the United Provinces, or India; they have been common to all industrially developed countries. The extent of the evil, measured by its phases, scope and duration, varied with the relative tempo of industrialization in different countries in the West. Where industrialization progressed gradually, sufficient time was available for the simultaneous growth of workers' and employers' organizations who put their heads together to mitigate the hardships involved. Even so, these countries did not escape altogether the evils which attended the early phases of development. Where, however, industrialization took place rapidly the lack of organization of workers stood in the way of any attempt to overcome the evils. The policy of *laissez faire* in economic matters which held sway from the latter part of the eighteenth and during the first half of the nineteenth century helped to prolong the sad plight of labour. But, as we all know, the sharpness of the misery awakened social conscience, and paved the way for the emergence of social legislation in the second half of the nineteenth century.

##### **The Tendency towards wage legislation**

46. The general trend of the first series of legislation was preventive. It sought to prescribe conditions below which exploitation of labour could not go. It helped consi-

derably to mitigate the hardships from which industrial workers were then commonly suffering, and eventually, paved the way for a similar attack on the evil of inadequate wages in the last decade of the nineteenth century. The scope of these latter legislations and the machinery adopted to enforce them naturally differed with the dimensions of the evil to be controlled and the economic background of each country. Thus, in Great Britain and other European countries, where the evil was confined to a few "sweated" industries or "home trades", the legislation confined itself to these trades and industries only and aimed at strengthening the organization of workers in such trades with a view to encouraging joint agreements between workers and employers, like those existing in other industries. In other countries where industrialization had a rapid progress legislation against inadequate wages and attendant evils was designed more for the purpose of preventing a cut in the national standard of living than otherwise. But, whatever the differences in legislative details, the common principle of regulating wages in low-paid occupations through compulsory fixation of minimum wages received eventual though gradual recognition on all hands in the first quarter of this century as one of the methods for raising the low standards of wages and removing their glaring evils and discrepancies.

### **The new character of the movement for wage regulation**

47. Meanwhile a new but silent orientation was taking place in the character of the movement for wage regulation. The impulse came from below. It was no longer satisfied with the removal of sweatshop conditions. It was motivated by a positive desire to place "minimum wages" as a part of the general regulation of wages by the State in order that the evils



of the wage-system which were hampering production and better distribution of national wealth could be eliminated. In other words, the new movement was at once a consequence of, and a remedy for, the crisis towards which the industrial system was heading and the symptoms of which were appearing in unmistakable forms. An economic analysis of the new character of the movement reveals the gradual emergence of the following principles: (i) the health, strength and morals of workers depend mainly upon wages; (ii) industries or enterprises not paying adequate wages for living are social parasites; (iii) payment of such wages should be made a first charge upon industry; (iv) competition among unorganized and weak bargainers should be restricted; (v) the State should protect 'fair enterprises' against competitors who constantly try to reduce costs through depressing wages rather than through elimination of slack and inefficient methods of production; (vi) it is desirable that production should be concentrated within those firms which are able to pay decent wages.\* Sensing the strength of the movement, if not prompted by all its principles, the International Labour Office was encouraged to adopt a Draft Convention on minimum wage regulation in the following terms: "Each member of the I. L. O. which ratifies this convention undertakes to create or maintain machinery, whereby minimum rates of wages can be fixed for workers employed in certain parts of the trade in which no arrangement exists for the effective regulation of wages by collective agreements or otherwise and where wages are exceptionally low"

### **Conflict of Theories**

48. But the world had to pass through yet severer crisis in production to stimulate its conscience. Labour sought

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\*See Millis and Montgomery, "Economics of Labour" Volume I.

to defend itself by the principle of wages based on a national minimum standard of living. The employers wanted to reduce wages in view of the falling prices. They raised, among others, the theory of "fair wages", that is, one equal to that received by workers performing work of equal skill, difficulty or unpleasantness, as also the theory of "a wage which industry can bear." It is interesting to observe that these and similar theories, in their combined and revised form of "marginal productivity of wages" became popular in academic circles after the crisis of 1929. This is hardly the place to show their weaknesses and their inapplicability to Indian conditions. But we would be failing in our duty if we do not note that the principle of "fair wage" serves more as a basis for comparison and adjustment than for the absolute determination of wages on the basis of "living standards". In other words, its operation should logically begin only after the acceptance of "living wage standards" by the State. The "capacity of industry to pay," about which more will be written in a subsequent chapter, besides being incapable of application in a precise manner, which is a favourite argument of the employers against wages on the basis of "standard of living", is really calculated to support the existence of "a large number of irresponsible 'fly-by-night' firms whose chief source of survival is low labour cost". If, however, any wage legislation pushes these firms across the marginal line and production shifts towards a smaller number of larger and more efficient plants, which by itself is not undesirable in such a context, the practical result to be expected would be a higher wage bill for the entire industry but without a necessarily higher or at least without a proportionately higher cost per unit. But the holders of the principle of "a wage which industry can bear" did not, and still do not, realize the implications of their argument.

## **Changes in the meaning of living wage-standard**

49. Today, the living wage ground of minimum has been accepted in nearly all civilized countries. We must not forget, however, that the living wage concept has itself undergone developments. It is no longer based upon the simplest of the supply theory of wages, namely, the Subsistence Theory, which held that wages equalled the amount of commodities necessary to feed and clothe a worker and his family which, according to Ricardo, the protagonist of the theory, was the cost to the society of "enabling the labourers to subsist and perpetuate their race."

50. Later on, the classicists, as a matter of fact Ricardo himself, thought it desirable to make allowance for the force of habit and custom, and the subsistence level was made to include not only bare physical necessities, but also a modicum of comforts, otherwise known as conventional necessities. Marx brought in the "socially necessary" element, which emphasized that besides the physical element constituted by the necessities "absolutely indispensable for living and multiplying", the value of labour is in every country determined by the "traditional standard of life". This "traditional standard of life", according to Karl Marx, was determined by the mode of production of the particular epoch, and as such was not static. All these various improvements in the Subsistence Theory of Wages were instrumental in giving more and more weight to the concept of "Standard of Living" as the determinant of wage. The minimum, it came to be increasingly realized, should be sufficient not only to provide "merely a subsistence allowance in the sense of keeping the soul and the body of the worker together", but also to provide him with "those comforts and decencies, which are

promotive of better habits, which give a chance for the development of a greater sense of self-respect and which betoken a higher regard for the place occupied by these workers in the scheme of citizenship".\*

## **Levels of Living standards**

51. The difficulty, however, centres round the fact that "standard of living" itself is too elastic and elusive a concept to serve as a satisfactory basis. Its alleged drawback is that it is not a measurable quantity, consisting objectively in the satisfaction of certain "physiological needs or subjectively in a certain degree of happiness or satisfaction of desires". Yet attempts have been made by Rowntree, Booth, Bowley and others, to subject this so-called unmeasurable thing to a quantitative analysis by the method of family budgets. These budgetary studies have yielded certain criteria for ascertaining the minima necessary for maintaining the wage-earners at the various levels of existence.

## **Poverty Level**

52. The total income in the case of Poverty Level is "insufficient to obtain the minimum necessities for the maintenance of merely physical efficiency".\* Its earmarks are "always undernourishment, overcrowding, deterioration of household equipment and clothing, liability to acute distress with any minor disturbance or daily equilibrium, sickness or other emergencies, increasing expenditure almost invariably throwing families living at this level upon charitable relief".†

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\*Rowntree: "Poverty, a study of Town Life."

†Mills and Montgomery; "Economics of Labour", Volume I.

## Minimum Subsistence Level

53. This is Rowntree's "secondary poverty", and one can hardly improve upon the vivid picture given of it by Rowntree himself\* :

"The total income is sufficient merely for the maintenance of physical efficiency, were it not that some portion of it is absorbed by other expenditure, either useful or wasteful. A family living on this scale must never spend a penny on railway fare or omnibus. They must never go into the country unless they walk. They must never purchase a half-penny newspaper or spend a penny to buy a ticket for a popular concert. They must write no letters to absent children, for they cannot afford to pay the postage. The children must have no pocket money for dolls, marbles or sweets . . . should a child fall ill, it must be attended by the parish doctor; should it die it must be buried by the parish. Finally the wage earner must never be absent from his work for a single day. If any of these conditions are broken, the extra expenditure is met and can only be met by limiting the diet; or, in other words, by sacrificing physical efficiency."

## Subsistence plus Level

54. The income in case of subsistence plus level is sufficient not only "for physiological existence, but also for some elementary social necessities. Medical attention, car-fare (tram), insurance, a modicum of recreation, clothing compatible with self-respect as well as sufficient to provide bodily protection, an elementary education for the children and some self-improvement requiring expenditure can be had without the necessity of taking it out of food."†

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\*Rowntree: Poverty, a study of Town Life.

†Mills and Montgomery: "Economic of Labour", Volume I.

## Comfort Level

55. "At this level, a family is able to live in a decent house or apartment, moderately equipped and decorated; it has reasonable adequate funds available for such items as insurance, education, vacation, health maintenance and amusements."\*

## Allowances for variations in size and prices

56. It may, however, be pointed that such levels are only attempts at forming a clearer view of the standard of living. They do not still exactly formulate living costs or living wages. For actual living costs and living wages necessary adjustments of the levels are to be made for variations in the size of the family, the changes in price-levels, amount of unemployment, open or disguised, etc. The calculations are usually made with reference to a standard family consisting of a man, wife, and three children, none of the children being yet able to contribute to the family income. To make allowance for the non-standard families, Messrs. King and Sydenstricker of the United States Public Health Service have suggested a comparative scale of living cost in terms of:

(i) food consumed by men and women of varying ages (Fammain scale);

(ii) things other than food (the Ammain scales).

In this estimate the needs of an adult male of twenty-five years of age are expressed as one, and the needs of men and women of other ages in families of different compositions are related to this figure. Variations of prices are usually adjusted by sliding scales; those of skill, responsibility, hazard, etc. are now being tried to be computed by engineers of personnel management in what is known as point-rating schemes.†

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\**op cit.*

† 'Wages Front'—Margot Heinemann; and "Economic Journal" September, 1947.

Quantity of employment, which is very important from the point of view of security, still remains outside any computation of standard of living.

**Subsistence plus is the basis of our  
minimum living wage**

57. The fixation of the minimum at the comfort level for the great mass of workers is not yet within the realm of attainment even in the most advanced countries of the world. The Subsistence Plus level, however, is taken as the criterion of the socially desirable minimum basic standard of living, or basic living wage. The statutes of the Australian States, for example, refer to minimum wage as living wage, and the minimum prescribed must be sufficient to enable the average worker to live in reasonable comfort, having regard to any domestic obligations to which the average worker would ordinarily be subject. The Harvester Judgment of 1907 declared that the basic rate for unskilled labour should be sufficient to meet "the normal needs of the average employee regarded as a human being living in a civilized community." Such a basic rate is uniform, whereas differentials fix the minima for different wage categories and industries. In short, the Australian conception of living wages is that there is a rockbottom pattern of physiological normal needs which is independent of adjustments, whereas the adjusted wages known as minima assure the changing patterns of the standard of living.

58. This is the present concept of basic living wage, as distinguished from that of the minimum. It is this concept, which has guided us throughout our Report in fixing the basic minimum wages and adjusting dearness allowance etc. to it. We have called it "the minimum living wage."

## **Common remedy for common diseases**

59. We have referred to these developments of theory and practice in other countries not merely to clear the ruling confusion but also to indicate that common diseases require common remedies. If compulsory fixation of minimum wages in certain occupations in some countries had even partly succeeded in achieving such objectives as (i) the prevention of payment of unduly low wages to the workers, (ii) the elimination of grossly unfair competition between employers with regard to wages, (iii) a healthier development of workers' organization, (iv) and some stimulus to industrial peace, it is worth our while to consider the desirability of applying the same principle to our own environments also. World experience, collected in an I. L. O. publication of 1927-28 shows that the device has met with a fair amount of success in most countries in achieving all the above objectives, particularly the first two. It also shows that minimum wage legislation has increased the efficiency of workers and through this, employed production. In certain cases the results achieved have been found to be striking. As a Washington employer put it. "It (the Minimum Wage) has made the girls more efficient as they realized that they have to make good and earn this wage or they will be discharged. It serves as an incentive better than anything we could have planned."

## **Pre-war position in India**

60. Although the device of fixing minimum wages is still 'untried' in India, the country has not remained unaffected by these developments. The Government of India did not adopt the International Labour Office convention on minimum wages pending the report of the Royal Commission on Labour, who were requested to advise them on the subject.



The Commission found the level of wages outside organized industries to be low and felt that the spirit of the convention demanded that a machinery should first be created for fixing minimum wages in those trades. The question again came up for consideration before subsequent Labour Enquiry Committees, such as the Textile Labour Enquiry Committee, Bombay, in 1937—40; the Kanpur Labour Enquiry Committee, United Provinces, in 1938 and the Bihar Labour Enquiry Committee in 1938—40. These Committees expressed themselves in favour of fixing minimum wages, but found, like the Royal Commission on Labour, the actual level of wages in the country very low and, therefore, recommended to Government to fix minimum wages at comparatively low figures. The idea, however, met with considerable opposition from the employers and could not be given effect to anywhere.

### **Change in out-look**

61. In the meantime stronger economic forces were operating. A rise in prices in India during the First Great War and immediately following it gave a fillip to the Labour movement. As wages did not rise in the same degree as prices it created discontent. A decade later the situation was reversed. Prices fell in consequence of the world crisis. Unemployment ensued, and wages had to be cut. When the Trade Union movement is not strong, the rate of fall in wages is greater than that in prices. This situation again created a demand for fixation of minimum wages, which found expression in the resolutions of the trade union organizations of the country. Then the Second World War intervened. It raised the cost of living abnormally high, and wages lagged behind in the manner described in Chapter II. The demand for minimum wages now became insistent. And the Indian National Congress recognized it in its

election manifesto for the general elections of the Central Assembly in 1945-46. The actual words used in the manifesto were:

“In regard to labour, the State shall safeguard the interests of industrial workers and shall secure for them a minimum wage and a decent standard of living, proper housing, hours of work and conditions of labour in conformity, as far as economic conditions in the country permit, with international standards, suitable machinery for the settlement of disputes between employers and workmen, and protection against the economic consequences of old age, sickness and unemployment. Workers shall have the right to form Unions to protect their interests.”

As the Congress won the elections, the demand for minimum wages became more pronounced and the Governments started considering ways and means to give effect to it. Successive Adjudication Boards and Enquiry Committees have since been considering this question and have invariably recommended fixation of minimum wages. Thus, the Central Pay Commission appointed to inquire into the salaries of Government employees in 1946, the Tribunals and Inquiry Committees appointed for Textile and other industries in Madras in 1947, Adjudicators appointed to inquire into the industrial disputes in the Electric Supply Co., Calcutta, Titaghur Paper Mills, Calcutta, Venesta Ltd., Calcutta, and the Tramway Company, Calcutta, as also, the Industrial Court in Bombay, have all agreed to recommend the fixation of minimum wages.

### **Informed opinion's unanimous support**

62. The general acceptance extended to this policy is not merely the result of the momentum given to it by the declared intentions and policy of the party in power, but also

due to the almost unanimous support given to it by a number of eminent Indian economists. Shri D. R. Gadgil, the well-known economist of Bombay, delivered in 1943 a series of lectures at the Patna University wherein he analysed the wage situation in general in India and explained at length the need and justification for State regulation of wages. Dr. R. K. Mukerji, Professor of Economics and Sociology, Lucknow University in his book, "The Indian Working Class", and in his evidence before us, has emphasized the need for minimum wages in the country. Professor S. K. Rudra of the Allahabad University and Shri J. K. Pande, Economic Adviser and Director of Statistics, United Provinces, have both expressed similar opinions before us. A number of eminent authorities, who appeared before the Central Pay Commission in 1947, had also taken the same view. In brief, the trend of the present economic thought in the country is more or less unanimously in favour of fixing minimum wages.

### **Support of workers and employers**

63. The two parties primarily concerned with this question are the workers and the employers. Without exception, all unions, who have submitted memoranda to our Committee or appeared before us in person, have advocated fixation of minimum wages as one of their foremost demands. We were at first suspicious regarding the attitude of the employers, but we received a pleasant surprise when the representatives of the premier employers' organization in Kanpur, namely, the Employers' Association of Northern India, supported the idea of fixation of minimum wage. They, no doubt, added a few provisos to this commitment laying down the principles on which the amount of minimum wages should be determined. We shall examine them in due course. For the present, it is sufficient for our purpose that

they have accepted the basic idea and thereby facilitated considerably the unanimous decision on our part on this crucial question.

### **Need for widening the scope of minimum wages**

64. Apart from a few adjudication case decisions here and there and the Government action thereupon, the country, however, still remains without any comprehensive system of minimum wages. We are aware of the passage of the Minimum Wages Act through the Dominion Parliament, as this report is being written, but we are not fully satisfied with the scope of the legislation so far as our objective is concerned. The Act covers unregulated industries, agricultural industries and agricultural employments, taking, perhaps, the line recommended by the Royal Commission on Labour in 1929. We do not agree with the Commission's contention that we must begin with the low-paid, unorganized occupations. For one thing, we have shown in Chapter II that even the so-called organized industries pay low wages to some categories of workers, which are in no way better than rural wages. For, another, the International Labour convention was confined only to 'sweated' industries simply because it was felt that labour in organized industries was quite capable of looking after its own interest and had, indeed, done so in most countries for which information was available. We have shown in preceding paragraphs the fundamental changes in the character of the movement for minimum wages and in that of the conception. The case is peculiar to India where labour organization is still in its infancy, and weak, and, therefore, labour in organized industries deserves as much help as that in unorganized industry.

## **Lack of machinery no argument**

65. Another argument put forward by the Royal Commission on Labour against enforcement of minimum wages was the lack of suitable machinery. By this term, they referred to "matters such as the slow growth of the spirit of compliance with the Industrial law among the smaller and less well-organized employers, the ignorance and illiteracy of the workers, the possibility of collusion, and the large areas to be covered in the case of scattered industries—all of which tend to make high annual percentage of inspection essential if enforcement is to be effective." This is, to our mind, an argument equally applicable to all factory regulations, although with greater force to unorganized industries. And if the last 20 years have failed to provide the necessary machinery, we can never hope to get over this difficulty. In any case, organized industries are better suited for regulation from this point of view. We, therefore, strongly recommend that they should be brought within the orbit of Minimum Wages Act.

## **Inflation argument does not carry force**

66. Another argument which is usually advanced today from all sides is that a rise in wages naturally leads to an increase in prices, thereby giving rise to a vicious spiral of rise in prices and rise in wages. If it were not a widely held misconception, we would not have taken this space for quoting from the Report of the Labour Research Department, U. K., "Wages Front", by Margot Heinemann, published in 1947. In discussing this form of the argument, the author writes:

"The first point here is that wage increases do not always raise costs. For example, a general rise in wages, which enlarges the market for consumer goods, may enable a plant to operate at maximum capacity.

In highly-capitalized modern industries, with a large amount of machinery, buildings, etc., the factor that affects their operating costs more than any other is whether they are able to run to full capacity or only at half-speed. This is a factor completely overshadowing changes in their wage-rates. When a depression occurs, and employers try to cut wage-rates as a means of reducing costs, experience shows that they are unable to do so sufficiently to make any serious impression, because of the rising burden of overhead costs. In a boom, on the other hand, such undertakings can carry a large increase in wages and yet show a reduction in production costs.

"The basic fallacy, however, lies in assuming that prices are ultimately determined by the employer taking production costs as given and adding on a fixed profit (or a fixed percentage of profit) on turnover. In practice this is not how things normally work.....".

Similarly, The United States Bureau of Labour Statistics (1942), in an important study of the relation between wage changes and price changes, refutes in detail the idea that price changes depend directly or necessarily on wage rates, or even on labour cost changes. Here are their main conclusions:

"Price changes were not based primarily on wage rate changes, even when wage rate changes were fully reflected in labour costs. Changes in labour costs were not the most important causes of changes in total costs per unit of output in any of the companies included in this study. In the International Harvester Co., changes in the overhead cost per unit of output due to wide fluctuations in the volume of production dominated the cost figures in the broad swings of business from great activity in 1929, to depression in 1933 and recovery in 1937. In the other three industries raw material costs were the principal factors in changes in total costs per unit of output.

“Moreover, the relations between costs and prices were by no means close, but differed greatly in character from industry to industry. These studies suggest that in most companies costs are far less important in immediate price-policy decisions than businessmen are accustomed to believe. In general there was a tendency in periods of depression to try to reduce costs because of the declines in prices required by the market situation, and in prosperity to increase prices as required by rising costs. But costs and prices seldom changed by the same amount or in the same proportion. Cost was in reality a point of departure, its influence depending upon the degree of independence that each company had in fixing its prices or the nature of the competition it faced, the control it would exercise over its costs, and the attitude of its executives towards pricing.”

The report continues:

“It cannot be too strongly emphasized that the relation between costs and prices is not direct, mechanical, or exact. The cost structure of a concern and the condition of its markets establish certain limits within which decisions must be made, but within these boundaries there may be a broad field for the exercise of individual judgment.” (p. xxiii) . . . .

The argument against minimum wages on the score of inflation is thus really an argument against all increases. The contention, however, pre-supposes an effective attempt on the part of the administration to keep the prices in more or less complete check. For without it, the artificial stoppage of rise in wages will be of little use. As we know, however, we have not succeeded in India so far in checking prices. In any case, the argument of inflation can have little validity against fixation of minimum living wages, which merely seeks to keep them just above the absolutely necessary standard of subsistence. Even the Central Pay Commission, who were concerned with the salaries of Government employees,

could not attach any importance to this argument and suggested that if the small increase in the minimum did affect inflation, the State should find other ways of counteracting such effects.

### **Minimum wages not inconsistent with low national income**

67. Some of the employers argued before us that since the national income of the country was quite low, we could not fix minimum wages at any level higher than the existing one without increasing inequalities of distribution and affecting production adversely. They seemed to argue, with the authors of the Bombay Plan, that a mere change in the distribution, however carefully done, would not help to raise the standard of living unless production is simultaneously increased. While this argument may be true of increases above the absolutely minimum necessary for proper nutrition and health of the workers, we do not agree that an increase in production is an essential precedent to the fixation of wages at minimum nutrition standard. We agree with the views of the International Labour Organization\* that the fixation of such minimum standards, where they do not exist already, raise the productive efficiency of the worker, to an equal extent, if not more. We are definitely of the opinion that if there is any trade which can subsist only on paying unduly low wages permanently, it is no economic or industrial asset to the country or State and that the sooner it is closed down the better. We can think of no argument for keeping wages below at least the nutrition standard which after all is a very objective criterion of minimum living wage.

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\*Compare from pages 11—15 of Minimum Wage-Fixing Machinery.  
First Discussion I. L. O. Publication, 1927.



## **Low rural wages irrelevant to the issue**

68. A similar plea made before us was to keep this question pending until rural wages in the country were regulated, and their level brought up. We are frankly unable to see the logic of this argument. An industrial worker has, no doubt, an advantage over his counterpart in rural areas inasmuch as he is better organized to draw attention to his difficulties more easily than the rural worker. We agree that this should not result in his getting more attention and pecuniary help from the State than the rural worker. But his relations with the industry and the employer are clearly on a different level altogether and cannot, and should not, be governed by any corresponding relation between the rural worker and his earnings. In fact, it is always easier to begin with the standard of living of the industrial worker, for the principles and rules evolved in this process naturally radiate, and tend to pull up and ultimately stabilize the earnings of other classes of society as well, including the rural worker. We, therefore, do not agree with the plea that the fixation of minimum living wages in regard to industrial worker should wait until agricultural wages have been similarly covered. Moreover, the discrepancy between the rural wages and industrial wages has been diminishing since the war.

## **Experience does not show that increase in wages leads to idleness or dissipation of earnings**

69. While some of the employers indirectly hinted that an increase in wages would not improve efficiency of production and indeed, might as often lead to idleness and dissipation of earnings, others did not subscribe to this view.

They were, however, unanimous that the Kanpur industries were at present facing a deliberate "slow down" on the part of the workers, which, they thought, was due to the system of paying dear food allowance, according to which the worker became entitled to it merely by putting in attendance. The first belief is entirely opposed to common experience in different parts of India that an increase in wages, particularly in lower levels, usually results in increased efficiency. An outstanding example of this is the cotton textile industry at Ahmedabad, where wages were lower than those at Bombay about a quarter of a century back, but where a rise in wages given by the industry has so changed the conditions that both efficiency and wages are now higher than those at Bombay. Coal mines in Bihar provide a second instance in point. Family budgets collected by Indian scholars also show, that the higher the wages, the less tends to be the proportionate expenditure on food and the higher the proportion on miscellaneous items. This proves that the rise in wages is being utilized for bettering the standard of living and is not dissipated. In any case, the argument was probably never seriously intended to sustain the proposition, that a rise in wages leads to a decline in production, particularly in the low levels of wages.

### **Other considerations in favour of fixation of minimum wages**

70. All these considerations have pressed us to the conclusion that the fixation of minimum living wages is both desirable and necessary in the present economic background of our Province and India. Our analysis of wages in Chapter II has thrown us against a background, similar to that described by Shri D. R. Gadgil in his lectures in Patna University, and we have naturally been led to similar conclusions. We

agree with him that wide variations in wages in the same occupations conclusively prove that there is no sign of the marginal theory of determination of wages operating in our economic system. There is, on the other hand, every sign that wages are fixed in a purely empirical manner, leaving sufficient scope, for many possible adjustments. We do not attach, therefore, any sanctity to the present levels of wages. With a change in their levels, we expect more scientific arrangements to come into existence, which will stimulate production. The fixation of minimum living wages in the Province will, we hope, reduce not only the number of wage rates current in the lower wage levels, but also reduce the wide variations at those levels from factory to factory. It will definitely improve the present level of wages, which we regard as inadequate. It will also help to raise the basic rates, which have not been changed since before 1939 and are singularly inappropriate in the present circumstances. It will prevent wage nibbling and indirect cuts in real wages due to rise in cost of living at minimum levels and will also help generally in the levelling up of wages in different industries and trades. Above all, the fixation of minimum living wages will facilitate the introduction of standardization of wages which would remove other difficulties of our present wage systems. The present times of high prices coupled with high profits and general industrial prosperity are also, we believe, propitious for the introduction of standardization schemes which are essential for the fixation of the various minima, above the minimum living wages. In our opinion, these measures will improve the health, well-being and the general efficiency of the industrial worker and will go a long way towards raising the general standards of living in the country. *We accordingly recommend the fixation of compulsory minimum living wages in the Province.*

## **Main Parts of a Scheme of Minimum Wages**

71. We now proceed to consider ways and means of giving effect to this decision including points of detail which are, to our mind, equally important. For, while there exists at present more or less complete unanimity in regard to the principle, there are differences of opinion in regard to the details of the plan of execution. As pointed out in paragraph 63, even the Employers' Association of Northern India agreed regarding the fixation of minimum wages, but had their own ideas as to how it should be done. Some of the important questions that arise in this connection are:

- (1) What objectives should the scheme of minimum living wages be designed to achieve?
- (2) What amounts exactly will achieve those objectives? and
- (3) How should the scheme be enforced?

We have to answer these questions in the light of experience of other countries, but in a way most suitable to the special conditions in our own. In working out such details one often arrives, not at a point, but at what may be called a marginal area within which the principles of decision are implementable. We took a preliminary decision to throw our weight in such cases, as far as possible, in favour of the lower end of the margin in the hope that the final figures arrived at may not be considered too high in the existing economic background of the country.

### **Objectives of the Scheme**

72. Each of the above-mentioned questions has a number of aspects. Thus, the first question involves the consideration of a number of other points, all important in themselves, such as, the general objectives which a scheme of minimum

wages can be reasonably expected to subserve, the categories of workers to be covered, the standard of living to be aimed at, the unit to be taken into account, and the period with reference to which such standards should be fixed. We have already mentioned in preceding paras. of the report the main objectives of compulsory fixation of minimum wages and, therefore, we do not propose to repeat them here. We deal below with some other important aspects of the question.

### **Categories of workers to be covered**

73. Payment of unduly low wages or competition in regard to them may not be confined to any particular class of occupations. As seen in Chapter II, a large number of occupations in different industries in the United Provinces can be said to be paying comparatively low wages. If all of them were to be covered, a number of minimum wages will have to be fixed. Indeed, if only one minimum wage for the lowest class of employees is fixed, it may fail to make any appreciable impression on the problem of low wages, which runs into most categories. On the other hand, we have also seen in Chapter II that most factories and industries in the Province have at present a disproportionately large number of rates and categories, most of which have non-standardized designations. It would be physically impossible, therefore, to try to regulate wages for any appreciable number of them, until greater uniformity has been secured in their designations and duty lists. We have, for these reasons, decided to take a middle course for the present and to lay down minimum wages for important categories only, such as the unskilled, the semi-skilled, the skilled, and the highly skilled class of wage earners and for clerks. We are supported in this deci-

sion by the following views\* of Dr. Gadgil, given in the course of his lectures before the Patna University :

"The concept of the single general minimum or a fixed minimum is thus inapplicable to Indian conditions; it would not also fulfil the objectives which I have indicated should be the objective of wage regulation in India. Wage regulation is desired in India in order to prevent an unduly low wage in certain occupational categories, to prevent the subsidizing of the low wage paying employer, and to allay labour discontent. Wage regulation must, therefore, cover with us all the main occupational categories. A fixed minimum will give protection only to the lowest occupational category. Variations in wage rates and exploitation by employers, however, characterise all categories of workers, and these stand in need of protection as much as the lowest paid. It will be noted that the minimum wage schedule of the Bombay Millowners' Association covers all important classes of time-rated workers (including semi-skilled and skilled) up to the rank of jobbers and supervisor. This is also the case with Trade Board lists and schedule of minimum wages in most countries of the world."

### **One minimum or more**

74. Earlier in this chapter we have given a short account of the definitions of "standard of living" by well-known authorities, to establish our contention that the concept of minimum wages need not suffer from lack of precision and measurability, provided it is grounded on living wages in terms of "goods and things". After all, commensurability of things and goods is more valid than money measures of them. No argument on the score of non-measurability can hold against the concrete needs for goods and things. And the thread which binds or the ground which supports the

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\*See page 47 of Regulation of Wages and other problems of Industrial Labour in India, by Dr. Gadgil.

needs is the pattern of physiological needs. They must be satisfied. If the economic system is such that such needs are not satisfied then it is the bounden duty of the State to see that they are satisfied. In other words, all of our discussion on "standard of living" gravitates to the nutrition level. Unfortunately, our enquiry proves that a large number of workers are still drawing wages which are below the nutrition level.

### **Nutrition level to be secured for the lowest category**

75. The question naturally arises as to which "economic" standard the minimum wage will tend to conform. Obviously, it cannot be allowed to remain at the poverty line. On the other hand, it is perhaps a little ambitious to bring it to the "comfort level" in the present economic conditions of the country. Economists have also emphasized that changes introduced by minimum wages should be gradual and should not suddenly upset the wage structure. Therefore, we fall back upon the "subsistence plus level" described above. We find that the Pay Commission\* and all our other predecessors held that minimum wages for the lowest category should first seek to bring wages to the nutrition level. In other words, the basic nutritional standards of life must be the starting point. They will of course, change with the changes in habits, in environments and in other conditions, and it should be possible to revise the standards as and when necessary. What we suggest at present, is that in no case should any payment of wages go below the nutrition level.

### **A family instead of a worker, as a Unit**

76. We have next to be clear about the unit of persons • for which the above-mentioned standard has to be secured.

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\*See paragraph 48 on page 31 of the Report of Central Pay Commission.

All countries have adopted the family of the worker as the unit. We cannot provide for less. Even the employers now appreciate that the worker cannot be separated from his family and that a wage, which does not take his family into account, will fail not only to secure the nutrition standard to the worker, but also to sever his connections with his village home, which is necessary in the interest of stability of industrial production.

### **“Natural” or Joint Family**

777. A distinction arises regarding the nature of the Indian family, because India has both “natural” and “joint” families. The family budget inquiry among millworkers at Kanpur in 1938 showed that 68 per cent. of the working class households were “joint” families and only 32 per cent. “natural” families. We, therefore, cannot ignore the existing system, without jeopardizing the objective of securing minimum living standard. A practical difficulty, however, arises in the case of “joint” households inasmuch as such families may have more than one earning member and may even be sending “remittances” to village homes for “dependants” there. It was to avoid this, perhaps, that the Bombay Textile Labour Inquiry Committee, 1940, the Rao Court of Inquiry for Railway Employees, 1941, and the Bihar Labour Inquiry Committee, 1940, all adopted “natural” families as their unit. As against this, Dr. R. K. Mukerji adopts a “joint” household as his basis\*. We have taken into consideration both the types, since both of them form an appreciable proportion of the total working class population in Kanpur.

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\*See page 169 of his book ‘The Indian Working Class’.



### **Average size of natural family**

78. It remains to determine the sizes of the two types of families. The Bombay Textile Labour Inquiry Committee and the "Rao" Court of Inquiry adopted a worker, his wife, and two children as the size of an average "natural" family for Bombay. The Bihar Labour Inquiry Committee took a worker, his wife and three children as an average family. The size of the family taken, in the foreign studies of standards of living quoted earlier, is also a husband, wife and three children. Inclining ourselves to the low side of the "marginal area" we take a worker, his wife and two children as a good average size family to begin with for Indian conditions. We have, however, worked out our estimates in paragraph 91 below for three different sizes taking one, two and three children respectively in addition to worker and his wife with a view to illustrating the differences in costs.

### **Average size of joint family**

79. In regard to joint families, Dr. Mukerji\* took the average size of a working class family in Bombay, namely, 1·10 men, 1·10 women, and two children excluding 0·60 dependants living away from the family. For the United Provinces the Employers' Association of Northern India have suggested a size of 2·23 members per family, based on figures of industrial ration units in Kanpur in 1946. The figure is obviously an under-estimate, due to the fact that an artificial maximum limit of four members was placed on the size of a working class family with a view to placing a limit on the concessions admissible to workers under the Industrial Rationing Scheme. On the other hand, the workers' representatives have suggested more than 4 persons as the size of an average family. The

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\*Cf. page 168 of "The Indian Working Class."

absence of reliable pre-war data for the Province handicapped us considerably in arriving at our own figures. The data collected in the '1938' Family Budget Inquiry at Kanpur was criticized on the ground of unrepresentativeness since the figures were based on budgets collected from one locality. The only other alternative available was to utilize the data collected in 1945 as a part of another inquiry at Kanpur. The following table shows the distribution of persons in 1945 according to income groups:



TABLE No. X

DISTRIBUTION OF PERSONS IN WORKING CLASS FAMILIES AT KANPUR  
ACCORDING TO INCOME-LEVELS

Income-groups	Total number of families	Total number of persons	Number of males	Number of females	Number of children
Below Rs. 30 ..	14	33	14	12	7
Rs. 30 to 40 ..	129	357	131	120	106
Rs. 40 to 50 ..	231	725	249	263	213
Rs. 50 to 60 ..	230	777	255	248	274
Rs. 60 to 70 ..	164	626	201	192	233
Rs. 70 to 80 ..	117	519	156	154	209
Rs. 80 to 90 ..	54	251	81	72	98
Total ..	939	3,288	1,087	1,061	1,140
Average size ..	..	3.5	1.2	1.1	1.2

We wanted to confine ourselves to income-groups of Rs.30 or less in the pre-war period. Since the cost of living index showed roughly an average rise of 200 per cent. in 1945 over pre-war level, we had to allow for a similar rise in income level also so as to get as accurate an idea as possible of the pre-war size of the family. The figures in the table suffer from an under-estimation on two scores. In the first place, they do not include dependants living away from the worker. In the second place, while the working population in urban industrial areas increased, families living therein suffered during war-times numerous privations on account of scarcity and, therefore, had to send away as many non-earning members as possible to their homes in villages. While we see no

justification for excluding them from the average size of the family, we have been forced to adopt this principle, on grounds of expediency partly because the 1945 report does not give the number of dependants living away from the work and partly because we wanted to keep our estimates low. We get from the table a figure of 1.2 male adults, 1.1 female adults, and 1.2 children, or 3.5 persons in all, per family. We have adopted this figure for our average family with a mental reservation about its under-estimated character.

### **Pre-war period as base**

80. Another important point for consideration is the period with reference to which minimum wages should be fixed. The present times are quite abnormal from the point of view of prices; nobody believes that they can stabilize at their present levels. Reduction in wages as a corollary of a fall in prices is neither easy to enforce, nor harmless. Standards of life, once attained, are difficult to reduce, particularly if they are on or near subsistence level. Even if they can be brought down, the hardships to persons concerned is considerable, particularly if they have got accustomed to an upper standard for a fairly long time. To obviate this difficulty, it is usual to fix wages with reference to normal periods. But "period of normalcy" is a relative term and, in any case, very difficult to predict. The Central Pay Commission, on the basis of evidence produced before them, assumed\* that prices would ultimately stabilize at a level of 60 per cent. to 75 per cent. above the pre-war level. The United Provinces Pay Committee similarly came to the conclusion that prices would be likely to stabilize at a level somewhat higher than that which prevailed when the pre-1931 scales were in force, and suggested an increase in salaries

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\*See paragraph 18, page 13 of the Report of the Central Pay commission.

on that basis. Both the arrangements involve a certain risk, which may take a concrete shape in case prices go below the selected levels. To eliminate such risks entirely, most other authorities have made suggestions with reference to pre-war level of prices. A possible objection to this course arises from the fact that prices may never go down as low as the pre-war level and, therefore, the minimum living wage, as fixed with reference to that level, may either remain inoperative or may be found too low in relation to the higher level at which prices get stabilized. There is one way of removing this defect, namely, to consolidate the minimum living wage with the dearness allowances assuming cent. per cent. neutralization at minimum level of wages up to the new stability level of prices as soon as prices get stabilized. We have, for this reason, selected the pre-war level of prices as our base and suggested a consolidation of basic wages with cost of living allowance, if and when prices become stable.

### **Objectives defined**

81. In answer then to the first question set to ourselves, we suggest fixation of minimum wages for five categories of workers. The minimum living wage for the lowest category should aim at securing for a "natural" family of four persons, or a "joint" family of 3·5 persons at the pre-war level of prices the cheapest but a nutritious and well-balanced diet for each one of its members, adequate housing accommodation and other minimum expenses. This is the subsistence plus standard which should, in our opinion, form a fair level for present Indian conditions provided it does not militate against (i) the general level of wages in the country and (ii) the capacity of the industries to pay.

## **Methods followed in computing costs**

82. The approach to determine minimum expenses under each of the major heads, namely, Food, Fuel, Light, House, Clothing and Footwear, Household Requisites and Miscellaneous items, is usually made in two ways: (1) through norms determined from the point of view of physical or social requirements of a person or family, or, (2) through the framing of standard budgets. In most cases, both the methods have to be utilized since scientifically determined norms for all types of expenses are not yet available. India is particularly deficient in the matter of studies or researches aiming at the evolution of norms. We have, therefore, like most of our predecessors, assessed expenditure on food and housing on the basis of norms, and the rest on the basis of information available about standards of living.

### **Food Requirements according to Norms**

83. In the matter of food, we examined Dr. V. N. Patwardhan of the Nutrition Research Laboratory, Coonoor, and have, for the most part, been guided by his advice. He told us that a common characteristic of such Indian diets as he had studied, was a considerable deficiency in quality and quantity. The nutrition value of a diet is measured by its calorific value, the ideal requirements of which for an adult are usually measured in terms of (1) light or sedentary work, (2) moderate work, and (3) very hard work. We find that there are differences of opinion in the country regarding the total calories required by a person for each type of work. Thus, Dr. W. R. Aykroyd, one of the pioneers of this subject

in India, suggested 2,600 calories for moderate work.\* This estimate has been criticised by Dr. R. K. Mukerji, who suggests† 3,000 calories as the ideal requirement. We find that the latter estimate is supported by the Sub-Committee of Nutritional Requirements, set up by the Nutrition Advisory Committee, Indian Research Fund Association, and accepted by them‡. While, therefore, we accept this standard, we find it difficult to give effect to it in our recommendations for two reasons: In the first place we could get no standard vegetarian diet fixed with reference to this calorific value. The above-mentioned sub-committee of nutritional requirements gives only a non-vegetarian diet with reference to this standard. A non-vegetarian diet is usually much dearer than a vegetarian diet, and can be hardly afforded by the workers at present. Dr. Patwardhan told us that the approximate cost of non-vegetarian at Madras works out at present to Rs.30 per month per adult. Dr. Mukerji has, no doubt, given a vegetarian diet, apparently with reference to this standard, but his cost as shown in paragraph 84 below is less than our cost for a lower standard. In the second place, even if such a non-vegetarian diet were framed, it would result in the augmentation of milk, ghee, fruits and such other protective items to the diet as are comparatively more costly and will thereby increase the cost of the diet disproportionately to the calories added. We have for these reasons reconciled ourselves to a cheap vegetarian diet, given to us by Dr. Patwardhan, which provides 2,700 calories only. This diet and its properties as compared to ideal properties are shown in the following table:

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\*See page 2 of Health Bulletin No. 23, by Dr. Aykroyd.

†See the 'Indian Working Class,' pages 161 to 167.

‡See Report of the Twelfth Meeting of the Nutrition Advisory Committee of the Indian Research Fund Association held in New Delhi on the 24th November, 1944 (page 12).

**TABLE No. XI**  
**BALANCED - VEGETABLE DIET FOR A WORKER WITH PROPERTIES POSSESSED BY THE DIET**

Serial no.	Commodities	Weights (ounces)	Properties	Quantities possessed	Quantities required
1	Cereals ..	14	Calories ..	2,700	3,000
2	Pulses ..	3	Proteins ..	77 gms. ..	82 gms.
3	Green leafy vegetables ..	6	Fats ..	77 gms.	*
4	Other Roots ..	6	Carbohydrates ..	450 gms. ..	*
5	Vegetables ..	8	Calcium ..	1.7 gms.	1.0 gms.
6	Milk ..	2	Iron ..	60 mg.	20 to 30 mg.
7	Sugar and/or Jaggery ..	2	Vitamin A ..	More than 5,000 international units.	3,000 to 4,000 I. U.
	Oil, ghee, etc.	2	Vitamin B <sub>1</sub> ..	More than 500 international units.	333 to 666 I. U.
			Vitamin C ..	More than 100 milligrams.	50 milligrams.

\*No figures have been included owing to no exact knowledge being available at present.

### Cost of food

84. The cost of this diet at pre-war prices in the important centres of the Province is given in the following table;



TABLE NO. XII

COST OF THE BALANCED DIET AT IMPORTANT INDUSTRIAL CENTRES IN U. P. AT PRE-WAR PRICES

Centres ....		Kanpur		Agra		Banaras		Saharanpur	
Articles of Diet		Quantity	Price	Quantity	Price	Quantity	Price	Quantity	Price
1. Cereals—		Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.
(a) Wheat ..		7 8	0 9 5	4 6	0 5 0	3 12	0 5 5	11 4	0 13 4
(b) Rice ..		2 12	0 5 1	0 9	0 1 0	2 3	0 3 6	0 5	0 0 6
(c) Jowar (Jowari) ..		..	..	..	..	..	..	..	..
(d) Bajra (Bajri) ..		..	..	..	..	..	..	..	..
(e) Gram ..		1 0	0 1 4	2 3	0 2 11	0 10	0 0 10	1 4	0 1 9
(f) Barley ..		..	..	6 0	0 6 2	6 9	0 7 5	0 5	0 0 3
(g) Birra (Bejhar) ..		1 14	0 2 0	..	..	..	..	..	..
Total ..		13 2	1 1 10	13 2	0 15 1	13 2	1 1 2	13 2	0 15 10
2. Pulses—									
(a) Arhar ..		2 13	0 5 5	1 6 1	0 2 10	2 9	0 5 5	1 1	0 2 10
(b) Urd ..		..	..	1 6 1	0 3 2	0 4	0 0 6	1 12	0 3 6
(c) Moong ..		..	..	..	..	..	..	..	..
Total ..		2 13	0 5 5	2 13	0 6 0	2 13	0 5 11	2 13	0 6 4

Centres....	Kanpur				Agra				Banaras				Saharanpur			
	Quantity		Price		Quantity		Price		Quantity		Price		Quantity		Price	
	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.	Sr. ch.	Rs. a. p.
Articles of Diet																
3. Green leafy vegetables—																
(a) Brinjals	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(b) Onions	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(c) Others	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9
Total	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9
4. Root vegetables—																
Potatoes	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9	5 10	0 11 9
5. Milk	7 8	0 0 3	7 8	0 15 0	7 8	0 15 0	7 8	0 15 0	7 8	0 15 0	7 8	0 15 0	7 8	0 15 0	7 8	0 15 0
6. Sugar and jaggery																
(a) Sugar	1 14	0 8 11	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8
(b) Gur	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Total	1 14	0 8 11	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8	1 14	0 6 8
7. Oil, Ghee, etc.—																
(a) Mustard Oil	0 8	0 2 11	0 12	0 4 0	0 12	0 4 0	0 12	0 4 0	0 15	0 6 0	0 15	0 6 0	0 8	0 2 9	0 8	0 2 9
(b) Sweet Oil	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(c) Coconut Oil	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
(d) Ghee	1 6	1 8 2	1 2	1 2 0	1 2	1 2 0	1 2	1 2 0	0 15	0 15 9	0 15	0 15 9	1 6	1 12 2	1 6	1 12 2
Total	1 14	1 11 1	1 14	1 6 0	1 14	1 6 0	1 14	1 6 0	1 14	1 5 9	1 14	1 5 9	1 14	1 14 11	1 14	1 14 11
Grand Total	38 7	6 3 0	38 7	5 8 3	38 7	5 8 3	38 7	5 8 3	38 7	5 14 1	38 7	5 14 1	38 7	6 5 11	38 7	6 5 11

(i) The quantities given in table no. XII have been distributed over different items in proportion to weights allotted to them in the cost of living indices for those centres (see U. P. Labour Bulletins).

(ii) Prices taken from Labour Bulletin and E. and S. Department.

(iii) Prices of potatoes at Kanpur have been used for—

(a) prices of green leafy vegetable at Kanpur and

(b) for both green leafy vegetables and potatoes at other centres.

(We have accepted potatoes as typical vegetable only because no other vegetable was available throughout the year for the collection of prices.)

The cost thus varies from Rs.5-8-3 per month at Agra to Rs.6-5-0 per month at Saharanpur. As shown by cost of living indices in tables 17 (a) to (g) in Appendix F the level of prices at Agra has, during the war period, undergone a complete change. The Index for Agra shows the largest rise over pre-war period next to Lucknow only. Even otherwise, Agra ranks high from the point-of view of dearness. We cannot, therefore, accept pre-war Agra figure as our base. The next lowest cost is shown by Banaras, namely Rs.5-14-0. Banaras shows the lowest rise in cost of living indices among the four centres. The difference in cost between Banaras and Kanpur is that of Re.0-4-11, which is not appreciable. We have accordingly adopted Rs.6 per month, roughly the mean of the two, as the average cost of a well-balanced diet for an adult in the United Provinces at pre-war prices. We find that Dr. Ackroyd's estimate for South India of the cost of his rather deficient diet varied between Rs.5 and Rs.6 per month. In addition, he suggested an allowance of 25 per cent. for "extras" such as sugar. Therefore, even the minimum cost of nutritious diet for an adult, according to him, will work out to Rs.5 plus Rs.1-4-0 or Rs.6-4-0 for Madras in terms of pre-war prices. The Bombay Textile Labour Inquiry Committee adopted Rs.7-8-0 as the cost of a balanced diet per head for Bombay. Considering these estimates we do not think that our estimate errs on the high side. Dr. Mukerji has no doubt estimated a lower cost, namely, Rs.3-8-8 for cereals, etc., and Re.0-10-4 per capita for milk and ghee. The main difference between Dr. Mukerji's estimate and ours arises because of the comparatively low cost for ghee and milk suggested by him, which is strange since he has aimed at a more nutritious diet than all the above estimates.

## **Housing Norms**

85. Housing norms are not even as developed as food norms. The little work that has been done in this respect so far in our country is confined to Bombay Presidency. The Rent Inquiry Committee, Bombay, which made a study of housing conditions in the cities of Bombay, Ahmedabad and Sholapur, recommended that "it is desirable to discourage construction of one-roomed tenements, but whenever they are found necessary, they should not be of less than 180 sq. ft. in size and should not accommodate more than four persons." We gather that the Ahmedabad Municipality has in its by-laws prescribed a minimum provision of a room 12' x 12', a verandah and a kitchen. The standards of other countries are not suitable to us in this matter, partly because the climatic and seasonal requirements are different and partly because the European and American standards are too high to make any approach worthwhile at present.

## **Housing Conditions in U. P.**

86. In regard to the United Provinces, we have no data except those collected during the 1938 Family Budget Enquiry, since presented in the Report of Housing Conditions of Millworkers in Kanpur. That Report shows that roughly 64 per cent. workers lived in single-room tenements while another 32 per cent. lived in two-room tenements. The "modal" dimensions of the room were 11' x 9' x 11' or about 100 sq. ft. in area and about 1,000 cft. in space. Verandahs were available to 59 per cent. families living in one-roomed dwellings and to 25 per cent. families living in two-roomed dwellings. The position in regard to ventilation, water-connections, privies, dust-bins, drainage, and over-crowding

was, to say the least, deplorable. We have, naturally, kept these conditions in mind, while making our recommendations.

### **Estimates of accomodation and rent**

87. We agree with the Bombay Textile Labour Enquiry Committee\* that a two-roomed tenement is absolutely necessary both from the point of view of health and of the requirements of decency for a family of four persons. For a family of five, however, namely, a worker, his wife and 3 children, one more room should be needed. According to the size of the houses found at Kanpur in 1938, a two-roomed tenement will give a room area of 190 sq. ft. and a three-roomed tenement one of 256 sq. ft. This is not very different from the area recommended by the Rent Inquiry Committee, Bombay. We, therefore, consider them a suitable basis of calculation for a family of 4 and 5 persons respectively. The same Report shows that the average rent at Kanpur in 1938 for a two-roomed tenement was Rs.2-8-4 and for a three-roomed tenement Rs.4-7-6 per month. It may be argued that a higher rent should be provided for, since the above houses did not possess necessary facilities of water taps, ventilation, etc. It has been urged before us that the rent for 2 rooms and a verandah at Kanpur is now Rs.5-8-0 due to over-crowding. But we are at present framing our estimates on the basis of pre-war figures. A better ventilated and equipped house will naturally carry a higher rent than the figures given in the Report of 1938. We have, however, decided to accept figures on the lower side.

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\*See page 73 of the Bombay Textile Labour Inquiry Committee Report.

## **Other Expenses the source of pre-war basic estimates**

88. It remains to work out expenses on fuel, light, clothing and footwear, household requisites and on other miscellaneous items. As already pointed out, we cannot compute them in the way we have computed our food and housing requirements, i.e. with the help of norms evolved in a scientific and objective manner. It is not possible to take the help from standard budgets, simply because such budgets drawn from our environments do not exist for our province. We have, therefore, proceeded on the basis of existing standards of living. In utilizing the existing data, we had naturally no alternative but to fall back upon the result of the inquiry conducted in 1938, even though we were aware of the criticism made against it. We did not utilize the data of that inquiry for obtaining our size of average family, for we thought that the fact that all the budgets had been collected from one locality only, might have vitiated the size of the family. We have no such compunction in regard to utilizing the data regarding expenditure on the above-mentioned items. We do not think that the pattern of expenditure in that locality could have been very much different from that in the town itself. Besides, the budgets used were a part of the sample drawn for, and from, the whole town, and, therefore, even, a part of the families covered would give us more or less an accurate picture about the total population. Unlike the case of the size of the family, we could not have utilized the data collected during the 1944 inquiry for this purpose without opening ourselves to the charge that we were taking account of a standard of living already pulled down as a result of the economic changes brought about by the War. Above all, if this basis at all

introduces any error, it should be on the low side, to which policy we have already committed ourselves.

### **Alternative Methods of Estimation**

89. In working out actual estimates, we had three alternative methods open to us:—

(1) to allow for an increase in these various items of expenditure in the same proportion in which the expenditure of food showed a rise on account of taking the balanced diet into consideration, in comparison to that in 1938, or

(2) to keep the expenditure on these items completely fixed at the level at which they were in 1938, or

(3) to allow a proportionate increase in the expenditure on fuel and light but to keep that on clothing and foot-wear, household requisites, and miscellaneous items fixed at the level obtaining in 1938.

We thought that the first and the second methods should provide us with a minimum and maximum figure, within which the expenses on these items should be regulated. We naturally wanted that the worker should get as much benefit as possible in the way of increase in his expenditure on these items. We, therefore, felt that, perhaps, the third method would be a good compromise. We have, however, worked out the figures in subsequent paragraphs on the basis of all the three methods (*see* table No. XIII).

### **Scrutiny of existing items of expenditure**

90. Before preparing estimates of costs according to those alternative methods, we thought it desirable to scrutinize items of actual expenditure under the heads "household requisites" and "miscellaneous items" with a view to seeing whether any one of them contained items which may be

considered objectionable from the point of view of an ideal standard. The various items as well as the average actual expenditure incurred over them, according to the "1938" family budget inquiry at Kanpur, are given below:—

### (1) Household Requisites

<i>Items</i>					<i>Expenditure</i>		
					Rs. a. p.		
Charpai	..	..	..	..	0	0	8
Re-netting	..	..	..	..	0	1	0
Dari	..	..	..	..	0	0	9
Razai	..	..	..	..	0	1	7
Sheets	..	..	..	..	0	1	10
Blankets	..	..	..	..	0	0	6
Utensils	..	..	..	..	0	1	5
Umbrella	..	..	..	..	0	0	10
Total	..	..	..	..	0	8	7

### (2) Miscellaneous Items

<i>Items</i>					<i>Expenditure</i>		
					Rs. a. p.		
Sweeper	..	..	..	..	0	0	9
Barber	..	..	..	..	0	5	6
Dhobi	..	..	..	..	0	6	0
Soap	..	..	..	..	0	3	0
Medicine	..	..	..	..	0	5	8
Hair Oil	..	..	..	..	0	2	8
Education	..	..	..	..	0	0	8
Conveyance	..	..	..	..	0	2	11
Travel	..	..	..	..	0	9	4
Tobacco	..	..	..	..	0	5	11
Pan Supari	..	..	..	..	0	5	7
Wine	..	..	..	..	0	3	5
Bhang	..	..	..	..	0	0	10
Charas	..	..	..	..	0	1	3
Other Intoxicants	..	..	..	..	0	1	0
Recreation	..	..	..	..	0	0	11
Ceremonials	..	..	..	..	0	2	7
Remittances to home	..	..	..	..	2	8	8
Postage	..	..	..	..	0	0	9
Subscription	..	..	..	..	0	1	2
Newspaper	..	..	..	..	0	0	3
Litigation	..	..	..	..	0	9	2
Interest on debt	..	..	..	..	1	7	6
Debt payment	..	..	..	..	0	9	0
Other items	..	..	..	..	0	0	10
Total	..	..	..	..	8	15	8



It will be noticed that the list includes a few items of intoxicants costing in all Re.0-6-6 which can hardly be considered admissible in such an estimate. The list also shows a sum of Rs.2-8-8 under "remittances to home". This item indicates a saving utilized for persons not included in our size of the family and, therefore, it has no place in our estimates. Indeed, the inclusion of the item will make our over-all estimates of expenditure inconsistent with the size of the family accepted by us. The representatives of the employers argued before us that the items of (i) expenditure showing payment of interests on debt and on principal, (ii) conventional expenses and (iii) educational expenses should also not be included in this estimate; the first two because the expenditure incurred by working class families on them is usually disproportionately high and as such is a part of bad habit which should not be encouraged, and the last item because expenses on education should be the responsibility of the State. We do not agree with any one of these comments. We do not consider that the expenses shown against items of payment of interest on debt and of principal reveal a disproportionately high expenditure on these items. Even if they were, we would not hesitate to admit it, because they are, to a large extent, due to the very low and inadequate wage levels in our country. The expenses on education are very insignificant and may be simply due to the purchase of a few necessary educational accessories such as stationery and books. We do not consider, therefore, that any further reductions are necessary from the lists given above.

### **Estimates of Living Standard**

91. We reproduce below the table drawn up in accordance with the decisions taken by us in paragraphs Nos. 83 to 90. The table shows costs under food, clothing and footwear,

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**TABLE No. XIII**  
**ESTIMATED EXPENSES OF THE 'LIVING STANDARD' FOR 4 TYPES OF FAMILIES, CALCULATED BY THREE**  
**ALTERNATIVE METHODS**

Serial number	Items of expenditure	(1) Balanced diet, rent norm and all other expenses in the same proportion to food as obtained in expenditure in 1938				(2) Balanced diet, rent norm and all other expenses at the fixed amount shown by 1938 enquiry adjusted to family size				(3) Balanced diet, rent norm fuel and light increased in the same proportion as in (1), clothing, household requisites and miscellaneous at fixed 1938 standard adjusted to size of family			
		(a)	(b)	(c)	(d)	(a)	(b)	(c)	(d)	(a)	(b)	(c)	(d)
		Family consists of 1 male, 1 female and 1 child = 2.4 consumption units	Family consists of 1 male, 1 female and 2 children = 3 consumption units	Family consists of 1 male, 1 female and 3 children = 3.6 consumption units	Family consists of 1.2 male, 1.1 female and 1.2 child = 2.8 consumption units	Family consists of 1 male, 1 female and 1 child = 2.4 consumption units	Family consists of 1 male, 1 female and 2 children = 3 consumption units	Family consists of 1 male, 1 female and 3 children = 3.6 consumption units	Family consists of 1.2 male, 1.1 female and 1.2 child = 2.8 consumption units	Family consists of 1 male, 1 female and 1 child = 2.4 consumption units	Family consists of 1 male, 1 female and 2 children = 3 consumption units	Family consists of 1 male, 1 female and 3 children = 3.6 consumption units	Family consists of 1.2 male, 1.1 female and 1.2 child = 2.8 consumption units
1	Food	Rs. a. p. 14 6 5	Rs. a. p. 18 0 0	Rs. a. p. 21 9 7	Rs. a. p. 16 12 10	Rs. a. p. 14 6 5	Rs. a. p. 18 0 0	Rs. a. p. 21 9 7	Rs. a. p. 16 12 10	Rs. a. p. 14 6 5	Rs. a. p. 18 0 0	Rs. a. p. 21 9 7	Rs. a. p. 16 12 10
2	Clothing and footwear	10 10 3	5 7 4	0 3 3	2 0 1	14 9 2	5 18 0	0 21 9	2 3 11	14 9 2	5 18 0	0 21 9	2 3 11
3	Fuel	8 11 1	15 2 2	5 3 3	1 13 2	2 0 1	1 7 11	1 13 11	4 11 1	8 11 1	1 15 2	2 5 5	1 13 1
4	Light	8 5 0	10 6 0	12 7 0	9 10 0	8 0 0	1 0 8	0 10 0	7 1 0	8 5 0	0 10 6	0 12 7	0 9 10
5	Rent	2 8 0	2 8 0	4 8 0	2 8 0	2 8 0	2 8 0	4 8 0	2 8 0	2 8 0	2 8 0	4 8 0	2 8 0
6	Household requisites	0 11 4	0 14 2	1 1 0	0 13 3	0 8 2	0 10 11	0 13 7	0 9 6	0 8 2	0 10 11	0 13 7	0 9 6
7	Miscellaneous	7 15 10	9 15 10	11 15 9	9 5 2	5 11 11	7 10 6	9 9 2	11 3 3	5 11 11	7 10 6	9 9 2	6 11 3
	Total	30 5 9	37 5 3	45 4 7	35 0 3	26 9 4	33 6 6	42 3 7	30 9 6	27 2 7	34 0 2	42 13 2	31 4 5

The lowest cost in the case of a family consisting of a worker, his wife and one child comes to Rs.26-9-4, if the fixed level of expenses in 1938 be adopted, or to Rs.27-2-7, if the compromise-formula be adopted. In all other cases the cost is over Rs.30, and the highest goes above Rs.40, in the case of a family consisting of a worker, his wife and three children. The total cost shows a difference of Rs.2 to Rs.5 between a family consisting of the worker, his wife, and two children and another consisting of 1·2 males, 1·1 female and 1·2 child, whichever the method adopted. The distinction, thus, between a "natural" and a "joint" family does not make much of a difference. The cost of the standard defined by us varies between Rs.33-6-6 and Rs.37-5-3 for the "natural" family of the medium size (a worker, his wife and two children) and between Rs.30-9-6 and Rs.35-0-3 for the joint family.

### **Capacity of Industry to pay—consideration postponed to Chapter VIII**

92. These figures provide a rough estimate of the levels at which minimum wages should be fixed, if we are to provide a "minimum living wage" standard to industrial workers in the Province. We pause here to refer to other two criteria, mentioned in paragraph 81 above, before proceeding to take a decision. An examination of the capacity of industries to pay is a lengthy process, involving a consideration of the financial position including Profit and Loss Accounts and Balance Sheets of the concerns in different industries as well as other factors throwing light on the progress of those industries. A similar examination will also be necessary in respect of our recommendations regarding the amount and rate of dearness allowance and bonus to be given to industrial workers in future, in addition to the minimum wages that we are considering here. We have accordingly dealt with this

question in detail in a separate chapter (Chapter VIII) after evolving fully our proposals in regard to each one of the above items. This arrangement will give an idea at one place of the industries' capacity to bear the additional burden due to our recommendations. Suffice it to say here that on the basis of figures examined in that chapter, we have come to the conclusion that the industries can bear all the charges suggested by us.

### **Criterion of the level of wages inappropriate**

93. We turn to the second criterion for determining minimum wages, namely, the level of wages in other industries and occupations working in more or less similar economic conditions. This principle has been recognised in other countries for three reasons. In the first place, organized industries of those countries have already a fairly high level of wages and the concept of minimum wages has, therefore, been evolved there for helping the workers in 'sweated' industries. The idea is to enable these 'sweated' industries to gain gradually by comparisons with high level organized industries. In the second place, this criterion enables the authority which fixes minimum wages to facilitate mobility of labour by removing variations in 'cost' of labour, or seeing that the amounts fixed by it are neither disproportionately high nor disproportionately low in relation to levels in other comparative occupations. Thirdly, the current level of wages is taken to be an objective proof of the capacity of industries to pay. The third object we need not pursue here since we are undertaking an independent examination thereof in Chapter VIII of this Report. As regards the first and the second objectives, we find them inapplicable to Indian conditions since the low-wage levels here are as much characteristic

of the so-called organized industries as of others. Besides our proposals cover a number of industries and are not confined to one industry, the level in which could be compared with those in others. If our proposals are accepted, they will raise the level of wages in all industries thereby leaving no room for disproportionate levels in any particular industry. To confine ourselves, on the other hand, to existing levels of wages would amount to moving in a vicious circle and leaving one of the glaring and common defects of our present wage systems unaffected.

### **Levels of minimum wages in the country**

94. While we have decided for these reasons not to be guided by the existing levels of wages, we cannot ignore the existing levels of minimum wages recommended in the country. Some of these estimates are, by now, matters of history. Thus, the Kanpur Labour Inquiry Committee, 1938, suggested a minimum wage of Rs.15 for the textile industry in Kanpur which it was not found possible to enforce at that time. Similarly, the Bihar Labour Inquiry Committee, 1940, suggested minimum wages varying from Rs.12 to Rs.20 for different occupations. Both these estimates are accepted on all hands as too low to serve our present purpose. Most of the other estimates were framed in 1946-47. Thus, the Industrial Tribunal on the conditions of Labour in the Textile industry in the Madras Presidency recommended a minimum wage of Rs.26 per month for textile workers in that Province with reference to the pre-war level of prices and the award has since been enforced. We may point out that the Madras Presidency has one of the lowest level of wages in the whole country. The Industrial Court, Bombay, awarded Rs.30 as the minimum wage for textile workers in Bombay. Following this, the same Court awarded Rs.28 as the minimum

wage for the textile workers at Ahmedabad. The Bombay Municipal Corporation has fixed the minimum wages for their unskilled employees between Rs.30 to Rs.35. There have been two similar awards at Calcutta, in one of which a minimum wage of Rs.35 was recommended for the workers in Electric Supply Company on a pre-war basis; and in another a sum of Rs.67-8-0 was awarded for coolies working in the Tramway Company on the current level of prices. The latter amount works out to Rs.22-8-0 per month at the pre-war level. A latter tendency in Bengal awards is towards the level of Rs.30 on pre-war prices. Almost simultaneously with the above awards, came the report of the Central Pay Commission appointed to consider the revision of salaries of Government servants. This commission recommended Rs.30 as the minimum at a price level 60 per cent. higher than the pre-war level. In other words, the minimum salary recommended by the Commission, irrespective of the dearness allowance and other concessions to be added, comes to Rs.19-14-0 per mensem on the basis of pre-war prices. In their recommendations, the Central Pay Commission were considerably influenced by two facts: Firstly, the additional increase in salaries has, in the case of Government employees, to be found only through fresh taxation, which may not be welcomed by the general public. As a fairly large number of Government employees were drawing pay less than Rs.30 per month, the amount of such increase was expected to be considerable. Secondly, the national income of the country being low, the proposal to increase salaries of Government employees, without raising national income, was equivalent to raising the standard of living of their own employees at the cost of that of the general public. For this reason, they emphasized the primary need for increasing national income and production. Even so they recommended several types

of allowances to Government employees in addition to pay and dearness allowance, such as house-allowance, compensatory allowance, education allowance, etc. The amount of the first two allowances recommended for Bombay comes to Rs.15, while centres like Kanpur and Lucknow were to get a house-allowance only of Rs.7 per month. According to their recommendations, Government employees were also to be given an education allowance equal to 75 per cent. of the tuitional expenses for the lowest class of employees.

### **Our views about the levels**

95. Thus, we have to work within the minimum of Rs.26 per month fixed for the lowest wage centre, Madras, and the maximum of Rs.30 fixed for the highest wage centre, Bombay. We cannot, however, help remarking here that the level fixed for Bombay appears to us rather low. We find that the Industrial Court, Bombay, has justified their figure by a reference to the recommendations of the Central Pay Commission. Their argument, in brief, is that since a Government employee at Bombay will get Rs.30 as basic wage, Rs.10 as house-allowance and Rs.5 as compensatory allowance, in all Rs.45, at a price level equal to cost of living index of 160, it will work out to Rs.29-13-0, or roughly Rs.30, with reference to the price-level in the pre-war period, when the cost of living index at Bombay was 106. We wish to point out here that the Central Pay Commission has not fixed the house-allowance of Rs.10 and the compensatory allowance of Rs.5 with reference to any price levels. Therefore, a correct estimate of pay for a Government employee at Bombay, according to the recommendations of the Central Pay Commission, will be  $\text{Rs.30} \times 106/160$  or Rs.19-14-0 as basic pay plus Rs.10 as house allowance, and Rs.5 as compensatory allowance, or in all Rs.34-14-0. We may add that this



figure is more in conformity with the recommendations of the Rau Court of Inquiry, which recommended a wage of Rs.35 for the subsistence level at Bombay than with the estimate of Rs.30 by the Bombay Industrial Court. In actual effect, however, a Government employee at Bombay will never get less than Rs.30 as basic pay, Rs.10 as housing allowance, and Rs.5 as compensatory allowance, i.e. Rs.45 in all, even if the price level goes below the cost of living index of 160. We ourselves do not consider the recommendations of the Central Pay Commission applicable to the case of industrial employees, since an increase in their pay has not to be financed through taxation of the general public but from the funds of the industries, which are making, and are known to have made during the war years, very large profits.

#### **Levels recommended by independent witnesses**

96. We have some evidence on this point from independent sources also. The witnesses who appeared before the Central Pay Commission, were, perhaps, impressed by special considerations weighing with that Commission. Thus, Shri D. R. Gadgil suggested Rs.40 at a price level of 200, or Rs.20 at pre-war level. Shri S. C. Joshi, Chief Labour Commissioner, Government of India, recommended Rs.59 per month, excluding house rent, at the 'present level of prices', when the cost of living index was 260. This works out to Rs.24 per month in the pre-war period, when the cost of living index was 106 at Bombay. The Commission have also referred to the thesis of Dr. Gopal of Madras, who calculated that a minimum wage of Rs.40 could be given on a *per capita* national income of Rs.135, which he expected to reach in 1960. He recommended Rs.30 as minimum wage for 1950 and Rs.35 for 1955. A few inquiry committees, however,

which investigated in advance of the Central Pay Commission, gave a higher figure. Thus, the Rau Court of Inquiry, which was set up in 1940 to investigate the question of dearness allowance for Railway employees, calculated a sum of Rs.35 per mensem as the subsistence level for Bombay, Rs.30 for Poona and Rs.25 for semi-rural areas. In the trade dispute between the Posts and Telegraphs Department and its non-gazetted employees in 1946 Mr. Justice Rajadhyaksha came to the conclusion that Rs.65 to Rs.70 per mensem represented the minimum requirements at Bombay according to prices in that year. Two independent witnesses who appeared before us and gave valuable advice were Dr. R. K. Mukerji of the Lucknow University and Shri J. K. Pande, Economic Adviser and Director of Statistics in the United Provinces. Dr. Mukerji had previously worked out Rs.30-13-0, as the minimum amount necessary for industrial workers in the United Provinces. He revised the estimate to Rs.33-8-0 before us, suggesting an increase of Rs.2-4-0 on account of greater over-crowding now at Kanpur; Shri J. K. Pande emphasised that the minimum wage should be fixed rather low than high, so that it actually remained a minimum wage and was not to be reduced. He suggested a sum of Rs.30 at pre-war level of prices.

### **Minimum Living Wage of Rs.30 recommended**

97. We have considered our estimates, the whole volume of evidence placed before us, and the opinions given in paragraphs 94, 95 and 96 above. *We come to the decision that we cannot recommend a figure lower than Rs.30.* We have already made so many allowances in computing our estimates given in paragraph 91 above, in the matter of

defining our standard, in assuming the size of the family, in selecting the balanced diet, in estimating the rent, and finally in fixing other items of expenditure that our estimates can be considered nothing but the rock bottom level of a "living wage", or subsistence plus standard and, in every sense of the word, an under-estimation. As our estimates are in no case less than Rs.30-9-6 for a family of 3·5 persons and Rs.33-6-6 for a family of 4 persons, a figure of Rs.30 already involves further deduction of Re.0-9-6 in the former case and Rs.3-6-6 in the latter case. Yet, we could not help this reduction because of the decision of the Industrial Court, Bombay, to fix their minimum wage at Rs.30 per month. Going beyond it would be laying ourselves open to the charge of fixing a minimum wage higher than that of Bombay, which has at present admittedly the highest wage level. We believe, however, that the minimum fixed for Bombay is an under-estimate, being lower than the estimate of the Central Pay Commission which considered a different class of employees and, therefore, gave weight to certain considerations, not equally important from the point of view of industrial workers. The fact that the Rau Court of Inquiry recommended a sum of Rs.35 as the subsistence level for Bombay supports us in this opinion. Our own minimum of Rs.30 for the United Provinces may sooner or later and, perhaps, sooner than later, force Bombay to have a higher level. For, there is no reason why the up-country workers, who form roughly 13·5 per cent. of the textile workers of Bombay, should at all go to Bombay if they can get the same wage in the United Provinces. We do not believe that the industries at Kanpur will suffer in competition to Bombay, for there is at present a scarcity of all types of goods in India and all that can be produced will find a market irrespective of the prices fixed, particularly now that "controls" have been lifted. We wish to draw attention in this connection to

Table 17 in Appendix F which gives average wages for each industry in 1938 and 1947 according to the memoranda received from the employers. The table reveals that all industries are paying an amount double, or more than double, of the minimum living wage suggested by us. This means that our minimum living wage will not begin to tell on the important industries so long as the fall in prices does not reduce the consolidated wages to much less than half of what they are at present. According to the same table, the pre-war average wages varied between Rs.14 per month and Rs.25 per month. In other words, if the present rates of dearness allowance aimed at full neutralization, which they do not, the minimum for a worker getting Rs.20 per month in the pre-war period will become effective only when the cost of Living Index falls to less than 150, thereby reducing the consolidated wages to less than Rs.30 per month. In substance, therefore, this minimum will merely safeguard the worker against his consolidated wage falling below Rs.30. The Kanpur textile employers have stated before us again and again that they are actually paying higher wages than Bombay. If this contention is correct, they should not mind paying at least equal minimum wages also. We see no reason why the industries should not be able to adjust their economies to this change as they have done to others here as well as elsewhere. Indeed, we think that their present surplus, as shown in Chapter VIII, should enable them to make the necessary adjustments without much difficulty. Since most industries are at present paying large amounts in taxation and since wages are a charge to prime costs, high minimum wages will reduce taxes considerably. We have also to bear in mind that we have in India at present no indirect method of increasing purchasing power of workers, as suggested by the Central Pay Commission in paragraph 48 of their report.

Nor do the workers get any of the allowances recommended by the Central Pay Commission.

### **Minimum wages for other categories of workers**

98. We have referred in paragraph 73 to the five categories of workers who, according to us, should be covered by the scheme of minimum wages. We have given there our reasons also for taking this view. We have shown in Chapter II that the Maximum wages paid at present in most industries, except glass industry, do not exceed more than Rs.5 or Rs.6 per day, which is by no means an excessively high level. Even so, with the minimum living wage at a subsistence plus level, it will be desirable to allow for a slightly lower rate of differentials than existed during the pre-war period. This will be in conformity with the principle of equilization of distribution, a recognized and an essential objective of modern progressive wage policies. *We accordingly recommend a minimum living wage of Rs.40 per month for semi-skilled occupations; Rs.50 for skilled occupations; and Rs.75 for highly skilled occupations on the basis of pre-war level of prices.*

### **Minimum living wage for Clerks**

99. It remains to consider the case of ministerial rank of employees. They usually come from lower middle class, which has had some investment on upbringing and which admittedly possesses a higher standard of living. Justice Rajadhyksha took this excess to be equal to 80 per cent. The Central Pay Commission accepted this estimate and calculated the salary for clerks on that basis. The United Provinces Pay Committee, has, perhaps, assumed a higher basis, for the pay recommended by them for inferior service is Rs.25 per mensem to Rs.30 per mensem whereas the minimum of the

scale recommended for clerks in district offices is Rs.60 per mensem. We have accepted the basis suggested by Justice Rajadhyksha. Our estimate for minimum living wage for clerks, therefore, comes to Rs.55 roughly (Rs.30 + Rs.30 × 80).

100

The scales of pay given to clerks are at present mostly arranged in graded time scales. The work in their case does not differ so much from job to job as in the industrial occupations. Even the latter are now witnessing a tendency to provide graded scales, although the practice is comparatively recent and has not yet made much headway. On the other hand, the practice of providing graded scales of pay is fairly widespread among clerks and a common experience has been that small grades, while certainly more progressive than fixed scales, lead to considerable heartburning among assistants since prospects are limited and are confined to a few individuals at the top. Indeed, long term time-scales of pay have been for this reason replacing graded scales to an increasing extent. The danger of every one reaching the maximum level irrespective of his efficiency is, to our mind, adequately safeguarded by the system of providing efficiency bars. For these reasons, we decided in favour of a time scale with efficiency bars at suitable intervals, in which clerks of all grades could be fitted in according to their experience, attainments and seniority. We have also borne in mind the age at which family responsibilities are maximum in India. *We recommend the following scale of pay, showing side by side the years of service in which we expect an individual to reach a particular stage, provided that he has the necessary efficiency to cross the bars:*

Terms of service		Salary in		Rs.	Grade "D" Grade
1	..	..	55	..	
2	..	..	59..	..	
3	..	..	63..	..	
4	..	..	68..	..	

Term of service	Salary in	Rs	Grade
5 .. ..	73..	..	"D" Grade
6 .. ..	76..	..	
7 .. ..	84..	..	
8 .. ..	90..	..	
9 .. ..	96	..	
10 .. ..	102..	.. E. B.	"C" Grade
11 .. ..	110..	..	
12 .. ..	118..	..	
13 .. ..	126..	..	
14 .. ..	134	..	
15 .. ..	142..	..	"B" Grade
16 .. ..	150..	.. E. B.	
17 .. ..	160..	..	
18 .. ..	170..	..	
19 .. ..	180..	..	
20 .. ..	190..	..	"A" Grade
21 .. ..	200..	.. E. B.	
22 .. ..	212	..	
23 .. ..	224..	..	
24 .. ..	236..	..	
25 .. ..	250..	..	

*Graduates and Stenographers should, in our opinion, start at a minimum of Rs.75 per month in the above scale.*

## **Second grade for Clerks**

100. But we understand that in many factories, there is another class of clerks, who mostly come from the working classes themselves. Like the latter, they have a low standard of living, and a very low educational standard, confined to the elementary knowledge of three R's. Their duties are of the most ordinary type, involving very elementary figure work. Naturally, the above scale may not suit such cases. We, therefore, recommend a second and lower grade of Rs.40—4—80 for them. At the same time, we are of opinion that this grade should be confined to very few persons possessing education up to Lower Middle class or any equivalent standard only and working inside the factories. Those possessing higher education or working in offices should get the higher grade recommended by us.

### **Same minimum for all units**

101. Certain units in some industries pleaded before us for exemptions from the application of a uniform minimum. We were told, thus, by the cotton mills outside Kanpur that they were engaged in the manufacture of coarse yarns, which did not allow them as much margin as was available in other cotton mills. Some other mills stated that the machinery used by them was comparatively old and, therefore, they would not be able to manufacture goods at their present prices if they were to pay as high wages as units with comparatively new machinery. Both these arguments, perhaps, referred to limitations placed on the mills by the "controlled economy" of the country. Now that "controls" have been lifted, we do not see why these mills should not be able to recover their costs, if their goods are needed by the consumer. We notice that the Bihar Labour Inquiry Committee allowed the wage fixing body to grant differentials to units and industries on the basis of economic conditions and capacity to pay. We are unable to accept this principle, which may introduce unfair competition among individual firms and lead to undercutting of wages by the back door. We hold firmly to the view that no industry or unit has a right to exist or can be considered an asset to the country, if it cannot pay the absolutely minimum living wage. We are supported in this view both by Shri D. R. Gadgil and also by Shri Jagjivan Ram, the present Labour Minister of the Government of India, who in a speech before the Central Assembly said :

"After all, one could not go on carrying on any business or industry on the exploitation of other persons. It would be beneath the dignity of the House to propound the theory that because certain persons were not in a position to pay reasonable wages to their employees, they should not pay those wages. Acceptance of this



principle would mean putting a premium on the exploitation of helpless men by more resourceful and influential persons. If any industrialist was not in a position to pay minimum wages, let him close his shop. In no case should any industry or agriculture be allowed to subsist on the exploitation of the working class."

### **Same minimum living wage for the whole of the United Provinces**

102. A similar point arises in regard to different places in the provinces. We have been told that prices and wages in the east of the Province are on a lower level than those in the west of the Province and that this distinction should be recognized in the fixation of the minimum living wage. We are unable to accept this suggestion for a number of reasons. In the first place, our estimates of minimum living wage are already based on a comparatively low level of prices. Even if we accept Banaras prices as our base, the amount of the minimum living wage will not work out to less than Rs.30. In this sense, therefore, our estimates have been framed for comparatively cheap centres. The high price centres of the west of the Province and Kanpur will, in practice, have to pay a slightly higher wage in order to attract labour from the countryside. There is no reason why the poor workers of the east, who have been the worst sufferers from the point of view of nutrition, should be given a further lease of malnutrition and low standards. In the second place, prices and wage levels in different parts of the Province are, on the whole, levelling up. We have already drawn attention to this tendency of wages in rural and urban areas of the Province and between different industrial centres in India in paragraphs 41 and 42 of Chapter II. We were surprised in our visit to Gorakhpur to find the level of prices there as high and, on some items, higher than in Lucknow and Kanpur.

Thirdly, differentiation in wages at different centres in the Province may perpetuate the existing differences which it should be our policy to reduce and which, if not reduced, may check the process of approximation already going on. Fourthly, it may lead to the shifting of industries from one part to another without any real advantage. An argument placed before us again and again was that high minimum wages in industries will make it impossible for other trades and professions to get labour on cheap rates. It is precisely for this reason that we do not want to allow a differentiation in case of units situated in rural centres. We wish that our minimum living wages should help to raise the wage level in rural areas also. We are supported in this desire by the views of the Rau Court of Enquiry and the Central Pay Commission. We are convinced that this will not lead to any scarcity of Labour for agricultural occupations quantitatively, since that occupation has at present an over-abundant labour force, while the capacity of industries to take in more labour is comparatively limited. It may, of course, lead to better class of workers going to industry, but agriculture is not likely to suffer on that account. *We, therefore, recommend that the same minimum living wage should be prescribed for the whole of the Province.*

### **Same minimum for all industries**

103. Another aspect of the question arises in respect to different industries in the same centre. Our minimum wage will apply to those occupations only, in which the amount of skill required, or lack of it, would be more or less the same. Since the type of work will be more or less the same, it is easy to infer that the wage should also be the same. Further, since standards of living do not change with industries, a difference in the minimum living wage will be unjustifiable

for the lowest paid worker in different industries in the same centre. Indeed, the workers do not find it easy to understand such differences, a fact which often gives rise to disaffection among them. *We, therefore, recommend a uniform minimum living wage, as determined by us, for all industries in the Province.*

### **Same minimum for women workers.**

104. This Province is favourably situated in regard to female labour. Contrary to the conditions in the Bombay Presidency and in Bihar minefields, we have very small women labour force in this Province. The '1938' Family Budget Inquiry disclosed that the number of women workers was less than 3 per cent. while the 1944 Family Budget Inquiry at the same centre puts the figure at less than 4 per cent. The latest average figure to come under U. P. Maternity Benefit Act of 1938, as given by the Chief Inspector of Factories in the Annual Report of the Factories Act for 1946, is only 2401 (2929 women). We further consider that it is, on the whole, undesirable to attract female labour to our factories, where conditions at present are anything but desirable. We find that a similar view was taken by the Madras Court of Inquiry, which for that reason recommended the same minimum wage for women-workers, as for men-workers. Fortunately for us, the employers in this Province have themselves recommended the same wage to women-workers as to men-workers. *We accept this proposal and recommend that the same minimum wage should apply to both sexes. We suggest that the principle of equal pay for equal work should not be interpreted in a manner as to throw out the existing women-labour from the factories.*

### **Same for adolescents and Rs.25 for children**

105. An identical view is held by a number of writers about child-labour also. A number of countries provide compulsory education to children up to a high level and, therefore, prohibit the employment of child labour up to a fairly high age. We, in India, are also gradually introducing the system of compulsory education, but the progress made so far has been insignificant. For that reason, our legislation has not so far prohibited child-labour altogether. A stage will soon be reached, when facilities for compulsory education in the country will increase and the employment of child-labour may have to be prohibited. *We recommend that an adolescent worker, namely, one above 15 years of age and below 18 years of age, should get the same wage as an adult worker, while a child worker, namely, one below 15 years of age, should receive a minimum wage of Rs.25 per month. We hope that this will gradually reduce the employment of child-labour in our factories.*

### **• Same Minimum for disabled workers**

106. A similar case is that of disabled workers. Special provisions for the employment of such workers had to be introduced in the United Kingdom and Europe where the problem had become acute during the last war. Here the question of persons disabled in combat does not arise to that extent. Even so, there may be cases of disablement from other sources. The object of Disabled Persons Employment Act, 1944 in the United Kingdom is not, however, confined only to assisting the demobbed soldiers. It is "to assist men and women who are handicapped by some forms of disablement to get employment or work which is suitable for them

and to make the best use of their skill. Experience has shown that the great majority of the disabled can take their place with others in the ordinary work of the country and with a careful choice of occupation can hold their own in normal competition with their fellows." In India there are other sources of disablement besides war, such as accidents, large or small, prolonged disease, etc. We are not concerned here with any scheme of vocational training and industrial rehabilitation for such disabled persons. All that we propose here is to recommend assistance towards ordinary employment by laying an obligation on employers to engage a proportion of disabled persons. We, therefore, recommend that the factories may be asked by the Government to employ such disabled persons, duly registered and medically certified, upto 2 per cent. of the total labour strength in a factory. We further recommend that they should get the same wage as an adult male worker in the occupation where they can stand up to the working conditions of employment.

107. Our recommendations in regard to minimum wages for industrial workers have been formulated with respect to organised factory industries of the Province. In other words, they cover all registered factories. The term "Industrial worker" refers to all categories of workmen in a factory including watch and ward staff, chaprasis, malis, sweepers, etc. who are engaged in work ancillary to factories. *The minimum wages suggested by us have been expressed in terms of monthly payments (30 days) for time-workers. In case of piece-workers these amounts will become the respective fall-back minima in the different categories below which actual earnings for full work and for full wage period of 26 days in a month with normal efficiency will not be allowed to go. In case of daily rated people, they either should be brought on the monthly*

*basis, or they should be paid daily-rates which would give them our minimum wages for 26 days in a month. Our recommendations in regard to ministerial services will apply to the ministerial (clerical) establishments of organized factory-industries as well as of commercial establishments in the Province. The present incumbents of these posts should be given immediate promotions point to point in our suggested scale according to their seniority, subject of course to the consideration of efficiency bar imposed in different levels. If any one is appointed from the very beginning to a post of responsibility or partial responsibility, he could be given a start higher up in the proposed grade. Manual workers in non-factory commercial establishments will also be paid on the basis of our recommendations for different categories of skill.*

**Scope of terms pertaining to categories  
to be decided by an authority**

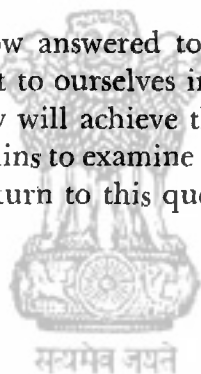
108. We have not formulated any definitions in regard to semi-skilled, skilled and highly skilled occupations. We are in general agreement with the considerations discussed in the Central Pay Commission Report in regard to the definition of these terms. There is bound to be some difference of opinion in the correct application of our recommendations in factories and commercial undertakings. *We suggest that any disputes in regard to the definition of these terms, or the inclusion or exclusion of employees from these categories, should be referred to the Labour Commissioner in person or to a special officer to be appointed by the Government for final decision.*

## **Recommendations regarding Cottage Industries**

109. Within the time at our disposal we did not get any data about the cottage industries in the Province. We are, therefore, unable to take any decisions about this class of workers. *We suggest that the Government may immediately appoint a Sub-Committee to collect the necessary data in cottage industries so that we may be able to cover them in our Final Report.*

## **Machinery for enforcement examined in Chapter IX.**

110. We have now answered to the best of our ability the second question set to ourselves in paragraph 71, namely, "what amounts exactly will achieve the objects set in answer to question 1". It remains to examine "how should the scheme be enforced". We return to this question in Chapter IX of our Report.



## CHAPTER IV

### STANDARDIZATION

#### Introductory

111. In paragraph 5(1) (d) of the Government notification appointing this Committee, we were asked to look into the Standardization of Wages and Musters. There has been a pressing demand from labour as well as from employers in the Cotton Textile Industry at Kanpur for Standardization of Wages in that Industry. From the point of view of the importance of industries in the United Provinces the sugar industry will overshadow the cotton textiles in its importance and eminence in this Province, though, labour in the cotton textile industry, having been concentrated in Kanpur, which is the most important industrial town in the Province, is more vocal and restive compared to their compatriots in the sugar industry. We thought that it is equally important to standardize wage rates in the sugar industry as much as in the cotton textile industry. The Committee, therefore, undertook the task of standardizing wages, musters, and occupations, in the cotton textile industry at Kanpur as well as in the sugar industry of the Province. Incidentally, because of a special reference from the Government in connection with the revised scheme of wages of Messrs. Martin & Co. who have the Managing Agencies of seven electric companies in the Province, viz., Banaras, Allahabad, Lucknow, Bareilly, Moradabad, Meerut and Agra, we went into the question of fixation of uniform scales for different occupations in this concern; and as the objective set before us by ourselves is to



bring about uniform conditions as far as possible in the Province as a whole, we can say that standardization of wages in the electric concerns of the Province as a whole will become an accomplished fact.

**Standardization of wages removes  
competition between man and  
man, and mill and mill**

112. The late Mr. Sydney Webb and Mrs. Beatrice Webb in the "History of British Trade Unionism" said, "We find accordingly that the 'Devise' of the 'Common Rule' is a universal feature of trade unionism, and the assumption on which it is based is held from one and of the trade union World to the other." The trade unionist is faced with the problem of making the strength of the weakest bargainer of his group equal to the bargaining strength of the group as a whole. When he thinks of putting into effect the general programme of improving economic conditions by means of collective bargaining, the only possible way to do this is to remove all competition between the individual members, since the terms will be necessarily fixed largely by the weakest bargainers of the lot as long as competition exists. The most effective way to eliminate this competition is to adopt a policy of standardization without which the real gainer in the bargain is the employer and not the worker. This means, among other things, that there must be a rate of wages below which a employer cannot employ any one and a worker will not offer himself for work.

**History**

113. The fixing of a standard rate is one of the principal task to which a trade union has to direct its energies. In

Lancashire Collective Bargaining between employers and labour has been responsible for evolving a standardization scheme about fifty years ago. But in India it was left to an employer in Bombay, Sir Ness Wadia, to make the first suggestion as far back as 1891. A Governmental Industrial Disputes Committee in 1921 took up the suggestion. The Indian Tariff Board in 1927 strongly recommended the standardization which was taken up by the Mill-owners' Association, who started work on preparation of a scheme for the city of Bombay. In the meantime in the great general strike of 1927-28 the Joint Strike Committee of the textile workers demanded standardization of wages. The point was pursued immediately afterwards before the Strike Enquiry Committee appointed by the Government (Fawcett Committee) where, with the co-operation of both the parties, the Committee succeeded in evolving a scheme. For one reason or another, though the matter was again considered by the Bombay Textile Labour Enquiry Committee of 1937-40, and a fresh scheme was evolved, yet the standardization as such could not be enforced till the Industrial Court, by an award in May 1947, introduced it in the Cotton Textile Industry. The same Court has also enforced a similar scheme for Sholapur. Recently in 1947 the Government of Madras enforced the Standardization Scheme in the Textile Industry at Coimbatore. The Government of India have asked all the Provincial Governments to evolve a Standardization Scheme of wages in the Textile Industry wherever possible. But this is all done by Government action. Generally, it is the task of a Trade Union in the course of collective bargaining with their employers to evolve a standard rate or rates, but the Trade Union Movement in this country and even in the most organized industries like the Cotton Textiles is still very weak, and is not in a position in most parts of industrial India

to enforce the weapon of collective bargaining. It was only in Ahmedabad where a modified Scheme of Standardization of wages was enforced in the Cotton Textile Industry by joint action about a decade or so ago. Thus it is the Government that has usually to intervene in this country, and that is the main reason why this Committee had to direct its attention to the standardizing of wage rates in the industries mentioned above.

### **Meaning of 'Standard Rate'**

114. By the term 'Standard Rate' is meant a rate of wages fixed according to some definite standard, which is uniform in its application. Trade Unionists in the West use the term 'Union Rate' and the 'Rule'. It must be borne in mind that the standard rate never means the maximum rate but it must be fair and reasonable. A worker may always receive a wage above the standard, but he must not get one below it without breaking the rules in the matter.

### **Time-rate and Piece-rate**

115. To fix upon a standard rate is by no means a simple affair. It takes two main forms: (a) The Standard Time-rate and (b) Standard Piece-rate. In our case the fixing up of the standard time-rate on a monthly basis has become now somewhat easy after our decisions on the different minima for the unskilled, semi-skilled, the skilled and highly skilled. In evolving a standardization scheme, what we have to do now is to apply these basic minima to the different occupations in the industry according to the job, the skill and the experience required. We have done so in the cases of these three industries and later on as our decisions bring about uniformity in the Province as a whole, these different standard

time-rates will have to be fixed in each and every industry of the Province by assessing the work of every occupation. The employers will have to do this in co-operation with the Government and, if possible, the trade unions. The standard time-rates are minimum rates as we have mentioned above and, therefore, anybody amongst the workers can try to secure a higher rate for himself, if he so desires, by putting in better work and by drawing the employer's attention to his higher skill and efficiency. In the case of the standard piece-rates there is no difficulty of this type regarding the fixation of the wage, as a better workman gets a larger income from his greater output. In the cotton textile industry the problem connected with the piece-rate payment is largely technical, there being a great variety of types, styles and patterns of the product. There are also varying conditions. A good deal of technical knowledge is necessary in evolving a standardization scheme in departments where piece-work is carried on in the cotton textile industry. That is why the Committee had to seek technical help not only from the Employers' Representative on the sub-committee appointed by us but also in the person of the Chairman, who in his turn secured help from various technicians of the industry. We must say at this stage that the scheme produced by us is definitely not fool-proof. It is a basis to work upon and in the process of its working will adjust itself to the varying conditions, *a fact which will have to be taken note of by the joint committee which we recommend to be set up for the cotton textile industry in Kanpur, to consider the working of the scheme and remedy all its defects. Our intention with regard to the textile scheme is to see that the average basic wage of the industry in Kanpur as a whole is at least Rs.40 per month. We cannot say how far we shall succeed as the scheme is yet to be worked out. But one of the tasks of the proposed joint*

*committee will be to see that this average basic wage is earned by the textile workers in Kanpur.*

**Difficulties of standardization as  
pointed out by employers**

116. We wanted to standardize not only wages but musters and occupations as well. In the cotton textile industry at Kanpur we have attempted to standardize wages and also musters to some extent, while the occupational terms yet remain to be standardized. We have also evolved a duty list which should go far to help in the working of the scheme. The cotton textile employers suggested at a late stage of our proceedings, that standardization scheme cannot be enforced and a minimum wage fixed unless the question of rationalization is considered. We made it very clear to the Cotton Textile Delegation of the Employers' Association of Northern India that appeared before us in the early stages of our enquiry that the question of Rationalization would be dealt with in our Final Report. Having made this very clear at the outset, their plea for immediate consideration of this item, made at a very late stage, did not appeal to us as its acceptance would have meant a further delay in the submission of this Report. Workers generally have a strong objection to the piece rate system as a whole, because according to them it means "speeding up" and consequently constant deterioration in health. There are some other arguments as well, but the main point is that the efficacy of piece-rate system depends upon the fullest exploitation of the technical advancement in the various processes. Rationalization has its many uses from this point of view and has also some inherent defects. We will consider all these aspects at the proper time and make recommendations in the interest of the industry as a whole. *In the mean time we do strongly suggest that the*

*Standardization Schemes as evolved by us should be enforced in the respective industries along with our decisions on different minima of wages.*

117. In the Sugar Industry, the occupational terms do not create much confusion and we have decided to postpone the standardization of musters to our Final Report. In the Electrical Industry, the standardization of musters and occupational terms is not very important.

(i) *The Cotton Textile Industry*

118. Before giving in detail our Standardization Scheme for the Cotton Textile Industry, we think it desirable to mention the advantage of such a scheme and how it was evolved. We have, in Appendix G, given a short description of the working of a Cotton Textile Mill in Kanpur which will greatly facilitate in understanding the work of different categories mentioned in the standardization scheme.

**Advantages of standardization scheme**

119. A standardization scheme of wages and musters has clear advantages which may be summarized as follows:—

(1) The method adopted is that of fixing piece-prices by reference to a standard, with provisions for the extras payable and deductions to be made if any variation is made from this standard. A list framed on these lines can readily be applied not alone to the fixing of prices in relation to articles and processes existing at the time of compilation of the list, and specifically provided for in its construction, but also to the determination of piece-wages in relation to new articles and processes which may from time to time be introduced.

(2) The scheme aims at providing automatically for an operative getting the benefit of an increased effort

on his part, that is, an increase in the number of spindles he looks after or in the rate of speed of the machinery. This tends to make both the mills and operatives try to increase their efficiency.

(3) Indirect deductions from wages will be almost entirely prevented.

(4) Subject to exceptions and special cases an exact uniformity of the rate of remuneration is maintained between man and man and mill and mill, so that the competition between mills and disputes due to higher or lower wages being given in different mills in the same quantity and quality of work are practically done away with.

(5) While the element of error cannot be totally eliminated in the western countries it has been reduced to such a small proportion that Mr. Cole in 1928 was able to say, in his "Payment of Wages" at page 83 that "There is at present no really important problem outstanding for solution except that arising from defective material."

(6) The scheme does not hinder or prevent any increase or reductions in wages: the general method in Lancashire is not to alter the list but to add or deduct a certain percentage on or of all piece-work prices, and the same can be done here as and when necessity arises.

(7) The scheme has a desirable element of welcoming the co-operation of labour representatives with those of the employers, which will lead to reduction in the number of disputes and consequent deadlocks.

### **How the scheme was evolved**

120. It was in August, 1947, that we appointed a sub-committee of an independent chairman and representatives of the employers and workers in the cotton textile industry to report on standardization of occupations, musters and wages. The sub-committee made its report in December,

1947, wherein they submitted a scheme of standardization of wages and musters and promised to submit later on a duty list for the various occupations and a scheme of rationalization. The latter has yet to reach the Committee. Early in February both the interests in the industry were invited for a joint meeting with us in which a sub-committee consisting of representatives of both wings was again appointed to reconsider the whole scheme by way of collective bargaining, and submit a considered and final report to us as early as possible. We have considered their report minutely and made such changes as were necessary. The scheme and the duty list are as follows :—





**STANDARD LIST**  
**Schedule I**

No.	Category	Category (Provincial language)	Muster	Basic wage	Remarks
1	2	3	4	5	6
	<i>I—Mixing Room</i>	<i>Rui Ghar</i>		Rs.	
1	Mixing men ..	Rui Milanewala ..	1 man per bale breaker..	32	
2	Delivery man ..	Rui Rakhnewala ..	1 man per bale breaker	32	
3	Bale Breaker Machine Man	Bale Breaker Machinewala	According to type of sys- tems.	32	
4	Mixing Stackers ..	Rui Jamaneewala ..	According to local condi- tions and methods of operation.	30	
5	Hopper Feeder ..	.. ..	Ditto ..	30	
	<i>II—Blow Room</i>	<i>Havaghar</i>			
1	Blow Room Attendant ..	Havaghar Wala ..	According to local condi- tions.	32	
	<i>III—Willow Room</i>				
1	Thread Extractor ..	Taga Alag Kernewala ..	According to local condi- tions.	30	
2	Roving Waste Opener ..	Poni Alag Kernewala ..	1 man per machine ..	32	
3	Willow Machine ..	Willow machinewala ..	2 men per machine ..	32	

*Schedule I—(continued).*

No.	Category	Category (Provincial language)	Muster	Basic wage	Remarks
1	2	3	4	5	6
	<i>IV—Card Room</i>				
1	Lap Carrier ..	Belan Dhonewala ..	1 man for 18 cards Coarse counts (up to 10's) 1 man for 22 cards Medium counts (up to 22's).	Rs. 32	25 per cent. more cards if trolley is provided.
2	Card Tenters (Can breakers)	Chonga Dhonewala ..	1 man for 26 cards Fine counts (22's to 40's).	32	
3	Card Strippers and grinders	Gerarewala aur kharadi ..	One man per preparation..	30	
4	Fly Gatherers ..	Kachara Uthane-wala ..	According to local conditions. Ditto	33	
5	Oil Man ..	Tel Wala ..	Ditto	30	
6	Mochi ..	Mochi ..	Ditto	32	
	<i>V—Speed Frame</i>				
1	Drawing Tenter ..	Frame Wala ..	1 man up to 10's, 10 deliveries.	32	Re. 1 extra for every two additional deliveries or part thereof.

2	Slubbing Tenter (Single) ..	Bharrewala ..	..	1 man up to 10's to 16's, 10 deliveries. 1 man up to 17's to 28's, 10 deliveries. 1 man up to 29's to 40's, 12 deliveries. 1 man up to 41's to 50's, 15 deliveries. (Number of deliveries per operative is based on 9" card cans.)	34 34 34 38	Based on 9" Card Cans.
3	Inter Frame Tenter ..	Manjholawala or Inter- wala.	..	1 man up to 86 spindles .. 1 man from 87 to 96 spin- dles. 1 man from 97 to 106 spin- dles. 1 man over 106 spindles ..	34 36 38 40	Based on 9" Cans.
4	Roving Tenter ..	Roving Chalanewala ..	..	1 man up to 140 spindles .. 1 man up to 180 spindles	35 34	For every additional 10 spindles or part thereof, Re. 1 more. For every additional 12 spindles or part thereof, Re. 1 more.
5	Doffer boys (for speed fra- mes).	Doff Nikalnewala ..	..	According to local condi- tions.	30	
6	Bobbin carriers ..	Tape Wala ..	..	Ditto	30	
1	VI—Ring Spinning (a) Warp Ring Piecers ..	Taga Jodnewala ..	..	1 man up to and including 200 spindles.	32	For every additional 25 spindles or part thereof, Re. 1 extra.

*Schedule I—(continued).*

No.	Category	Category (Provincial language)	Muster	Basic wage	Remarks
1	2	3	4	5	6
2	(b) <i>Wgt</i> Ring Piecers ..	Taga Jodnewala ..	1 man up to and including 200 spindles.	Rs. 33	For every additional 25 spindles or part thereof, Re. 1 extra, for counts below 16's, 7½ per cent. extra.
3	(a) <i>Warp</i> Gaiter Piecers and Doffers	Tar Wala and Doff Nikalne-wala.	3 men, for 16's to 17's per 1,000 spindles. 2-25 men, for 18's to 28's per 1,000 spindles. 1-5 men, for 29's to 40's per 1,000 spindles. 1 man for 40's to 50's per 1,000 spindles. According to local conditions.	30 30 30 30 36	
4	Oil Man and Bander ..	Telwala ..	Ditto ..	32	
5	Oil Man ..	Telwala ..		55	
6	Line Mistry ..	Line Mistry ..	1 man, 10's to 17's, for 13 machines. 1 man, 18's to 20's, for 18 machines. 1 man, 29's to 40's, for 27 machines. According to local conditions.	.. .. 30	
7	Bobbin Carriers ..	Firawala ..	Ditto ..	34	
8	Tape Man ..	Firawala ..			

<b>VII—Mule Spinning</b>					
<i>(a) Waste Mule Spinning</i>					
1	Mule Minder ..	Gari Chalanewala ..	1 man per pair of Mules up to 2's.	50	
2	Mule piecer ..	Taga Jodnewala ..	1 man up to 220 spindles up to 2's.	36	
3	Creelers or Sweepers ..	..	2 men per pair of Mules ..	30	
<i>(b) Mule Spinning, Cotton</i>					
4	Mule Minder..	Gari Chalanewala ..	1 man per pair of Mules..	50	
5	Mule Piecer ..	Taga Jodnewala ..	1 man for 440 spindles ..	36	
6	Creelers or Doffers ..	Doffer ..	1 man per pair of Mules ..	30	
<b>VIII—Miscellaneous</b>					
1	Head Roller Coverer ..	Bara Pongri Wala ..	According to local conditions.	40	
2	Assistant Roller Coverer ..	Chota Pongri Wala ..	Ditto ..	33	
3	Tabular and Cone binding Machine Man.	Fita and Rassi Wala ..	According to local conditions.	32	
<b>IX—Doubbling</b>					
1	Doubbling Frame Attendant	Doubbling Frame Wala ..	1 man for 2/10's up to 170 spindles. 1 man for 2/40's up to 240 spindles. 1 man for 2/60's up to 330 spindles.	34 .. ..	For other counts and other forms of doubling, an required will be prorata.

*Schedule I—(continued).*

No.	Category	Category (Provincial language)	Master	Basic wage	Remarks
1	2	3	4	5	6
	<i>X—Cheese Winding for Doubling</i>				
1	Cheese Winder	Golawala	1 man for 2/10's up to 15 spindles. 1 man for 2/40's up to 20 spindles. 1 man from 2/50's up to 24 spindles. 1 man up to 6's up to 40 ends per reel. 1 man over 6's up to 40 ends per reel.	Rs. 35 35 35 34 32	For other counts and doublings, men required to be pro rata.
2	Reeling	Waina			
	<i>XI—Jarn Bundling and Baling</i>				
1	Bundlemen, Knotters, Bundlers and Pressers.		1 man per bundling machine. According to local conditions.	32—80	
2	Baling			34	
	<i>XII—Winding</i>				
1	Grey Winding	Safed Winding Wala	1 man below 10's up to 10 spindles. 1 man for 10's to 18's up to 20 spindles. 1 man for 19's to 22's up to 25 spindle. 1 man for 23's and above up to 30 spindles.	32 32 32 32	

2	High Speed Cone Winding	Gota Wala ..	..	1 man for 10's to 18's for 6 spindles. 1 man for 18's to 22's for 10 spindles. 1 man for 23's and above for 12 spindles. 1 man for 14's to 21's for 10 spindles.	33 33 33 34 for cotton and Rs. 35 for silk.
3	Coloured and Artificial Silk Winding.	Rangin Winding Wala	..	1 man for above 22's for 12 spindles. 1 man for 2/22's for 14 spindles. 1 man for 2/30's for 16 spindles. 1 man for 2/40's for 19 spindles. 1 man for 2/50's for 22 spindles.	35 35 35 35 35
4	Folded Yarn Winding	Bata Waindal Wala	..	1 man for 10's to 20's for 25 spindles. 1 man for 21's to 26's for 30 spindles. 1 man for 27's to 40's for 30 spindles. According to local conditions.	32 } Re-wound Weft from Warp Ring } 32 } Bobbin. 32 32.
5	Universal Winding	Varsal Wala ..	..		
6	Heading Yarn Winder	..	..		

NOTE.—For folded or doubled yarn, according to local conditions with same differential.

### XIII—Warping

(a) Ordinary Warping (Grey and Coloured)

1 Warper

Tana wala ..

1 man per machine ..

48 Grey including 5 per cent. colour.

*Schedule I—(continued).*

No.	Category	Category (Provincial language)	Muster	Basic wage	Remarks
1	2	3	4	5	6
				Rs.	
			1 man per machine	49	Grey including 6% to 25 per cent. colour.
			1 man per machine	52	Grey including 26 per cent. to 40 per cent colour.
			1 man per machine	55	Grey including 40 per cent. and above colour.
			1 man per machine	57	100 per cent. colour.
			NOTE—40 per cent. more where one man minds two machines.		
2	Creelers and Bobbin Carriers.	Bobbin Laganewala	According to local conditions.	30	
3	Beam Carriers	Belan Wala	Ditto	32	
4	Bobbin Markers	Bobbin Markers	Ditto	30	
	(b) High Speed Warping				
5	High Speed Warper	Gola Tane Wala	1 man per machine	55	
6	High Speed Warping Creeler	Gola Laganewala	1 man per creel	30	
7	High speed Warping side man.	Kinarewala	1 man per machine	30	



<i>XIV—Sizing</i>		<i>Paighar—</i>				
1	Front sizer	..	Age Pai Wala	..	1 man per machine NOTE—40 per cent. more where one man minds 2 machines.	55
2	Back Sizer	..	Pichhe Wala ..	..	1 man per machine	35
3	Size Mixer	..	Madiwala ..	..	According to local condi- tions.	32
4	Beam Carrier	..	Belan Wala ..	..	Ditto	32
<i>XV—Drawing-in</i>		..	<i>Bai Bhatj—</i>			
1	Drawer-in	..	Bai Bhari Wala	..	1 man per frame	..
2	Reachers	..	Pichhavala ..	..	1 man per frame	30
3	Reed Repairers	..	Silik Marammat Wala	..	According to local condi- tions.	31
4	Heald Clearer and Repai- ers.	..	Bai Safair aur Marammat Wala.	..	Ditto	31
5	Beam Coolie	..	Belan Wala ..	..	Ditto	32
<i>XVI—Weaving Department</i>		..				
1	Weaver	..	Bintawala ..	..	As per Appendix "B" ..	..
2	Weaving Line Mistries	..	Line Mistry ..	..	1 man for 36 looms	2 annas per rupee on Weaver's earning.
					1 man per 40 looms	anna 1 pies eleven per rupee.
					1 man per 44 looms	anna 1 pies ten per rupee.
					1 man per 48 looms	anna 1 pies nine per rupee.
					1 man per 52 looms	anna 1 pies eight per rupee.
					1 man per 54 looms	anna 1 pies seven per rupee.
3	Fancy Jobbers	..	Naxi Wala ..	..	According to local condi- tions.	45
4	Lattice Peggers	..	Khunti Wala	..	Ditto	30
5	Comber Boardman	..	Comber boardwala	..	Ditto	30

As per Appendix "A"

As per Appendix "D"

*Schedule I—(concluded).*

No.	Category	Category (Provincial language)	Muster	Basic wage	
				Bleaching	Dyeing
1	2	3	4	5	6
	<i>XVII—Bleaching, Dyeing and finishing</i>				
1	Stitcher ..	Silnewala ..	..	Rs.	Rs.
2	Kier man (Vertical type) Kier man (Horizontal type)	Bhattiwala ..	According to local conditions.	31	32
3	Solution man ..	Gholnewala ..	Ditto	32	34
4	Washing, Chemist and Sour man.	Dhone aur Tezab lagane-wala ..	Ditto	31	31
5	Scutcher Man ..	Kholnewala ..	Ditto	32	..
6	Drying machine man ..	Sukhanewala ..	Ditto	32	..
7	Mangle Man ..	Mangler ..	Ditto	32	32
8	Size Mixer ..	Marhi Bananewala ..	Ditto	32	..
9	Back filler machine man ..	Marhi Laganeewala ..	Ditto	32	..
10	Raising machine man ..	Rurwan Uthanewala ..	Ditto	23	..
11	Stenter Man ..	Khentnewali ..	Ditto	33	..
12	Yarn Dyer ..	Sut Rangnewala ..	Ditto	33	33
				..	31

13	Cheese Dyer	..	Goal Rangnewala	..	Ditto	..	34
14	Jig Dyer ..	..	Jig wala ..	..	Ditto	..	32
15	Padding Jig Dyer	..	Jig Wala ..	..	Ditto	..	32
16	Cloth Checker	..	Kapra Janch Kernewala	..	Ditto	33	33
17	Folding machine man and hand folder.	..	Tahanewala ..	..	Ditto	31	31
18	Head Cloth Stamper	..	Thapa Wala ..	..	Ditto	33	33
19	Stamp Helper	..	Thapa Wala ..	..	Ditto	31	31
20	Head Baling Man	..	Ganth Wala ..	..	Ditto	34	34
21	Baling Man ..	..	Ganth Wala ..	..	Ditto	32	32
22	Calender Machine Man ..	..	..	..	Ditto	32	32
23	Scouring Machine Man ..	..	..	..	Ditto	..	31
24	Washing and Developing Machine Head Man.	..	..	..	Ditto	..	34

## STANDARD LIST

### *Schedule II*

(1) This schedule refers only to those not included in Schedule No. I.

(2) Oilers, except in spinning department, cleaners, sweepers and coolies in all the departments will be engaged according to local conditions.

(3) Mistries, head mistries, jobbers, line mistries and supervisors will be engaged according to local conditions.

(4) Workmen not included in Schedule I will be paid according to the different minima fixed by the Committee with the necessary differentials approved by the joint committee or by the authority appointed by the Government.



## Appendix A

Base 8,000 Ends per day Rs.44 per mensem.

For Cotton Healds pies  
per 1,000 ends

1. Grey plain, twills and drill woven on 4 shafts or less ..	40
2. 100 per cent. self colour for grey plain twill and drill woven 4 shafts or less ..	42
3. Plain stripes and checks and Susi plain or twill weave ..	45
4. Dhoties up to and including 5/8" plain border ..	42
5. Dobby border dhoties up to and including 5/8" border ..	44
6. Series with plain border over 5/8" border ..	45
7. Series pertaining up to and including 5/8" dobbie work ..	46
8. Series full dobbie border from 5/8" to 2" ..	47½
9. Series full dobbie border over 2" ..	58

Dobby cloth including dobbie striped cloth and including  
drills on more than 4 shafts but excluding dhoties and series.

5—6 shafts ..	56
7—12 shafts ..	73
13—16 shafts ..	91
17—20 shafts ..	120

Double beam work above rates 6 pies.

For wire healds add 15 per cent. more.

An allowance of extra 5 per cent. for automatic drawing in machine

## Appendix B

The weaving efficiency on the basis of which differentials are fixed is expected to be 80 per cent. for plain cloth of specification 18's reed 2 ends in a dent and 40 picks per inch for a 40" cloth on a 44" loom. The rate for this is 34 pies for weaving 10 yards of cloth. For varying widths of looms deductions or increases are shown below against loom-width.

### *Basic Rates for Main Loom Widths*

Looms		Rates in pies	Looms		Rates in pies
25"	..	26' 52	54"	..	40' 29
26"	..	26' 86	56"	..	41' 99
28"	..	27' 54	58"	..	43' 69
30"	..	28' 22	60"	..	45' 39
32"	..	28' 96	62"	..	47' 09
34"	..	29' 75	64"	..	48' 79
36"	..	30' 60	66"	..	50' 83
38"	..	31' 45	68"	..	52' 89
40"	..	32' 30	70"	..	54' 91
42"	..	33' 15	72"	..	56' 95
44"	..	34	74"	..	58' 99
45"	..	34' 51	76"	..	61' 03
46"	..	35' 02	78"	..	63' 07
47"	..	35' 53	80"	..	65' 11
48"	..	36' 04	90"	..	75' 31
50"	..	37' 06	100"	..	85' 51
52"	..	38' 59			

NOTES—(1) The term "Plain Cloth Grey" for the purpose of this list includes cloth containing no colour except up to 24 ends of colour in the selvages, as "with coarse counts it will be more in keeping with in the present practice in these Provinces." The term also includes cloths of twill weave woven on a tappet loom on not more than 4 shafts but excludes drills.

Rates for any cloth should be calculated on the actual width of the loom on which the cloth is woven.

(2) The rates to be paid, when three, four, or six loom system is adopted, should be:

- (i) Three-loom system—five sixths of the standard rates.
- (ii) Four-loom system—three-fourths of the standard rates.
- (iii) Six-loom system—two-thirds of the standard rates.

(3) This standard does not apply to automatic looms.

# Allowances

## Weft

3's and below	Up to 5½" Lift				6" Lift				Over 6" Lift and Universal Pirns			
	Below 42" Loom per cent.	42" and below 52" per cent.	52" and below 72" per cent.	72" and above	Below 42" Loom per cent.	42" and below 52" per cent.	52" and below 72" per cent.	72" and above	Below 42" Loom per cent.	42" and below 52" per cent.	52" and below 72" per cent.	72" and above.
4's	50	60	80	99	38	44	50	50	25	30	34	38
5's	38	44	50	56	26	31	36	43	20	24	29	33
6's	33	38	43	48	22	27	32	36	16	20	24	27
7's	28	33	38	43	18	23	28	32	12	16	20	23
8's	23	28	33	37	14	19	24	27	9	13	17	19
9's	18	23	28	32	11	16	21	24	7	10	14	16
10's	13	18	23	26	9	13	18	20	5	8	12	14
11's	9	14	19	21	7	10	15	17	4	7	10	11
12's	6	11	16	18	5	8	13	15	3	6	9	10
13's	5	8	12	13	4	6	8	9	2	4	6	7
14's	4	7	9	10	3	4	7	8	1	2	4	5
15's	3	5	7	8	2	3	5	6	..	1	2	..
16's	2	3	5	6	1	2	3	..	..	..	..	..
17's	1	2	3	..	..	..	..	..	..	..	..	..

*Dosuti Weft*: i.e. rewound two ends up, count to be calculated as resultant count, e.g. if 16's dosuti weft on Universal Pirns is used, allowance to be as for 8's in appropriate universal column.

*Folded Weft*: Count to be treated as resultant count plus 2 counts e.g. 2/16's would have the allowance applicable to 10's single yarn; 3/30's would have the allowance applicable to 12's single yarn. If two different counts of weft are used in a checkloom the allowance applicable would be the allowance applicable to the weighted average of the two columns used: e.g. if the checking was 8 picks of 20's and 24 picks of 8's, the allowance payable would be the allowance appropriate to 11's single yarn.

"For more than two folds for 10's and below the resultant count will be paid e.g.  $3 \times 9$ 's, the count to be paid will be 3".

8 picks of 20's = 160

24 picks of 8's = 192

352 divided by 32

Average count = 11's.

*Reed*—In case of the cloth woven 1 end per dent,  $\frac{3}{4}$  of the reed used will be paid for, e.g. 80-reed, 1 end in a dent, would be paid for as a 60-reed.

### STANDARD

Counts of warp	Ends per inch in reed permissible without allowance in 2 per dent sorts.	Ends per inch permissible without allowance—Drills satteens and Ducks woven, 3 or more ends per dent.
	(1)	(2)
Up to and including 8's	28	42
Above 8's and up to and including 12's	32	48
Above 12's and up to and including 14's	36	54
" 14's " " " 18's	40	60
" 18's " " " 22's	44	66
" 22's " " " 26's	48	72
" 26's " " " 30's	52	78
" 30's " " " 40's	60	90
" 40's " " " 50's	64	96
" 50's	72	108



In case of cloths woven two ends per dent, an allowance of 1 per cent. to be given for every 2 ends in excess of the figures in column (1).

In the case of drills woven 3 ends in a dent, an allowance of 1 per cent. to be given for every 3 ends in excess of the figures given in column (2).

If a drill is woven 4 or 5 ends in a dent, an allowance of 1 per cent. to be given for every 4 or 5 ends in excess of the figures given in column (2).

When plain cloth is woven 4 ends in a dent, the permissible ends per inch in reed would be as in column (1), i.e. if a cloth is woven in a 36's reed in a dent, the allowance would be calculated as if there were 72's reeds, 2 in a dent.

*High Picks*—For plain and stave work cloths, allowance to be given as under:—

	35's Weft and under	Above 35's Weft	Allowance
Picks per inch .. ..	61 to 64	73 to 76	.. Add 1 per cent.
	65 to 68	77 to 80	.. " 2 per cent.
	69 to 72	81 to 84	.. " 3 "
	73 to 76	85 to 88	.. " 4 "
	77 to 80	89 to 92	.. " 5 "
	81 to 84	93 to 96	.. " 6 "

NOTE—In case of twills, drills and weft faced sattens, 50 per cent. of the above allowance to be given in addition.

*Fine Warp—*

30's to 40's 2½ per cent.

41's to 50's 5 "

51's to 60's 7½ "

*Coloured and Artificial Silk Warp—*

	Coloured (Cotton)	Allowance (Single Yarn)
Up to and including 25 per cent. of the total number of warp ends	..	5 per cent.
26 per cent. to 50 per cent.	.. ..	10 "
51 per cent. to 75 per cent.	.. ..	15 "
76 " 100 "	.. ..	17½ per cent.

NOTE—Cloth made with two kinds of twist (i.e. warp way and weft way), tinted or otherwise, if woven on one beam, 2½ per cent. extra shall be paid.

### Art. Silk allowance (Single Yarn)

Up to and including 15 per cent.	..	..	5 per cent.
16 per cent. to 25 per cent.	..	..	10 ..
26 " to 50 "	..	..	15 ..
51 " to 75 "	..	..	25 ..
76 " to 100 "	..	..	35 ..

Where single colour and single artificial silk are both used in warp, the percentage of colour and artificial silk to be taken out separately and the appropriate allowance for each to be given.

For doubled cotton coloured yarn, half the single colour allowance to be given.

When two fold artificial silk is used, or when artificial silk is doubled with cotton yarn, the allowance to be given as per cotton coloured yarn allowance and, not as per artificial silk allowance.

No allowance to be given for less than 25 ends of colour or artificial silk in the warp or when colour is used only in selvages.

The above allowances are not payable for colour or artificial silk in the borders or patchas of dhoties and sarees.

### *Artificial silk weft or coloured weft:*

Artificial silk weft	..	..	5 per cent.
Coloured weft (cotton)	..	..	3 ..

NOTE—This allowance only to be given in a single shuttle sorts. It is not to be given in drop box sorts.

### *Drop Box:*

				Shuttles		
				Per cent.	Per cent.	Per cent.
Up to 40"	..	..	40	45	50	
41" to 50"	..	..	35	40	45	
51" to 60"	..	..	30	35	40	
61 and over	..	..	25	30	35	

When one-shuttle sorts are woven in drop box looms, the allowances in left-hand column less 10 per cent. to be given; e.g. for a plain cloth woven in a 40" drop box loom, the allowance to be given is 30 per cent

*Dobby Shaft work in the Body—*

1 to 6 staves	..	..	..	5 per cent.
For each additional stave add	..	..	..	1 ..

The above allowances are not to be given for patcha stripes or skirt border dhotees which are provided for separately.

NOTE—No allowance will be payable for selvedge staves, for plain selvedge.

*Comber Board work in dhotees and sarees of all sorts including patcha stripes and skirt borders.*

From 1 to 8 jacks	..	..	..	4 per cent.,
" 9 to 16 "	..	..	..	6 "
" 17 to 24 "	..	..	..	9 "
" 25 to 32 "	..	..	..	12 "
" 33 to 40 "	..	..	..	15 "

*Jacquard Allowances—*

Up to 100	..	hook acquards	..	20 per cent.
101 to 200	..	"	..	25 "
201 to 300	..	"	..	30 "
301 to 400	..	"	..	35 "

In dhotee and saree sorts, which have shaft work in the body and dobby comber board work in the border, the total shaft allowance to be the sum of the appropriate shaft and comber board allowances; e.g. a saree with a dobby pattern on 10 shafts in the body and a fancy border requiring 10 jacks, the total allowance would be as under:—

10 shafts in the body	..	..	..	8 per cent.
10 jacks in border	..	..	..	6 "
				<hr/>
				14 "
				<hr/>

In saree cloths in which there is a jacquard design in the body and a jacquard border the allowance to be paid according to allowances for jacquard all-over styles. No separate allowance to be payable for jacquard borders in such cloths.

## Borders of Dhotees and Sarees—

For a border on each side	Dhotees without patcha	Dhotees and Sarees with patcha
	(1)	(2)
Up to $5/8$ " .. .. .	2 per cent. ..	3 per cent.
Over $5/8$ " to $1\frac{1}{4}$ " .. .. .	4 " ..	5 "
" $1\frac{1}{4}$ " to $1\frac{3}{4}$ " .. .. .	6 " ..	$7\frac{1}{2}$ "
" $1\frac{3}{4}$ " to $2\frac{1}{2}$ " .. .. .	8 " ..	10 "
" $2\frac{1}{2}$ " to $3\frac{1}{4}$ " .. .. .	12 " ..	15 "
" $3\frac{1}{4}$ " .. .. .	15 " ..	17 "

NOTE—The above allowances are additional to any allowances for comber board work.

## Headings in short length Sorts—

(The allowance to be calculated for the length per pair, except for sarees where it would be per piece).

1 per cent for .. .. .	10 yards.
2 ditto .. .. .	9 "
3 ditto .. .. .	8 "
$4\frac{1}{2}$ ditto .. .. .	7 "
6 ditto .. .. .	6 "
$7\frac{1}{2}$ ditto .. .. .	5 "
9 ditto .. .. .	4 "
11 ditto .. .. .	3 "
13 ditto .. .. .	2 "
15 ditto .. .. .	1 "
$17\frac{1}{2}$ ditto .. .. .	$\frac{1}{2}$ "
20 ditto .. .. .	$\frac{1}{4}$ "

## Additional shuttle changes for headings in Sarees and Dhotees—

Up to 8 shuttle changes per heading average ..	Nil.
9 to 15 shuttle changes per heading average ..	2 per cent.
16 to 20 shuttle changes per heading average ..	4 per cent.

Over 20-shuttle changes, add 1 per cent. for every 5 changes over and above the allowance for 20 shuttle changes.

The allowances to be given by adding together the shuttle changes in each heading in the saree and dividing by 2.

*Splits:* (If cut on the loom)—

Add 3 per cent. for first cut split.

Add 2 per cent. for each additional cut split.

*Crammed Stripes*—

No allowance to be paid for yarn extra dented in the reed unless the average ends per inch in the cloth are high enough to come within the fine reed allowance, which then will apply.

*Double drawn Warps*—

Double drawn warps (Dosuti) to be treated as an increase in reed of  $12\frac{1}{2}$  per cent. e.g. 14's warp dosuti in 32-reed 4 ends in a dent would be treated as 36-reed and have 3 per cent. allowance added, as per list.

*Mixed Denting*—

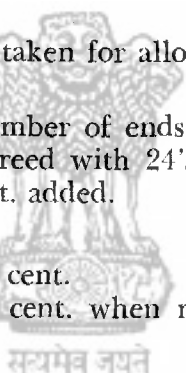
Average reed to be taken for allowance. Not applicable to sarees.

*Example*—Total number of ends, say, 2,200 divided by reed space, say 28=78-reed with 24's warp would have an allowance of 15 per cent. added.

*Two-beam sorts*

Allowance of  $2\frac{1}{2}$  per cent.

Allowance of 5 per cent. when more than 2 looms are worked.



## Appendix C

### *Efficiencies in the Speed Frame Department*

Single process, one man per machine

The percentage efficiency laid down is for 5 Hank Roving up to but not including 6.25 Hanks. If the Hanks Roving being worked is over 6.25 Hanks, the rate will be calculated on the basis of 92 per cent. efficiency.

Speed Frame Department	Counts at Ring or Mule								
	4's-6's	7's-10's	11's-12's	13's-17's	18's-21's	22's-27's	28's-36's	Over 36's	Over 6'25 Hanks
	Up to and including 1.4 Hanks	Over 1'4 and up to and including 1'7 Hanks	Over 1'7 and up to and including 2'00 Hanks	Over 2'00 and up to and including 2'75 Hanks	Over 2'75 and up to and including 3'25 Hanks	Over 3'25 and up to and including 4'00 Hanks	Over 4'00 and up to and including 5'00 Hanks	Over 5'00 and up to and including 6'25 Hanks	
		Hanks	Hanks	Hanks	Hanks	Hanks	Hanks	Hanks	

Roving Frames	Percentage								
	72	70	73	75	78	81	82	84	87
Standard Efficiency.									
Intermediate Frames									
Standard and Efficiency.	72	68	70	72	75	77	79	81	83
Slubbing Frames									
Standard Efficiency.	67	63	68	67	72	72	75	77	80

## Appendix D

*Duty-list for various occupations mentioned in standard list*

### SCHEDULE I

The sequence, to be followed, to be the same for room and occupations.

#### 1. MIXING ROOM:

##### (1) *Mixing man—*

(a) He has to see that the bales that are brought from the cotton godown by the coolies are put in the correct position.

(b) He has to remove the hoop irons and gunny cloth from the bales.

(c) He has to break the cotton into small pieces and feed on the lattice of the bale-breaker as directed.

##### (2) *Delivery Man—*

(a) He is responsible for the removal of the cotton coming from the bale-breaker at the delivery end and to remove the cotton, as directed.

##### (3) *Bale-breaker Machine Man—*

(a) He is responsible for the running of the machine.

(b) He is responsible for oiling and cleaning the machine while still in motion.

(c) He is responsible for the correct production being maintained and that no unnecessary stoppages are made.

(d) In the event of any defect in the machine he must report immediately to the mistry.

(4) *Mixing Stacker*—

(a) He is responsible for stacking the cotton in the appointed place according to the instructions.

II. *BLOW ROOM*:

(1) *Blow Room Attendant*—

(a) He is responsible for adequate amount of cotton fed into the machine in such a manner that the feeding is uniform and that there are no unnecessary stoppages.

(b) He has to see that the laps are correctly made and the stop motion is working correctly.

(c) He has to oil and clean the machine while in motion.

(d) He has to remove the full roller laps from the scutcher and replace the roller immediately for preparation of the next lap.

III. *WILLOW ROOM*:

(1) *Thread Extractor*—

(a) He is responsible for running of the machine and to see that the waste is fed uniformly and stored as directed.

(b) He is responsible for unnecessary stoppages and to see that the machine is well oiled.

(c) Any defects in the machine must be reported to the mistry.

(2) *Roving Waste Opener*—

(a) He is responsible for the running of the machine and also for putting the roving waste on the lattice in an uniform manner.

(b) He is responsible for the delivery of the waste and stacking according to instructions.

(c) He is responsible for oiling, cleaning and unnecessary stoppages.

(d) Any defects in the machine must be reported to the mistry.



(3) *Willow Machine Man*—

(a) He is responsible for the working of the machine and to feed the different types of wastes in the machine in an uniform manner.

(b) He is responsible for the correct delivery of these wastes and to be stacked as directed.

(c) He is responsible for the oiling, cleaning of the machine whilst in motion.

(d) All the defects must be reported to the mistry.

IV CARD ROOM:

(1) *Lap Carrier*—

(a) He has to bring the laps from the blow room to the card-room and place the laps on the cards according to the instructions.

(b) He is responsible for feeding the number of cards allotted to him.

(c) In case of shortage of laps he will report to the mistry immediately.

(d) He is responsible for cleaning the back of the cards and to cover clearer rods with flannel.

(e) He is responsible for returning all rods back to the blow room.

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(2) *Card Tenter or Can Breaker*—

(a) He is responsible for working the number of the cards allotted to him and to remove the full cans from the cards to the drawing frames or sliver lap machine according to instructions.

(b) He also has to return the card cans back to the cards according to instructions.

(c) He is responsible for keeping clean the front portion of the card after every stripping and to piece the sliver to the cans.

(d) Any break down or stoppage to be reported immediately to the mistry.

(3) *Card Strippers and Grinders—*

They have to strip and grind cards allotted to them and carry out all instructions issued by the mistry.

(a) After stripping, all cylinders and doffers must be perfectly clean.

(b) Adjust grinding and rollers, burnishing rollers and dead rollers.

(c) To assist in grinding of flats, mounting, grinding and burnishing rollers.

(4) *Fly Gatherer—*

(a) He is responsible for removing of card fly from under the card cylinder and lickerin of the cards allotted to him.

(b) He has to take the fly waste from under the Doffer and lickerin according to instructions.

(c) He is responsible for all fly-wastes to be weighed correctly at the end of the shift.

(d) He has to keep clean the doffers sides and flat rods.

(e) He has to remove all the dirt and dirty waste from under the cards which are being ground.

(5) *Oilman—*

(a) He is responsible for oiling all the running parts and bearings at the commencement of each shift of the number of cards allotted to him.

(b) He is responsible for the efficient working of the cards and to see that no oil is wasted.

(c) He is to keep all bearing cups etc. full of grease.

(d) Any hot bearing must be reported immediately to the mistry.

(e) He is responsible for splicing of the ropes and to keep a good supply ready in the department.

(6) *Mochi—*

(a) He is responsible for all the belts in the blow room and the card room.

(b) It is his duty to systematically examine all the belts to avoid any slippage.

V. SPEED FRAME:

(1) *Drawing Tenter*—

(a) He is responsible for the working of the machine, also oiling and cleaning while still in motion.

(b) He is responsible for the production of the machine.

(c) He is to look after the number of deliveries allotted to him.

(d) Any defect in the working of the machine which affects production or quality of work must be reported immediately.

(e) He has to varnish and change the rollers according to instructions.

(2) *Slubbing Tenter (Single)*—

(a) He is responsible for the running of the machine and oiling and cleaning whilst in motion.

(b) He is responsible for the production of the machine and all unnecessary stoppages.

(c) Any defects in the working of the machine which affects production and quality must be reported to the mistry.

(d) He is responsible for the number of spindles allotted to him and also to see that all spindles are working correctly.

(3) *Inter Frame Tenter*—

(a) He is responsible for the running of the machine and for oiling and cleaning whilst in motion.

(b) He is responsible for all unnecessary stoppages and see that the production is properly maintained.

(c) Any defects in the machine which affect production and quality must be reported to the mistry.

(d) He has to look after the number of spindles allotted to him and to see that all spindles are working correctly.

(4) *Roving Tenter*—

(a) He is responsible for the running of the machine and for oiling and cleaning whilst in motion.

(b) He is responsible for all unnecessary stoppages and see that the production is properly maintained.

(c) Any defect in the machine which affects production and quality must be reported to the mistry.

(d) He has to look after the number of spindles allotted to him and to see that all spindles are working correctly.

(5) *Doffer Boy (for speed frame)*—

(a) He has to take out full bobbins and place on the top of the machine and replace empty bobbins on the spindles and piece up the ends.

(b) He will carry out all instructions given to him by the Mistry.

(c) He has to remove all waste from the bobbins and put in boxes according to instructions.

(d) He has to carry sample bobbins from the department to the wrapping office.

(6) *Bobbin Carrier*—

(a) He has to mark bobbins according to instructions.

(b) He has to take full bobbins to the spinning department and place them on the top of the creel of the ring frame according to the instructions.

(c) He has to bring the empty roving bobbins from the spinning department and distribute them in the roving department according to the instructions.

## VI. RING SPINNING:

### A Warp:

#### (1) *Ring-Piecer*—

(a) He is responsible for the production and quality from his machine.

(b) All broken ends must be properly pieced and remove all waste from the under clearer roller and put the waste in his bag.

(c) He has to remove all empty roving bobbins from the creel and replace by full bobbins.

(d) He has to clean the beam and ring rail and to report all the spindles that are not working correctly. Also he must report all the leather or cork rollers which are defective to the mistry.

(e) He has to remove all hard ends and keep them separate.

(f) He should not use excessive roving waste when piecing ends.

(g) After machine has been cleaned he should assist in oiling and starting machine.

### B. Weft:

#### (2) *Ring piecer*—

(a) He is responsible for the production and quality from his machine.

(b) All broken ends must be properly pieced and remove all waste from the under clearer roller and put the waste in his bag.

(c) He has to remove all empty Roving bobbins from the creel and replace by full bobbins.

(d) He has to clean the beam and ring rail and to report all the spindles that are not working correctly. Also he must report all leather or cork rollers which are defective to the mistry.

(e) He has to remove all hard ends and keep them separate.

(f) He should assist, after machine has been cleaned, in oiling and starting machine.

A. *Warp*—

(3) *Gaiter Piecer and Doffer*—

(a) He has to assist in restarting the machine after doffing.

(b) He has to relieve any piecer in case of excessive breakages and to carry out all instructions from the mistry.

(c) He has to bring empty bobbins from the boxes and put them on the machine.

(d) When doffing he should take out full bobbins from the machine as soon as possible.

(e) He is responsible for cleaning ring frames in his line including creel as directed.

(f) He is to assist in keeping alley-ways clean.

B. *Weft*—

(4) *Gaiter Pieces and Doffer*—

(i) He has to assist in restarting the machine after doffing.

(ii) He has to relieve any piecer in case of excessive breakages and to carry out all instructions from the Mistry.

(iii) He has to bring empty bobbins from the boxes and put them on the machines.

(iv) When doffing he should take out full bobbins from the machine as soon as possible.

(v) He is responsible for cleaning ring frames in his line including creel as directed.

(vi) He is to assist in keeping Alley-ways clean.

(5) *Oilman*—

(a) He is responsible for oiling all running parts and bearings of the frames allotted to him and has to keep a good supply of grease in all the cups.

(b) Any bearings or any parts of the machine running hot must be reported to the mistry immediately.

(c) He is responsible for the safe custody of the Oil issued to him for the department.

(6) *Line Mistry*—

(a) He is responsible for the production on the machines under his charge.

(b) He is responsible for all the wastes of different kinds including clearer waste and see that they are collected and handed over to the clerk in charge of the department.

(c) He is responsible for maintaining discipline in his line and cleanliness of all machines under his control.

(d) He is responsible for the mounting of belts on the pullies in his line.

(e) He is responsible for all the workers in his line and see that they do not linger during working hours and are punctual in attendance. Also that they do not leave their machines before end of the shift.

(f) He is responsible for the payment of wages and must indentify all workers when payments are being made.

VII. MULE SPINNING (COTTON):

(1) *Mule Minder*—

(a) He is responsible for the working of the machine: also for production and quality.

(b) He will oil daily all running parts including the counter-shaft top rollers.

(c) He will start and stop the machine for doffing and reset the various motions to build a new set of cops.

(d) He will assist in cleaning the top and bottom rollers when scouring and assist in weekly cleaning of the machines.

- (e) He will assist in doffing and piecing broken ends.
- (f) He will replace broken spindle bands.
- (g) He will assist in cleaning when there is change of roving or changing counts.

(2) *Piecer (Mule)*—

- (a) He will piece all broken ends, clean the top rollers and assist in creeling when necessary.
- (b) He will assist in doffing and oiling spindles; also assist in cleaning of fluted rollers when scouring and assist in weekly general cleaning of the machine.

(3) *Creeler or Doffer*—

- (a) He will replace all roving bobbins in the creel as they run out.
- (b) He will assist in piecing broken ends when the creels are full.
- (c) He will assist in weekly general cleaning and remove all waste as directed.

(4) *Bobbin Carrier*—(*Spinning Department*)—

- (a) He has to remove all full bobbins from the ends of the ring frame after doffing and to deliver to the department as directed.
- (b) He has to bring back empty bobbins and place them in the boxes at the end of the ring frame for the use of doffers as directed.
- (c) Any unclean or rejected bobbins must be sent to the bobbin cleaner for examination.

(5) *Tape Man*—

- (a) He is to see that all tapes on the spindles are correctly fitted.
- (b) He will be held responsible for any spindles which are stopped waiting for tapes.
- (c) He is responsible to the line mistry for tensioning of tapes.



## VIII. MISCELLANEOUS :

### (1) *Head Roller Coverer*—

(a) He is responsible for recovering leather rollers in speed frame and spinning departments.

(b) He is responsible for testing perfect alignment and varnishing. Also for buffing of cork, rubber or synthetic rollers of the speed frame and spinning departments.

(c) He is responsible for clothing of under-clearer rollers, top wooden rollers and also for speed frame flats etc.

(d) He has to maintain all the machines in the roller covering department in good conditions and see that they are thoroughly cleaned and oiled.

### (2) *Assistant Roller Coverer*—

(a) He is responsible for bringing all materials from store when required.

(b) He is responsible for cutting skins, splicing and when put on the rollers they should be in good condition, also for sorting different lengths and diameter of rollers.

### (3) *Tubular Banding Machine Man*—

(a) He is responsible for correct working of the machine and see that it is thoroughly cleaned and oiled. Also for the quality of the work. Minimum waste should be made.

(b) He is responsible for working of the machine, production and quality produced.

(c) All defects of the machine must be reported to the mistry immediately.

(d) He is to see that all doffs are of uniform weight.

## IX. DOUBLING :

### (1) *Doubling Frame Attendant*—

(a) He is responsible for the number of spindles allotted to him and see that all doffs are of uniform weights as directed by the mistry.

(b) He is responsible for cleaning and oiling his machine before starting; also to report any defect in the working of the machine to the mistry.

## X. CHEESE WINDING FOR DOUBLING :

### (1) *Cheese Winder*—

(a) He is responsible for the production and quality from the machine.

(b) He is to see that all knots are correctly made and to put all waste in the place allotted to him and that empty bobbins are kept in sufficient quantity.

(c) He is to see that his production is weighed and recorded at the end of each shift and to store full cheeses as directed.

(d) It is his duty to keep the machines thoroughly cleaned and oiled.

(e) Any defect in the machine must be reported to the mistry.

### (2) *Reeling*—

(a) He is responsible for the working of the machine; also oiling and cleaning.

(b) He has to reel counts of yarn according to instructions issued.

(c) He is responsible for correct number of hanks and has to see that the correct length and weight is maintained.

(d) Also to see that the correct colour of tie yarn is used.

## XI. YARN BUNDLING AND BAILING :

*Bundlemen, Knotters, Bundlers and Pressers.*

### (1) *Knotter*

(a) He has to make the hanks in the knot form and see that they are weighed correctly.

(b) He has to see that the shape of the knot is properly maintained.

(c) He is responsible for keeping the press men fully employed.

### (2) *Press Man—*

(a) He is responsible for the working of the machine and see that it is cleaned and oiled daily.

(b) He has to arrange the different knots made by the knotter and to bundle and label knots according to instructions.

(c) In the case of light or heavy bundles he must report to the mistry immediately and the bundles must be rechecked.

### (3) *Baling Men—*

(a) They are responsible for the correct working of the machine and see that it is cleaned and oiled daily.

(b) They have to see that the bundles are correctly made before baling.

(c) All bales must be packed according to instructions.

## XII. WINDING :

### (1) *Grey Winder—*

(a) He is responsible for the number of spindles allotted to him. He has to wind yarn from ring bobbins to warper's bobbins and piece all ends correctly.

(b) He is responsible for all unnecessary stoppages and see that the production is maintained.

(c) Any defects in the machine must be reported to the mistry.

(d) All waste yarn must be kept in his waste bag and the minimum waste made.

(2) *High-Speed Cone Winder*—

(a) He is responsible for the working of his machine which must be cleaned and oiled daily.

(b) He has to wind yarn from the ring Bobbins to the cones and piece ends correctly.

(c) He is responsible for unnecessary stoppages and see that the production is maintained.

(d) Any defect in the machine must be reported to the mistry.

(e) All waste yarn must be kept in the waste bag and the minimum waste made.

(3) *Coloured and Artificial Silk Winding*—

(a) He is responsible for number of spindles allotted to him and has to wind coloured and bleached yarn from hanks to warper's bobbins.

(b) He is to clean and oil machine daily.

(c) He is responsible for the production and quality of yarn wound.

(d) The minimum amount of waste to be made.

(4) *Folded Yarn Winding*—

(a) He is responsible for number of spindles allotted to him and has to wind coloured and bleached yarn from hanks to warper's bobbins.

(b) He is to clean and oil machine daily.

(c) He is responsible for the production and quality of yarn wound.

(d) The minimum amount of waste must be made.

(5) *Universal Winding*—

(a) He is responsible for the number of spindles allotted to him; also for the cleaning of the machine.

(b) He has to wind yarn from ring bobbins to pirn bobbins and all ends must be pieced correctly.

(c) All full pirns must be placed on the tray on the top of the machine in an orderly manner.

(d) He is responsible for his production being recorded correctly at the end of each shift.

(e) The minimum waste must be made.

### XIII. WARPING :

#### (A) *Ordinary Warping.*

##### (1) *Warper—*

(a) He has to carefully wind grey and coloured yarn, as per instructions, from the warper's bobbins to the warper's beam.

(b) All drop-pins should be inserted when machine is working.

(c) He is responsible for the cleanliness and oiling of his machine.

(d) He is responsible for all unnecessary stoppages and see that the machine gives the proper production.

(e) All defects in the working of the machine must be reported to the mistry.

(f) All broken ends must be correctly knotted.

##### (2) *Creeler and Bobbin Carrier—*

(a) He is to creel the warper's bobbins according to instructions and knot all ends correctly.

(b) He has to take half bobbins out of the creel and return them to the winding department as directed.

##### (3) *Beam Carrier—*

(a) He has to take the full warper's beam from the warping machine to be weighed and placed in the sizing department as directed.

(b) Also, if necessary, he has to help to stack all warper's beams according to instructions.

(4) *Bobbin Marker*—

(a) He has to mark all bobbins which are made by the winders and carry out all instructions issued to him by the mistry.

(B) *High Speed Warping*—

(5) *High Speed Warper*—

(a) He is responsible for the working of the machine and the production and quality; also for the cleanliness and oiling of the machine.

(b) Before starting a new beam he must see that all flanges are in correct alignment and that the wooden roller is cylindrical.

(c) He has to pay special attention to the brake motion and if it is not working correctly, must report to the mistry.

(6) *High Speed Warping Creeler*—

(a) He is responsible for regular supply of cones in the magazine creel and for connecting the end from one cone to the other and removing all empty cone bobbins.

(b) He is also responsible for keeping the magazine creel clean and should report immediately if there is any defect in the oscillating fans.

(7) *High Speed Warping Side Man*—

(a) He is responsible for bringing all the broken ends in the magazine creel to the front of the creel and thread them through the back comb of the warping machine.

(b) He also assists the warper in doffing the full beam and replacing the empty beam.

(c) It is his duty to keep the floor clean on both sides of the magazine creel.

#### XIV SIZING :

##### (1) *Front Sizer*—

(a) He is responsible for the working of the machine and to carry out instructions given by the mistry.

(b) All ends must be perfectly straight in striking the comb and a watchful eye kept on the steam pressure gauge.

(c) He should also see that the size in the Sow Box is kept to the correct temperature; also he should be very careful when preparing to run a new beam.

(d) The selvedge ends from the delivery roller to the beam flanges must be in correct alignment and no crooked flanges must be used.

(e) He is responsible for keeping machine thoroughly cleaned and oiled.

##### (2) *Back Sizer*—

(a) He is responsible for any lappers which appear on the warper's beam.

(b) If there are any warp yarn breakages he should piece the ends immediately.

(c) Excessive breakages must be immediately reported to the mistry.

(d) He is responsible for operating the steam valves connected to the sizing cylinders and size Sow Box.

(e) He is responsible for keeping the size box clean and no waste should be put on the floor.

##### (3) *Beam-Carrier*—

(a) He has to assist in taking out full sized beam from the sizing machine and take them to be weighed by the sizing clerk.

(b) It is his duty to collect the sizing waste and take them to the sizing waste store as directed.

(c) He has to take the weaver's beam to the Drawing in department as directed.

(4) *Size Mixer*—

(a) He is responsible for weighing correctly all sizing materials and to put them in sizing becks as directed.

(b) He is responsible for the size being correctly boiled. An adequate supply should be prepared for all the machines.

(c) He is responsible for the cleanliness of the size mixing room.

(d) He has to clean and scour size becks and clay pans according to instructions.

XV. *DRAWING-IN:*

(1) *Drawer-in*—

(a) He has to draw the ends in the healds and reeds according to particulars written on the sizer's ticket.

(b) He is responsible for any wrong drafts or any empty dents.

(c) He is responsible for maintaining the correct width of the drawn beam.

(d) He is expected to draw in 8,000 ends in a shift of 8 hours of any plain quality cloth.

(2) *Reachers*—

(a) He has to carry out the instructions given by the drawer and is responsible for any crossed ends.

(b) He has to assist in keeping the machine clean.

(3) *Reed Repairer and Clearer*—

(a) He has to clean and check all reeds that come from the weaving departments.

(b) All damaged reeds must be repaired and kept in good condition.

(c) It is imperative that the ends of the reeds are rivetted with a thick dent.



(4) *Heald Clearer and Repairer*—

(a) He has to clean all healds which are returned from the weaving shed.

(b) They are to be thoroughly brushed and all fluff removed.

(c) Each set of healds should be marked to indicate the number of warps woven in a set of healds.

(d) Any weak heald should be separated and shown to the drawing mistry.

(e) He is responsible for keeping the heald department thoroughly cleaned.

(5) *Beam Coolie*—

(a) He has to carry the drawn beam from the drawing-in department to the beam stands as directed.

(b) He is responsible for any damage to the beam in transit.

(c) He has to carry all empty beams from the weaving department to the sizing department as directed.

(d) He has to keep all empty beams clean.

XVI. WEAVING DEPARTMENT:

(1) *Weaver*—

(a) He is responsible for working of the looms allotted to him and the production and quality produced.

(b) All broken ends must be piced immediately and drawn in.

(c) All minor weaving defects to be repaired by the use of steel comb.

(d) Any defect in the loom must be reported to the mistry immediately.

(e) He is responsible for cleaning and oiling of his loom and for taking out cloth from cloth roller and take to the warehouse.

(f) He is responsible for bringing his own weft and returning the empty pirns to the weft godown.

(2) *Weaving Line Mistry*—

(a) He has to maintain discipline of his weavers and is responsible for the general cleanliness of his line.

(b) He has to inspect every loom daily and any defect must be immediately rectified.

(c) He is directly responsible for the quality and production produced from his line.

(d) He is responsible for identifying workers when payment is being made.

(e) Any major defect in the looms must be reported to the head mistry.

(3) *Fancy Jobber*—

(a) He is responsible for the maintenance of dobbies allotted to him; also for cleaning and oiling.

(b) He is responsible for systematic over-hauling as directed.

(c) He is directly responsible for all patterns woven on the dobbies under his supervision.

(4) *Lattice Pegger*—

(a) He is responsible for the pegging of the lattices according to patterns given to him.

(b) He is responsible for keeping lattices on the dobbies in good condition.

(c) All broken and short pegs must be replaced.

(d) He is responsible for the cleanliness of the room.

(5) *Comber Boardman*—

(a) He is responsible for the drafting of all dobby harness in the comber board.

(b) He has to see that no defective harness is put in the comber board.

(c) All elastics must be thoroughly tested.

(d) Any defective elastic must be rejected and replaced by a new one.

(e) He is responsible for the cleanliness of the room.

## XVII. BLEACHING, DYEING AND FINISHING :

### (1) *Stitcher* (Silnewala)—

He has to sort the pieces of different qualities and put them in one heap. He will stitch the pieces as instructed. He will keep his machine clean and will do repairs of ordinary nature. He will be responsible for good stitching. He will follow the instructions given to him by his mistry.

### (2) *Kier Man* (Bhattiwala)—

He will be responsible for all the kiers under his charge and will look to the proper cleaning of the same. He will open and charge the kiers according to the instructions given to him by the mistry. He has to see that the lid is properly tightened and the air is properly blown off before raising pressure. He will keep a strict watch on the Pressure Gauges and will see that the pressure does not go beyond the limit set. He will keep thorough watch on the safety valves and will test from time to time to ensure their proper working. He will also see that the centrifugal pumps work properly and in case of any defect he will at once inform the mistry. He will blow off pressure before opening exhaust cock after kier boiling as instructed.

### (3) *Solution* (Gholnewala)—

He will bring all the chemicals required for the DYE and will dissolve them in the proper proportions as directed. He will see that the solution is well sieved before it is passed to the KIER. He will see that proper strength of the solutions is maintained and sufficient stock is kept available for the purpose. He will also prepare solutions of bleaching powder and acids as instructed.

(4) *Washing, Chemicking and Sour Man* (Dhone aur Tezab Laganewala)—

He will see that his machines are kept in perfect order and the ropes etc. are properly wound up on the rollers. He will see that the cloth is properly threaded according to the quality of the cloth and also the cloth is properly guided through the POT-EYES. He will keep a watch on the stitches and in case the stitch gives way he will get it hand sewn and avoid knotting of the pieces. He will keep his PILERS ready to assist him in threading the cloth in the machine as soon as the liquor is run out. He will be responsible for the piling up of the cloth inside the kier and outside and will keep a watch over the Pilers.

(5) *Scutcher Man* (Kholnewala)—

He will bring the cloth from the pit and will insert it in the scutcher for opening the cloth. He will see that the cloth is properly opened and piled up according to the quality. He will keep his machine properly cleaned and brush off excess of oil to avoid stains from coming on to the cloth.

(6) *Drying Machine Man* (Sukhanewala)—

He will see that the cloth is properly threaded in the machine and dried. He will see that the required pressure of steam is maintained and the cloth is properly dried. He will see that the safety valve is in excellent working condition and the condensed water is properly drained out. He will keep the machine clean and the rollers of the mangle well balanced. He will follow the instructions given to him.

(7) *Mangle Man* (Mangler)—

He will see that the rollers of his machine are of uniform diameter and any defects promptly reported. He will see that proper and uniform pressure is given

to the cloth on both the sides. He will see that the cloth is properly squeezed of the water or the size and that no superfluous water or size passes on. He will keep his machine properly cleaned and rollers properly lifted when the machine is not in use.

(8) *Size Mixer* (Mari Bananewala)—

He will manage to bring the sizing materials and will prepare the starches for finishing. He will keep the mixture in proper proportion and maintain the consistency of the size and will see that the blue is mixed as required. He will keep his tanks and stirrers well cleaned. He will follow the instructions as directed.

(9) *Back Filler Machine Man* (Mari Laganewala)—

He will see that his machine is kept properly cleaned. He will be responsible for the adjustment of the blades and the furnishers. He will maintain to keep the weight of the size imparted to the cloth and see that it does not penetrate, but remains only on one side. He will follow the instructions as directed.

(10) *Raising Machine Man* (Runwa uthanewala)—

He will keep his machine well cleaned. He will thread the cloth properly and will adjust the furnishers so that the cloth may be properly raised. He will follow the instructions of his mistry. He will maintain the quality of the cloth.

(11) *Stenter Man* (Khenchnewala)—

He will be responsible for the increase in width of the cloth as required according to the quality. He will see that the cloth is properly threaded and that the steam is opened just sufficient to moisten the cloth. He will keep his machine properly cleaned and will in no case allow excess of grease or oil on the rails and will keep the clips in proper working order. He will follow the instructions as directed.

(12) *Yarn Dyer* (Sut Rangnewala)—

He will see that the yarn is properly chained before it is boiled. He has to open the chains and stretch the yarn before putting them on the dyeing sticks. He will work the yarn so that it is not entangled and that the penetration is uniform throughout. He will squeeze the yarn and stretch it well before dyeing as well as drying. He will follow the instructions as directed.

(13) *Cheese Dyer* (Gole Rangnewala)—

He will first examine the cheese and see that they are not hard, i.e. they are soft enough so that the liquor may penetrate uniformly. He will arrange them on the perforations of the BEAM and will be responsible for the working of the same in all the baths. He will keep his plant well cleaned and will examine the cheeses of their good penetration before entering them in the dye-bath. He will watch the centrifugal and will manage all the connections and will follow the instructions given.

(14) *Jig Dyer* (Jigwala)—

He will see that his machine is in order and that the batching rolls take reverse motion freely. He will be responsible for the proper working of the machine and the quantities of liquor as adjusted according to the quality of the work. He will see that the cloth is properly threaded and that no creases are formed when the cloth is in process. He will feed the colour etc. in the batch and will follow the instructions given.

(15) *Padding Jig Dyer* (Jigwala)—

He will see that the cloth is properly threaded and the rollers are pressed equally on both the sides. He will see that the cloth is properly run in the machine and that no creases are formed during the working.

He will keep his machine clean and the belts properly sewn. He will maintain the liquor and see that the solution is uniformly applied to the cloth and will follow the instructions given.

(16) *Cloth Checker* (Kapra Janchkarnewala)—

He has to examine the grey pieces coming from the weaving shed. He will sort out the damaged pieces and mark them. He will number all the pieces received with coaltar according to quality as instructed.

(17) *Folding-Machine Man and Hand-Folder* (Tahane-wala)—

He will maintain properly the machine and will keep it clean. He will fold the pieces and will keep flags at places the cloth is damaged and will cut the piece in two parts according to the instructions given to him. He will see that the folds are of one yard or the length that may have been fixed and that the folds are uniform and in general will follow the instructions given. He will also number the yardage of the piece and after folding it in 2, 3 or 4 layers, as the instructions may be, will sew them from both sides.

(18) *Head Cloth Stamper* (Thappawala)—

He will keep his stamping machine and see that the letters are in clean condition. He will stamp the pieces according to the instructions given to him from time to time. He will number properly all the qualities and will stamp in ink as desired. He will see that the stamps are uniformly printed on the cloth and will keep on removing the filth from the letters and the stamps and will follow the instructions given from time to time.

(19) *Stamp Helper* (Thappawala)—

He will assist the Head Stamper in his working. He will clean the stamps and will fix the pad etc. He will arrange the cloth for stamping and will also remove

the pieces and pile them up according to the instructions given from time to time.

(20) *Baling Man* (Ganthwala)—

He will bale the pieces as given to him by the Baling clerk. He will arrange them according to the instructions given. He will use packing paper and other materials as directed and will bale according to the quality. He will also sew the upper gunny bag cloth and will tie the bale with the iron hoops or ropes specially meant for the purpose. He will keep his baling press clean and work as instructed from time to time.

(21) *Damping Machine Man*—

He will see that the sprays or the furnishers are properly adjusted and the water or the size is properly adjusted and the water or the size is properly and evenly sprayed throughout the whole width of the cloth. He will keep his machine well cleaned and will see that the cloth runs on the machine without forming any creases and will follow the instructions given from time to time.

(22) *Calender Man*—

He will see that the calender is properly oiled in the bearings and the rolls are uniformly scraped. He will keep it well cleaned and will see that the condensed water is properly drained. He will heat the rollers before running the cloth and will give the pressure as instructed according to the quality of the material and the nature of the finish required. Any defect will be reported promptly. He will see that the rollers are freed from rollers when the machine is stopped and look to their care and proper maintenance and will follow the instructions given from time to time.

The above duty list will be subject to alterations according to difference in the type of machines.



## Need for a 'Joint Committee'

121. We have already made it clear that the scheme of standardization of wages in the cotton textile industry as detailed above is not the last word on the subject. On the contrary, we could not examine its details to our satisfaction as we were hard pressed for time. A standardization scheme hastily devised may result in unpleasant repercussions. We, therefore, make it plain both to the employers and labour that this is a tentative scheme and it has to develop to the satisfaction of both the parties by actual working, at least for three months, if not more. Points of difference during this period may arise which have got to be justly resolved. This can best be done within the industry itself. *We, therefore, propose that a Joint Committee representing the employers and employees in the cotton textile industry at Kanpur be formed immediately on suitable basis to be fixed by the Government for the purposes of representation, when the scheme is introduced. All points of difference in all the cotton textile mills at Kanpur arising out of the scheme should be mutually adjusted in this Joint Committee. The aid of the Government may be invoked in case the Joint Committee fails to reach any agreement or understanding. All this has got to be done with speed so that any possible misunderstanding amongst the employees may be quickly removed and production carried on unhampered. We recommend to both the parties to remember our objectives with regard to the earnings of the cotton textile workers and to so adjust the scheme that the target would be reached and the workers continue to work with ease. Any adjustments made by the Joint Committee should be registered with the Labour Department of the United Provinces Government.*

122. The Bombay Strike Enquiry Committee, 1928-29, has prepared some mediation rules with the approval of the Millowners' Association and the then Joint Strike Committee, which we give in Appendix 'H' as a guidance for the rules to be framed for the proposed Joint Committee in Kanpur. We hope that in the proposed Joint Committee both the parties

will meet with the spirit of give and take and by making necessary adjustments evolve a fuller, agreed scheme.

### *(i) Sugar Industry*

123. The sugar industry is a seasonal one. The length of the season varies from factory to factory, area to area, and from Province to Province, and then from year to year. The employing interests consider this as an argument in their favour to treat sugar industry as a favoured one, demanding a consideration always from the Government. On the workers' side this very fact is used as an argument to treat the workers favourably, because during the large portion of the year they mostly remain unemployed. The whole of the industry is run on a time basis, there being no piece-rate of any kind. Standardization of wages thus becomes comparatively an easy affair. A short sketch explaining the various processes involved in the sugar industry is given in Appendix I.

### **Standardization Scheme**

124. With a view to recommend a scheme of standardization of wages, musters and occupations, we appointed a Sub-Committee in August, 1947, which reported on wages in November, 1947. For certain reasons the question of standardization of musters could not be gone through and the industry has been advised of the intentions of our Committee to take up the matter for the Final Report. Various suggestions from both interests in the industry reached us about different grades after the Sub-Committee's Report. Again in February, 1948, representatives of employers and labour were invited for joint consultation with the Committee, and they were requested to submit an agreed report, as far as possible, evolving finally a standardization scheme of wages. The Report of this Sub-Committee was received with practically no alterations in the original scheme as submitted by the Sub-Committee. Our Committee had again to consider the scheme as evolved by the second Sub-Committee as some of

their recommendations were at variance in some respects with our conclusions. The scheme as finally approved by us is as follows:—

Department	Occupations	Standard basic wage per month
		Rs.
I. ENGINEERING DEPARTMENT.	Workshop Foreman .. .. .	125—7/8—200.
	Building Overseer .. .. .	100—5—150
	Draftsman .. .. .	75—2-8—100
	Mill Engine Drivers .. .. .	50—2-8—75
	Other Engine Drivers .. .. .	40—1—50
	Head Mistry (if any existing at present)	100—5—150.
	Fitters .. .. .	50—4—90
	Boiler Incharge (Mill)	
	House-In-Charge, Boiling House-In-Charge) .. .. .	75—5—125.
	Pattern Makers .. .. .	60—4—100.
	Moulders .. .. .	75—5—125
	Carpenters.. .. .	50—4—90
	Blacksmiths .. .. .	40—4—80.
	Turners .. .. .	50—4—90.
	Tinsmiths .. .. .	40—4—80.
	Head Electrician .. .. .	75—5—125
	Assistant Electrician .. .. .	50—4—90.
	Welder .. .. .	75—5—125.
	Assistant Welder .. .. .	50—4—90.
	Switch Board Attendant .. .. .	50—4—90.
	Assistant Fitters .. .. .	40—4—80.
	Fireman .. .. .	40—4—80.
	Pump Drivers .. .. .	35—1/8—50.
	Clutchmen .. .. .	35—1/8—50.
	Fitter Helper .. .. .	30—1—40.
	Oilman .. .. .	30—1—40.
	Hammerman .. .. .	40—2—60.
	Head Khallasy .. .. .	60—3—90.
	Khallasies .. .. .	30—1—40.
	Beltmen .. .. .	35—1/8—50.
	Assistant Turners .. .. .	40—4—80.
	Watermen .. .. .	30—1—40.
	Cane Carrier Coolies (gate cane only)	30—1—40.
	Cane carrier coolies (wagon and gate cane).	30—1—40.
	Donga coolies .. .. .	30—1—40.
	Bagasse-feeding and Bagasse coolies..	30—1—40.
	Furnacemen .. .. .	30—1—40.
	Mill coolies .. .. .	30—1—40.
	Coolies for above staff .. .. .	30—1—40.

Department	Occupations	Standard basic wage per month
		Rs.
2. MANUFACTURING DEPARTMENT	Head Panman .. ..	125—7/8—200.
	Panman .. ..	75—5—125.
	Assistant Panman .. ..	50—4—90.
	Evaporatorman .. ..	40—4—80.
	Settling Dormates (or lime kiln mates)	40—2—60.
	Lime and Sulphuring mates (or Carbonation Mates).	40—2—60.
	Lime Slaker Mates .. ..	40—2—60.
	Press Mates .. ..	40—2—60.
	Centrifugal Mates .. ..	40—2—60.
	Juice Supervisors .. ..	75—5—125.
	Lime Slaker Mates .. ..	40—2—60.
	Juice Heatermen .. ..	40—1—50.
	Eliminatorman .. ..	40—1—50.
	Press Assistant Mates .. ..	35—1-8—50.
	Juice weighing and Recording Mates	40—2—60.
	Centrifugal Assistant Mates .. ..	35—1-8—50.
	Dryer Mates .. ..	40—2—60.
	Sulphurmen .. ..	40—1—50.
	Laboratory Attendants .. ..	30—1—40.
	Sample Boys .. ..	30—1—40.
	Juice and Imbibition coolies .. ..	30—1—40.
	Lime and Sulphuring or Carbonation coolies.	30—1—40.
	Settling coolies .. ..	30—1—40.
	Mudtank coolies .. ..	30—1—40.
	Press coolies .. ..	30—1—40.
	Pan coolies .. ..	30—1—40.
	Centrifugal coolies .. ..	30—1—40.
	Hopper coolies (all sugar double cured)	30—1—40.
	Dryer including bagging and marking coolies.	30—1—40.
	Lime Kiln coolies .. ..	30—1—40.
	Lime coolies .. ..	30—1—40.
3. CANE DEPARTMENT.	Purzie Boys and Kamadars .. ..	30—1—40.
	Cane Office Peons .. ..	30—1—40.
	Weigh Bridge Cleaners .. ..	30—1—42.
4. CANE OUTSTATION DEPARTMENT.	Cleaners .. ..	30—1—40.
	Cane Loading coolies .. ..	30—1—40.
5. MISCELLANEOUS DEPARTMENT.	Motor Truck Drivers .. ..	50—4—90.
	Masons .. ..	50—5—90.
		40—4—80.
	Tailors .. ..	50—4—90.
	Painters .. ..	50—4—90.
	Labour Supervisors .. ..	50—4—90.
	Head Mali .. ..	40—2—60.
	General Sweepers .. ..	30—1—40.
	Gardeners (Malis) .. ..	30—1—40.
	Mason Coolies .. ..	30—1—40.

Department	Occupations	Standard basic wage per month
6. ESTABLISHMENT DEPARTMENT.	Store coolies .. .. Chowkidars and Peons .. ..	Rs. 30—1—40. 30—1—40.

All clerks will be paid salaries within the respective grades suggested by us.

### Retainer

125. There has been a continuous demand from the employees in the sugar industry for some type of a retainer for them during the off-season. This question was considered by the Sugar Factories Labour (Wages) Enquiry Committee, United Provinces and Bihar, early in 1947. They recommended a retainer of 10 per cent. in the case of unskilled workers, 25 per cent. for semi-skilled workers and 50 per cent. for skilled workers, of the total monthly wage during the season as a monthly retainer during the off-season. According to this Committee's Report the Government enforced wages in sugar industries on consolidated basis. *We have considered this position very minutely and in view of our recommendations of enhanced basic wages and enhanced dearness allowance we recommend that in case of 'Playing Off' of any permanent workers for some time during the year a retainer should be 50 per cent. of this basic salary or wages. In the case of seasonal workers a retainer of 25 per cent. of the basic wage, according to us, is quite reasonable. In the case of clerks, our above decision applies, according to their employment, whether permanent or seasonal. It must also be noted that we include all categories of employees in the factory including watch and ward, chaprasis, sweepers etc. who are all working whether directly in the factory or in any occupation that is ancilliary to the working of the factory.*

126. The employers have urged that we should not treat seasonal service as a service for full year for the purpose of earning increment. *There is no help against the seasonal character of the sugar industry and we are of the opinion that*

*work in the season should be treated as work for the whole year.*

### **Joint Committee**

127. We suggest that any points of difference arising out of the enforcement of the scheme, point to point, etc. may be settled and any alteration in the basic structure of the scheme may be made by a Joint Committee of the industry to be appointed by the Government after consulting the interests concerned, on the lines suggested by us for the cotton textile industry. Any alterations thus made may be recorded in the Labour Office.

### *(iii) Electric Concerns*

128. In the month of October, 1947, the Government referred to us the Reorganization Scheme of Wages etc. for the employees of the electric concerns under the agency of Messrs. Martin and Co. In the month of January, 1948, after our tentative conclusions were reached, we made suitable recommendations to the Government which were enforced on the concerns of Messrs. Martin & Co. by the Government Order dated March 5, 1948. Incidentally the disposal of this reference has enabled us to recommend these very grades for the different occupations therein to be made applicable to all electric concerns in the United Provinces. This, of course, does not apply to the Electric Company at Kanpur as it does not come under our purview being Government-owned.

129. For clerical staff our grade recommended for that particular class of employees holds good. The following is the scheme for payment of wages to workmen:—

Department	Designation	Grades recommended
I OFFICE ..	Bill Distributors .. ..	Rs. 30—1—40.
	Peons .. ..	30—1—40.
	Chaukidars .. ..	30—1—40.
	Yard coolies .. ..	30—1—40.
	Sweepers .. ..	30—1—40.
	Bank Peons .. ..	35—1—45.
	Gardener .. ..	30—1—40.

Department	Designation	Grades recommended
		Rs.
2 MAINS	Mains Foreman .. ..	125-10-205.
	Mains Assistant (estimating and record) .. ..	90-10-140.
	Sub-station Supervisor .. ..	80-10-130.
	Linesmen/Jointers .. ..	60-5-100.
	Electricians .. ..	50-5-90.
	Assistant Electricians .. ..	40-4-60.
	Street lighting Supervisors .. ..	50-5-90.
	Sub-station Attendants .. ..	50-5-90.
	Linesmen .. ..	50-5-90.
	Fitters .. ..	50-5-90. }
		40-4-80 }
	Motor Drivers .. ..	50-5-90.
	Switchmen .. ..	40-1-50.
	Fusemen .. ..	40-1-50.
	Masons .. ..	40-4-80.
	Coolies .. ..	30-1-40.
3 GENERATION AND WORKSHOP	Turbo Attendants and Engine Drivers .. ..	75-5-125.
	Assistant Turbo Attendants and Engine Drivers .. ..	60-5-95.
	Boiler Attendants .. ..	75-5-125.
	Assistant Boiler Attendants .. ..	60-5-95.
	Switch Board Attendants .. ..	50-4-90.
	Fitters .. ..	50-5-90. }
		40-4-80. }
	Turners/Fitters .. ..	40-4-80.
	Welders .. ..	40-4-80.
	Moulders .. ..	40-4-80.
	Carpenters .. ..	40-4-80.
	Tinsmith .. ..	40-4-80.
	Blacksmith .. ..	40-4-80.
	Electricians .. ..	50-5-90.
	Assistant Electricians .. ..	40-4-60.
	Masons .. ..	40-4-80.
	Cleaners .. ..	30-1-40.
	Assistant Chemists .. ..	100-10-200.
	Coolies .. ..	30-1-40.
	Chaukidars .. ..	30-1-40.
	Sweepers .. ..	30-1-40.
5. METERS	Meter Inspectors .. ..	100-10-200.
	Head Testers .. ..	100-7/8-175.
	Meter Testers/Repairers .. ..	75-5-125.
	Meter repairers .. ..	50-5-90.
	Meter Fixers .. ..	40-1-50.
	Coolies .. ..	30-1-40.

(iv) *Standardization of wages in all other industries of the United Provinces*

130. We have suggested our different minima to include all types of labour employed in factories and in non-factory and commercial establishments of the Province. As we have worked out a scheme of standardization of wages in respect of three industries only we consider it necessary to have some sort of mechanism whereby everybody concerned may be brought within the compass of our recommendations. Employers in different industries will have to fix up different grades for their different employees to enforce our decisions. This may create some points of difference with their employees. *We suggest to the Government to appoint either the Labour Commissioner in person or some other Authority to review all the cases of fixation of wages in different industries to settle the points of difference, if any, and issue final orders.* We are suggesting this procedure with the sole intention of bringing about uniform conditions in all the industries of the United Provinces. Our standardization schemes for the three industries will no doubt be a guide to the industries as well as to the deciding authority. This procedure is expected to bring about, within a very short time, a complete standardization of wages in all the industrial as well as non-industrial concerns in the Province, which is a definitely progressive step. With this procedure, the adjustment of wages etc will become an easy affair, in future. Government should make some necessary provisions for registering all these decisions of the authority in the Labour Office for any future reference.



## CHAPTER V

### *Cost of living indices at Kanpur*

#### **Importance of cost of Living-Index**

131. The earnings of most industrial workers in the Province are at present calculated in two main parts, namely, (1) basic wage and (2) dearness allowance. Of the two, dearness allowance in many cases works out to a greater amount than basic wage and is, for that reason, considered more important. The dearness allowance is calculated on the basis of increases shown by the cost of living indices. Hence the importance of the latter. The principle behind the grant of dearness allowance has been accepted both by the workers and the employers. Although subtle points of economic theory can be raised against it, as from the point of view of changes in the structure of consumption, it still remains the most convenient method of adjusting wages to fluctuations in the value of money, particularly during periods of instability of prices, when such fluctuations are both frequent and considerable. We, therefore, thought it best to allow the present practice to continue and have made our recommendations on that basis. We have already made our proposals in regard to basic wages in previous chapters. Before proceeding to discuss dearness allowance, we may explain here the mechanism, called the cost of living index, and the controversy about the Kanpur index, about both of which there seems to be a general misunderstanding.

#### **Basic principles of an Index—the 'weighted' average**

132. The cost of living index is a measuring rod forged to measure, from day to day, variations in the cost of maintaining unchanged the standard of living of a class of persons in a fixed period. In point of time, this device followed the gradual evolution of three other conceptions in statistics, namely, (1) the "index" (2) the "weighted" average and (3)

the "average". The last was the first to be evolved. It helped to compute a figure, which would represent a number of figures of the same type and be their best representative individually. The 'arithmetic average', which is understood by all persons, is a representative of this class. It was soon felt, however, that this alone was not sufficient. One had to study a large variety of figures carrying different amounts of importance. Thus, if wheat sells at Re.0-8-0 a seer, pulse at Re.0-6-0 a seer, toilet soap at Rs.1-8-2 a seer, and hair oil at Re.0-10-0 a seer, the average price for these four articles of consumption will come to Re.0-12-0. Let us suppose that the price of wheat rises to Re.0-12-0 a seer and of pulse to Re.0-8-0 a seer, while those of soap and oil fall to Re.1 and Re.0-6-0 a seer respectively, the average price will then come to Re.0-10-6. As compared to the previous average, this figure will show a fall in the cost of consumption, or an increase in the well-being of the community, while actually there may be a decrease in the well-being, as the more important commodities from the point of view of consumption show a rise in price. To overcome this defect of the "average" the concept of "weighted" average was evolved. According to it, the average for each group of items having more or less similar importance, is multiplied by a figure, representing the importance of that group in the total set up that one may be studying. If we assume wheat and pulse to be four times as important as soap and oil, the weighted average for the two periods will work out as follows:—

*First period*

Commodity			Price	Average	Weight	Product
			Rs. a. p.	Rs. a. p.		Rs. a. p
Wheat	..	..	0 8 0	} 0 7 0	4	1 12 0
Pulse	..	..	0 6 0			
Soap	..	..	1 8 0	} 1 1 0	1	1 1 0
Oil	..	..	0 10 0			
Total	..	..	..	..	5	2 13 0

$$\text{Weighted average} = \text{Rs. } \frac{2-13-0}{5} = 9 \text{ annas.}$$

*Second period*

Commodity	Price	Average .	Weight	Product
	Rs. a. p.	Rs. a. p.		Rs. a. p.
Wheat .. ..	0 12 0	{ 0 10 0	4	2 8 0
Pulse .. ..	0 8 0			
Soap .. ..	1 0 0	0 11 0	1	0 11 0
Oil .. ..	0 6 0			
Total ..	..	..	5	3 3 0

$$\text{Weighted average} = \text{Rs. } \frac{3-3-0}{5} = \text{Re. } 0-10-3.$$

While a simple average shows a fall in prices, the "weighted" average shows a rise, which correctly indicates the decrease in the well-being. Although a simple device, the "weighted" average has improved our ability to measure variations in different types of figures carrying varying importance.

### The 'Index'

133. A common difficulty, however, was the inertia of the common man to take to complicated and large figures easily. So it appeared desirable to work out some device whereby figures could be reduced to round numbers, so that the common people might understand them. This was easy enough and was done by equating all figures that had to be studied to a round figure, such as 100, in the base period. Thus, if we had a series of figures as shown in column (2) below, they would neither be easy to grasp nor register the magnitude of rise or fall as easily as those given in column (3).

Year	Production in million yards	Indices (1938-39= 100)
1938-39 .. ..	4,269	100
1940-41 .. ..	4,269	100
1941-42 .. ..	4,493	105
1942-43 .. ..	4,109	96
1943-44 .. ..	4,871	114
1944-45 .. ..	4,726	111

This process is known as the "construction of indices" and is particularly useful in studying figures spread over a number of years, i.e. time-series. The cost of living index is a combination of all these three ideas. It shows "weighted" average rise for a group of commodities, equated to 100 in the base period.

**Method of construction : essential factors taken into account**

134. We may also explain here, briefly, the procedure followed in constructing a cost of living index, so that chances of misunderstandings, which are many, about the principles underlying it, or about the methods used in its construction, may be reduced to the minimum. The method followed in constructing a cost of living index is simple. It takes into account three factors: (1) the prices of commodities and services entering into the standard of living of the class of persons concerned, (2) the weights showing the importance of those commodities and services in the consumption standard of that class of persons and (3) the basic period with reference to which variations in the cost are to be measured. The basic period is normally selected from the point of view of relative stability of prices, but in special cases, where measurement is desired from any particular date or incident, as in the case of indices prepared to measure changes since the commencement of the war, the basic period may be selected with an eye to the particular object in view. The commodities and services that form part of the standard of living, and constitute their relative importance in the base period, are ascertained through an investigation made among the class of persons concerned. The expenditure on each item, which shows the importance of that item in the standard of consumption, is treated as the "weight" for that item and is usually expressed, for facility of understanding and calculation, as a percentage of the total expenditure of the family. Prices are then collected for commodities and services, included in the standard of living, for the base and the current periods.

## Computations

135. The first step in the computation of a cost of living index is to express current prices for each item in terms of base period prices being equal to 100. Each one of these figures is then multiplied by its respective "weight" to show the importance of that item in the total standard of living. The products are totalled up and the total is divided by the total of weights to give a "weighted" average. The quotient shows overall variation in prices, equated to 100 in the base period. If group indices are also required for important classes of consumption such as food, clothing, etc., the same process of totalling products is adopted for each group and the sum is divided by the total weights allotted to each group. A perusal of table No. 18 in Appendix F will show the detailed working.

## The Kanpur Series

136. The dearness allowances in the United Provinces are at present worked out on the basis of the Kanpur cost of living index, prepared by the Labour Office. That office is preparing two series of indices, one known as the "Interim" general index, and the other as the "Subsidiary" index. The second takes into account the concessional prices, charged by mill-shops to industrial workers. The "Interim" index does not take note of these concessions and is prepared with the help of current prices in the open market, or those in Government shops for commodities which are rationed. It was called "Interim" because it was prepared on a provisional basis with the help of partially adequate data to meet an emergency and it was intended that this provisional index should in course of time be revised in the light of fuller data as soon as they became available.

## Their background

137. Why and how these steps became necessary may also be noticed here, in brief. Kanpur had until 1939 no

cost of living index for itself. In pursuance of the recommendations of the Kanpur Labour Inquiry Committee made in 1938, a Family Budget Inquiry was conducted among mill-workers at Kanpur in that year. It collected information in all from 1,422 working class families, selected in a uniform manner taking the random sampling method as a guiding principle. As the compilation of data collected was being carried on, it was thought desirable to determine the types of analysis necessary to study the data as a whole. At the time this decision was taken, about 300 budgets had been compiled. These 300 budgets were accordingly taken up and analysed in different ways. A *pro forma* report was prepared to show the conclusions arrived at with the help of the analysis made. A copy of this report was then sent to the Indian Statistical Institute, Calcutta, for suggestions in regard to improvements and additions, considered advisable in the analysis already carried out. An officer from Lucknow also visited Calcutta for discussing the details of the analysis. It was at this stage, i.e. after the preparation of a *pro forma* report on the basis of 300 family budgets and before the compilation of the remaining one thousand budgets and their analysis in the improved manner settled, that the second world war was declared. Immediately, prices began to soar up, which was as much due to panic as to prospects of restrictions in the supply position. This resulted into a great outcry among industrial workers in the Province, since the rise in costs meant indirect cuts in their real wages. The exigencies of the war made it all the more important to keep labour satisfied with a view to maintaining and, if possible, accelerating the speed of production. One way to do it was to measure the variations in the cost of living of workers due to rise in prices and to compensate them for this rise in such measure and manner as was considered suitable. This, in other words, meant the preparation of a cost of living index for mill-workers at Kanpur. The work had to be taken up immediately and at short notice. One thing necessary was to determine the "weights" for each item of consumption. Unfortunately, no ready data were available except those in

respect of the 300 families covered by the *pro forma* report. There being no alternative, these figures were taken up and utilized for preparing the "weights" and a cost of living index was immediately compiled.

### **Circumstances necessitating their continuance**

138. The authors of the index were, however, fully conscious of the short-comings of the material available for the purpose of determination of weights and, therefore, as previously pointed, termed the index "Interim", indicating thereby that a final and more scientific index was to be prepared later on for replacing this one. We were told by the spokesmen on behalf of the Government that the compilation work in regard to remaining family budgets collected during the 1938 inquiry continued, although it suffered, as in our opinion it should not have, due to exigencies of the war situation and the consequent pre-occupations of the staff with other and what was then considered to be more important day-to-day problems. And before the work could be completed, the Government of India made a move, in pursuance of the recommendations of the Rau Court of Inquiry made in 1940, to compile a series of cost of living indices for all important industrial centres throughout India on uniform principles and bases. As the Provincial Government accepted this move of the Government of India, it appeared almost redundant to continue following up the compilation of the budgets of 1938, or to compute fresh weights with their help, since a new set of weights and indices on a uniform all-India lines was expected to come into existence at no distant future. By this time, the employers and the workers had also become accustomed to the use of the "Interim" cost of living indices and it appeared injudicious to disturb this understanding by revising the cost of living index on more scientific lines, particularly when in the then shifting situation of the war such an index could be utilized at best for a relatively short period. What was, thus, intended to be an "Interim arrange-

ment" has so far remained unchanged. Such is the history in brief of the contingent becoming the permanent.

### **Criticism of Kanpur Index**

- (i) *Inaccurate since it is higher than Bombay*

139. We proceed now to examine the criticisms voiced before us against the Kanpur index. Some of them showed lamentable ignorance of the basic principles underlying a cost of living index. Thus, it was suggested on behalf of the employers that since Kanpur, which had admittedly a lower level of prices than Bombay, showed an index higher than that at Bombay, it was obviously inaccurate. The argument fails to make a distinction between "level of prices" and "level of rise in prices". A cost of living index shows the latter, and not the former. It is quite feasible for Kanpur to show a lower "level of prices" side by side with a higher "level of rise in prices", provided it had in relation to that in Bombay a much lower level of prices in the base period (pre-war period in this case) than it has at present. Such a movement would only show a tendency towards approximation in the price levels of the two places.

- (ii) *Does not take note of changing standards*

140. Similar argument urged before us was that the Kanpur index does not take note of rapid changes brought about in the standard of living of the working classes by the war and, for that reason, does not show accurately the rise in the cost of that standard. We wish merely to point out that a cost of living index, as stated in paragraph 131 above, measures *variations* in the cost of maintaining, not a *changing* standard of living, but a *fixed* standard in the base period. A note given in almost every issue of the *Ministry of Labour Gazette*, United Kingdom, explains the significance of the British index in the following words: "The result of this calculation (in which the same quantities and, as far as



possible, the same qualities of each item are taken at each date) is to show the average percentage-increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war." An *unchanged standard* of consumption is, thus, the basic principle of calculating the cost of living indices, and not a weakness of Kanpur index in particular.

(iii) *Family Budget Inquiry limited to Winter Months*

141. A third line was taken against the family budget inquiry conducted among mill-workers at Kanpur in 1938, namely, that it was conducted during the winter months of September to January 1938-39 and did not cover either a period of complete 12 months, or 4 periods, one in each season, and that this, coupled with the fact that "no inventory system was adopted for gathering clothing and household requisites", had "suppressed actual expenditure". The "inventory" system means the preparation of an inventory of all articles in the household of the particular group or groups to which this method is applied, giving cost and average life in each case. On the basis of this information, average monthly cost on each article is worked out. This method takes seasonal variations in expenditure into account, since it covers articles of all seasons. It is different from the other method, wherein only the actual expenditure for a month is ascertained and, therefore, the figures do not take into account seasonal variations. We are informed that the period of inquiry was limited to five months with a view to obtaining early results, but the "inventory" method was followed in ascertaining average expenditure on clothing and household requisites. We are unable to see any justification for confining the inquiry to five months only, and, if that was done, for not ensuring the collection of information regarding seasonal variations in the expenditure on all items. Since, however, the inventory

method was followed in case of clothing and household requisites, which are more liable to seasonal variations than other items of expenditures, such as rent, fuel and food we do not think that the limitation of the inquiry to five months could have "suppressed" actual expenditures in any significant measure.

(iv) *Data utilized for weights unrepresentative*

142. The "representativeness" of the data, utilized for determining weights came in for much rough handling from both sides. It was pointed out that the 300 budgets compiled for the *pro forma* report were not selected on any principle, but were taken just as they were available at the moment. They formed only one-fifth of the total sample collected and belonged to only one locality of the town, lying on its outskirts, namely, Juhi. "This has depressed the weight and average house-rent for the Kanpur worker." Further, it was held that these budgets represented an overwhelmingly large proportion of workers engaged in textile industry (95 per cent.), and a disproportionately large percentage of Hindus (92 per cent.). This fact, it was argued, gave a pronounced bias to the data in favour of the textile industry, which is the "best paying industry" in Kanpur and, therefore, the weights based on these budgets "represent averages rather toned up than what they would have been had workers from other low-paying industries been included in correct proportion to their strengths in Kanpur." We have detailed in paragraph 136 above the circumstances in which these data were utilized. While we are unable to contemplate any other equally speedy and less objectionable method than the one followed by the Government in this case, we cannot but accept the substance of the criticism made. We think that the formulation of weights on the basis of 300 budgets only, pertaining to a single locality of the town, was an error, although we do not see how it could have been avoided in the beginning. The very importance of the index, however, should have led those responsible for it to expedite the work of compilation of the remaining budgets and to readjust the weights on their basis

at an early date. We cannot see why this work should have been considered less important than other day to day problems, or should have been given up merely because the Government of India contemplated the institution of a uniform series. We deplore the short sighted policy of the administration to utilize whatever statistics are available instead of aiming at getting accurate and adequate statistics for the purpose in view, if not immediately, then as soon as possible.

### **Effect on Index expected to be insignificant**

143. No material has been placed before us to show that the pattern of expenditure in this selected locality was different from that in the whole town, much less to say that it was significantly different. It is implied, however, in this objection that the expenditure on certain items at least was less in this locality than in others. While this may be true, the variations may not be considerable and, in any case, the relative weights may not have changed significantly. Modern statistical theory tells us that of the two factors, price variations affect the Index much more significantly than weight variations do. It has also been proved algebraically that small variations in weight do not materially change the index. *We hope that this defect in the basic material has not changed the relatively in weights significantly. We at the same time suggest that the Government should re-examine the position now, if possible, and put the case beyond all suspicion.* For, it is not only necessary to do justice, but to show that justice is being done. And then, neither war nor disorder can be held today as an excuse for the absence of a long period policy, which can only be based on fuller data and sounder analysis than at present obtain.

### **Labour demand unwarranted**

144. The representatives of labour attached considerable importance to this sole dependance on 1938 inquiry and its weights. They said, "If Labour Office had no other go

but to link the D. F. A. to their 1938-39 report, we ought to have been given a benefit of 50 points right from the very start". Yet they have not even indicated the direction in which the weights for different items would undergo a change had they been based on all the budgets pertaining to the whole town. All that they say is that the expenditures and the weights are "suppressed" for this reason. The "suppression" of expenditure does not necessarily mean significant changes in weights. Besides it does not mean that the Cost of Living Index based on such changes will necessarily be higher than what it is. Obviously, the index would depend on the total changes introduced in the weights. The only item for which labour representatives have even indicated the direction of change is "rent". This item incidentally shows the lowest rise over pre-war level. If, therefore, weights allotted to rent increase on account of a change in base from 300 budgets to the whole sample collected, the index, if anything, will show a decline rather than a rise. The demand of the labour representatives, therefore, for a benefit of 50 points to start with is, to say the least, unwarranted and based on inadequate data.

(v) *Weights not adjusted to prices in  
August, 1939*

145. The present weights were criticized from yet another angle. It was urged that the weights referred to the price-level during September, 1938—January, 1939, whereas the index is calculated on a base different from price-base, an abnormal feature in cost of living indices. In other words, the suggestion was that the expenditure obtained for the period September, 1938 to January, 1939 should have been adjusted to the price-base i.e. August, 1939, before the data were utilized for the preparation of weights. We agree that the present index does not show variations in the cost of maintaining the base period standard of August 1939, but the standard of September, 1938—January, 1939 on August, 1939 as the base. This presumes that the standard of living remained unchanged during the two periods, which may or

may not be correct. To get at the truth, we obtained prices for September, 1938, to January, 1939, from the Labour Office registers and adjusted the weights to the price-base August, 1939. On the basis of the revised weights, we ourselves calculated the interim index. The results are given in table No. 18 in Appendix F and its summary is given below:

TABLE NO. XIV

GROUP INDICES AT KANPUR FOR THE MONTH OF JULY, 1947, AFTER THE ADJUSTMENTS OF WEIGHTS TO PRICE BASE-AUGUST, 1939

Serial number	Groups	Weights adjusted to price base-August, 1939	Indices	Column 4 × column 3	Official weights	Official indices
1	2	3	4	5	6	7
1	Food .. ..	44	464	20,416	42	453
2	Fuel and light .. ..	5	475	2,375	6	490
3	Clothing .. ..	7	341	2,387	8	341
4	House rent .. ..	7	121	847	7	121
5	Miscellaneous .. ..	6	363	2,178	6	357
	Total .. ..	69	409	28,203	69	401

The revised weights give an index for July, 1947, higher by 8 points than the existing index.

(vi) *Expenditure not covered by Index does not introduce error by itself*

146. A more common criticism, however, related to the selection of commodities for the preparation of the Cost of Living Index. Table No. 19 in Appendix F shows average monthly expenditure under detailed heads of a working class

family in 1938 according to the *pro forma* report. A note on the construction and scope of the Kanpur index, published in the first issue of *Kanpur Labour Bulletin*, dated January, 1941, tells us that the Kanpur index covers items which, on the whole, account for 69 per cent. of the total average expenditure of a working class family. The Employers' Association of Northern India pointed out that the Bombay index left only 11 per cent. of the total expenditure out of account. They argued that since the expenditure left out of account at Kanpur was nearly three times that at Bombay, the margin of error in Kanpur index was three times that in the Bombay index. We were surprised at this argument. The "left out" items can occasion a discrepancy or error in a cost of living index only if the movement in their prices is different from that in the prices of the "included" items. The magnitude of the discrepancies can, in no case, depend on the amount of expenditure left out of account.

(vii) *Expenditure covered by Index  
leaves out good many items  
under 'miscellaneous'*

147. We have gone into this figure of 69 per cent. mentioned above somewhat carefully. The spokesman of the Government drew our attention to the fact that the total expenditure of an average family in *pro forma* report included an item of "remittances to home", amounting to Rs.2-8-8 per month (See table No. 19, Appendix 'F'). Obviously, it cannot be considered an item of consumption or a part of the consumption standard of the worker. If it is excluded from the total monthly expenditure the items covered by the cost of living index come to 77 per cent. to the total expenditure. We are also not quite sure whether expenditure on litigation, interest on debt and repayment of debt can also be considered items of regular consumption, denoting the standard of living of the working class. They are no doubt a source of diminution of available resources for current living but not quite a part of consumption structure. According to table No. 19 in Appendix F, these items

accounted in 1938 for a total expenditure of Rs.2-9-8. If they are also excluded from the total expenditure of the family, like "remittances", the items covered by the Kanpur index will account for 89 per cent. of the total expenditure or the entire consumption standard. We are not aware what proportions of expenditure are covered by cost of living indices at Bombay, Ahmedabad, Sholapur and Madras and what items are included in the total expenditure of a family there. While, therefore, we are unable to compare, we must admit that there is a clear advantage in covering as many items of expenditure under the index as possible. A comparison of table No. 19 in Appendix F with the note on the Construction of Index in U. P. *Labour Bulletin*, dated January, 1941, shows that a good many items under the "miscellaneous" head have not been represented in the cost of living index. We consider this to be a genuine weakness of the Kanpur index.

*Error introduced by these omissions*

148. The Employers' Association of Northern India, however, pursued this argument with vigour and supplied us with a number of indices prepared on different basis (see table No. 20 in Appendix F). One of the bases adopted by them included certain items of miscellaneous group not at present covered by the Kanpur index. They added about 18 items under this group and prepared weights for them on the basis of the *pro forma* report. They also supplied price relatives for July, 1947, for these items and prepared a general index after taking them into account. If all these figures are accepted, the Kanpur subsidiary index should work out to 317, as against 368 according to the Labour Office figures. We are unable to accept either all the items included by the Employers' Association or the prices supplied for them. As already explained, we do not consider that items like remittances to home, litigation, interests on debt and debt repayment are items of consumption, which could be truly included in a cost of living index. In regard to certain other items, it is not possible or easy to note variation in prices at different dates, much as about ceremonies, recreation,

conveyance, or travelling. We are also not sure of the prices of these and remaining items included by the Employers' Association in their calculation. As, however, the employers attached considerable importance to the inclusion of a larger list of items under the miscellaneous group, we decided to prepare our own index on that basis. A comparison of items included by various cost of living indices in India (see table No. 22 of Appendix F) shows that the miscellaneous items excluded by the Kanpur index but included by Madras and Bombay indices are medicine, travelling, newspaper, hair oil, education and amusements. We have excluded from this list "newspaper" and "education", because of insignificant expenditure shown against them in table No. 19 of Appendix F, and "amusements" because of difficulty in getting price quotations. To the remaining, we have added intoxicants, charpoi, re-netting, bedding, utensils and umbrella from the list of the Employers' Association of Northern India. The weights for these items have been prepared with the help of information available in table No. 19 of Appendix F. The basic and current prices (for July, 1947) have been obtained from the market. The variation in the expenses on travelling has been shown at the rate given by the Employers' Association. The Index prepared in this way is given in table No. 22 in Appendix F and the results are summarized below :—

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TABLE No. XV

STATEMENT SHOWING EFFECT OF INCLUSION OF MORE ITEMS OF EXPENDITURE ON SUBSIDIARY GROUP INDICES AT KANPUR (FOR JULY 1947)

Serial no.	Groups	Weights on which L. C's index is based	Group indices and cost of living index	Cols. 2 X 3	Weights including more of miscellaneous articles and household requisites	Price relatives group indices and cost of living index	Columns 5 X 6
1	2	3	4	5	6	7	8
1	Food ..	42	407	17,094	42	407	17,074
2	Fuel and light ..	6	427	2,562	6	427	2,562
3	Clothing ..	8	341	2,728	8	341	2,728
4	House rent ..	9	121	847	7	121	841
5	Miscellaneous ..	6	257	2,142	13	323	4,199
6	Household requisites.	..	..	..	3	346	1,038
	All Groups ..	69	368	25,373	79	360	28,468

It shows that the inclusion of these commodities lowers the subsidiary index only by 8 points, from 368 to 360. We think that this figure fairly represents the margin of difference which an inclusion of these items may bring about in the Kanpur index. At the same time, we cannot omit to state that no cost of living index in India at present covers so many items.

(viii) *Allocation of weights faulty*

149. A perusal of table No. 22 in Appendix F, however, shows another real weakness of the Kanpur index. The

number of articles taken into account in the Kanpur index is comparatively much less than those included in other indices, even if miscellaneous group is not taken into account. Thus, the food group in the Kanpur index completely omits green vegetables, and masala-items such as chillies, tamarind, etc., and the clothing group omits coating, shirting, towels, etc. The *pro forma* report on family budget inquiry in 1938 indicates that the expenditure on these items was not insignificant. The note on construction and scope of the index shows that the weight for vegetables and fruits has been allotted to potato, for tea, sweets and milk to ghee, for spices to salt, and for other apparel of man and woman to dhoti and sari respectively. We do not consider this method satisfactory. It is objectionable in principle to allot weights of one item to another, whose price trends are not more or less similar. We are not persuaded that some items of these at least could not have been included separately because of the non-availability of price data and other details. We hope that the inclusion of most of these items will be given prime importance in any future revision of the Kanpur index. We have not been able to measure the magnitude of variation occasioned by the omission of these items, since prices for most of them are not available to us.

(ix) *Base period selected too short*

150. Like other base-period decisions, the base period selected for Kanpur index was also criticized. The representatives of the labour pointed out that the period of one month, taken by the present index, was too short a period to give a stable base and, in any case, ignored seasonal variations in prices. They suggested that the whole of the period from September, 1938 to August, 1939 should have been taken as the base period and that the base prices should have been averaged over this whole period. We are not aware of the reasons which led the Labour Office to base their index on one month's price alone. Perhaps, they took to this course in their anxiety to produce an index immediately. We learn that the Labour Office has maintained a record of prices

for most of the commodities, included in the index, ever since September, 1938. Whatever the reason, we do not think that it was a desirable omission, particularly when prices for a full year in the base period were available in the Labour Office. We regret that the time at our disposal does not allow us to go through these data and to estimate the variation that this change in the base period will cause in the general index.

(x) *Re-adjustment of weights on cereals  
necessitated by rationing*

151. The changing of weights of cereals in Kanpur indices was seriously criticized before us. The original weights for wheat, bejhar, gram and rice in the interim index, according to family budget inquiry 1938, were 29, 6, 3 and 10 respectively. On the introduction of total rationing at Kanpur from May 1, 1945, it became clear that the worker could no longer stick to his base-period consumption of cereals, particularly of wheat and rice which were wholly rationed. In the consequent adjustment of weights, which was forced by external necessities, it was decided to keep the altered pattern as near the base period as was possible under the ration rules. The total weights for cereals were kept unaltered according to this decision. Among these, wheat and rice alone were totally rationed. Therefore, weights for wheat and rice were fixed in accordance with their quantities allowed per family under the rules and the remaining weights were added to those of the remaining commodities in proportion to their existing weights. Subsequently, the employers started their own mill shops, at which they began to supply cereals and a few other commodities at concessional prices. They argued that in so far as the worker was for all practical purposes getting his commodities at these concessional prices they should get the benefit thereof, i.e., in the consequential rise in the cost of living index, on which they were paying dearness allowance. After a considerable discussion between the employers and the Government, it was agreed that the Government might prepare,

side by side with the interim index based on prices in Government ration shops and in the open market, a subsidiary index based on prices current in mill shops, and that in case of such mills as were supplying goods to their workers at those concessional prices, the dearness allowance should be worked out on the basis of subsidiary indices. A stipulation was, however, made that the concessional prices current in mill shops would be given weight only to the extent the goods were actually supplied to mill-workers at those prices, and that the remaining weights would continue to be attached to the open market prices. In accordance with these principles, weights in the "Interim" index fixed for wheat and rice were based on the limits prescribed in respect of them under the existing ration rules. The remaining weights on cereal group in the series were distributed between bejhar and gram in proportion to their base period weights. In the subsidiary index, wheat and rice were assigned weights on the basis of the actual issues made. The *remaining weights* of wheat and rice, arising on account of the difference between the quantities consumed in the base period and the actual offtake, were allotted to the remaining two commodities, gram and bejhar, in the proportion of their base period weights. On the basis of figures received from Employers' Association of Northern India every month, the Labour Office also worked out the proportion in which workers got the remaining two commodities at concessional prices and open market prices. This proportion was then utilized to give weight to mill prices and open market prices with a view to determining the average prices for bejhar and gram for the subsidiary index. We understand that these principles were agreed upon by the employers. We find that the same practice was in vogue at Bombay also. For, there they ascertained from mills or Government ration shops the total quantities of each grain issued to working classes, redistributed their base period requirements of the family in this proportion, and finally compared the current total expenditure on cereals with the base period expenditure on them. The percentage rise in expenditure was

taken as the rise in the cereals group and weighted with the total weights of the group. The re-adjustment of expenditure in the current period according to the proportion of actual quantities of issues of each cereal amounts, in essence, to the re-adjustment of internal weights of cereals group according to actual issues, as is done at Kanpur. The total weights for cereals group remain the same as in the base period in both cases. We are unable to see any serious defect in this part of the procedure, which is common to Kanpur and Bombay.

### **Use of open market prices at Kanpur not objectionable**

152. The Employers' Association of Northern India, however, argued before us that by taking open market prices of gram and bejhar into account, the Labour Office at Kanpur was following a principle not adopted at Bombay, where, we were told, open market prices were not taken into account. The distinction in the two practices was, however, really based on the different types of rationing systems in vogue in the two places. Thus, while at Bombay there was total rationing in respect of all the cereals, at Kanpur there was total rationing in respect of wheat and rice alone, while other commodities could be purchased from open market in addition to those supplied by the ration shops. The cost of living indices at both places aimed at measuring the cost of maintaining the base period standard unchanged, in so far as it was physically possible for the worker to stick to that standard. Since a Bombay worker could not stick to his base period standard in view of the total rationing, the index there naturally took into account the existing fact by keeping total weights for cereals group unchanged and measuring the rise in prices of this group by the rise in the relative expenditures of them. On the other hand, the worker at Kanpur was free, if he had the will, the means and the chance, to purchase as much gram and bejhar as he wanted in addition to the supply made by ration or mill shops; and that

freedom too was limited only in respect of wheat and rice. The Kanpur index, therefore, aimed at giving as much weight to the ration or mill shop prices as was warranted by the supply of cereals from those shops and allowed the rest to open market prices. We have agreed that the active principle involved is the same both at Kanpur and at Bombay. Both take into account the special conditions obtaining in regard to the supply of cereals in their respective centres. Following Bombay principle at Kanpur would mean unduly restricting the "freedom" of the worker in choosing his source of supply of these cereals and would in effect amount to giving more weight to the concessional prices than is warranted by the actual figures of supply.

### **Adjustment of weights suggested by Employers' Association open to objection**

153. While on this subject, we may refer briefly to the different bases adopted by the Employers' Association of Northern India for computing indices in table No. 20 in Appendix F. In tables, headed Part B and C, they have distributed weights between different cereals equally, because the quantity of each cereal obtainable from ration shops was equal. These bases, however, ignore the fact that the worker can, under the rationing rules, supplement his ration of gram and bejhar from outside. Part 'D' table divides existing base period weights on the basis of quantities issued from mill shops and ration shops for each cereal. This again neglects open market prices at which the balance of the quantities could be purchased. We do not agree that the index could be confined to the mill shop and ration shop prices, so long as the worker could, if he chose to, purchase some of these quantities from the open market. We accordingly reject all these bases suggested by the Employers' Association of Northern India as unscientific.

## **Base period weights and hypothetical prices for cereals undesirable**

154. Change of weights allotted to cereals group every month does not, however, strictly conform to economic theory. It is in a sense true that a too frequent ringing of changes in weights is foreign to the conception of a cost of living index inasmuch as it makes the record of changes in the costs of maintaining a fixed standard unreliable. At the same time, while this may be true in theory, it does not solve the problem of preparing the cost of living index in a circumstance when it is most needed, unless the Government is ready with a number of substitute indices. On the other hand, if an index were prepared on the basis of base period weights, when the articles were not available in requisite quantities to the worker, the index would be open to the graver objection of being a merely "nominal" index. A labour representative suggested before us that even the price of wheat could be worked out on a hypothetical basis, allowing the base period parity between wheat and gram on the present price of gram. This would, to our mind, have made the index still more hypothetical and divorced from the existing circumstance. We, therefore, think that the method followed by the Labour Office has been a reasonable concession to reality.

## **Collection of prices or substitution of commodities not faulty**

155. The method of collecting prices by the Labour Office was also subjected to a good deal of criticism. The employers, we understand, remained suspicious of it for a long time. To satisfy themselves they sent their own men with Labour Office investigators and also collected prices independently. They could not, however, point out any loophole in the system of collecting prices followed by the Labour Office. Their main objection then rested against the use of open market prices in case of cereals, fuel, clothing, etc. The Labour Office, we are told, has been consistently

sticking to them so long as it was not proved to their satisfaction that the whole or any determinate part, of base period requirements of the workers was available freely at the control prices. We consider this principle unexceptionable in itself. The representatives of labour, on the other hand, complained that the Labour Office was collecting prices for almost all the commodities without taking note of the groups or qualities, which were changing frequently. The allegation, perhaps, refers mainly to clothing items, for which it was not possible to get prices for the same varieties day after day due to total rationing. We understand that the Labour Office have been collecting prices for saris of Swadeshi Cotton Mills and dhotis of Muir Mills almost throughout this period. Whenever one variety went out of the market, they got in touch both with the mills and the cloth rationing officer and selected another quality, which showed more or less similar variations in price and were found to be in relatively large supply. We understand that the other commodities substituted by the Labour Office during this period were soap and biris. In both these cases, they were guided in their choice by the popularity of the substitutes available to the worker, the availability of base period prices for them and the similarity of movement in prices of the two varieties. In all these cases, the fact of substitution, we are told, was invariably mentioned in footnotes. No specific instances of improper selection were brought to our notice. We cannot, therefore, find any fault with the system of the collection of prices, or that of the substitution of commodities by the Labour Office.

### **Rent Index not improperly prepared**

156. The representatives of labour complained before us about the rent index. Their criticism mainly centred round an inquiry conducted by the Labour Office in 1943 to ascertain the rise in rents in Kanpur. The inquiry aimed at getting both 1939 and current rents, along with details of structural alterations and additions, if any, in the building during this period. The inquiry showed that, on an average,



rents had risen by 21 per cent. The Labour Office accordingly raised the house-rent index by that amount. The labour representatives protested that the rent paid in 1939 for the same building could not be ascertained by this method, because the information supplied could only be on the basis of memory. They suggested that the average rent, according to this inquiry showed a rise of 71 per cent. over the average rent expenditure in 1938, and that, therefore, a 71 per cent. rise should have been given in the rent index in 1944. They argued further that a 25 per cent. increase in rent had been sanctioned since then and, therefore, a further allowance of 25 per cent. should be made. On the whole, we think that the procedure adopted by the Labour Office is more scientific and accurate. The average rent ascertained in 1938 inquiry cannot be considered quite comparable with that ascertained in 1943 inquiry, simply because the standard of housing to which each of these relates, may have changed during this period. On the other hand, failure of memory in giving correct rents for 1938 cannot lead to cumulative errors in any particular direction. Since an index cannot change the basic standard, we think that the Labour Office method is more justifiable than the one suggested by labour representatives. A rise of 25 per cent. has, however, taken place recently, from April 1, 1947. We understand that the Labour Office has undertaken another inquiry to ascertain any further rise in rents.\* Considering the practice followed in Bombay and other places, where rent index is still shown at 100 only, we consider the attempts made by the Labour Office to bring rent index into line with the rise in rents satisfactory.

### **Prices of other commodities not faulty**

157. Labour representatives also complained that the barber and washing charges had been allowed to remain constant. The Labour Office refuted this charge and a perusal of indices bears them out. The labour side further

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\*Since the above was written the results of the inquiry are known and the index of rent at Kanpur now stands at 197.

complained that kerosene, soap, sugar and firewood were still shown at control prices, whereas they were not freely available in the market. We cannot accept this statement in respect of kerosene and sugar since both of them were being rationed. Besides, sugar is no more rationed and the argument has, therefore, lost its importance in respect of it. The qualities of soap and firewood included in the index were, we understand, changed whenever the original varieties were found to be unobtainable.

### Kanpur Index Vs. Bombay Index

158. Finally, the Employers' Association of Northern India drew our pointed attention to the Bombay Cost of Living Index, which stood much lower than the Kanpur Index. They argued that the very size of the difference indicated that there was something wrong with the Kanpur Index. We have already examined this point from a theoretical stand-point in paragraph 139 above. Since, however, the misapprehensions on this score are shared by a large section of the public, we thought it necessary to analyse the differences in the two indices in greater detail. We have done so in table No. 23 in Appendix F and the results are summarized below:—

TABLE No. XVI

STATEMENT SHOWING A COMPARISON OF BOMBAY GROUP INDICES AND THE KANPUR INDICES FOR JULY, 1947 WITH THEIR RESPECTIVE AND INTER-CHANGED WEIGHTS

Serial number	Groups	Bombay weights (a)	Bombay price relatives with Bombay weights (a)	Kanpur price relatives with Bombay weights (b)	Kanpur weights	Bombay price relatives with Kanpur weights (c)	Kanpur price relatives with Kanpur weights (d)
1	2	3	4	5	6	7	8
1	Food ..	52·8	361	417	60·9	416	453
2	Fuel and Light ..	7·9	246	492	8·7	225	488
3	Clothing ..	9·0	267	286	11·6	285	341
4	House-rent ..	14·6	100	121	10·1	100	121
5	Miscellaneous ..	15·7	260	322	8·7	360	357
	All groups ..	100·0	291	353	100·0	348	401

The table shows relative indices for (a) a Bombay family (with its own standard) at Bombay (prices); (b) a Bombay family (with its own standard) at Kanpur (prices); (c) a Kanpur family (with its own standard) at Bombay (prices); and (d) a Kanpur family (with its own standard) at Kanpur (prices).

The total difference in the Kanpur index (d) and the Bombay Index (a) is, of the order of 110\* points. Of this, prices alone account roughly for a difference of 62\* points [see (a) and (b)], while weights alone account roughly for that of 57\* points see (c) and (d). The total difference, thus, is occasioned more or less equally by weights and prices. In other words, not only have the prices at Kanpur risen more than those at Bombay, but even the pattern of expenditure, indicated by weights at Kanpur, is of a inferior type to that of Bombay, showing greater dependence on food items. The two factors combined produce the divergence noticed in the indices of the two places.

## Summary

159. To sum up, the criticism of the Kanpur cost of living indices can be considered in two broad groups according as it (1) relates to basic decisions in the base period, or (2) deals with subsequent amendments and to continuation of series. The second group touches such items as re-adjustment of weights in cereals group, collection of prices, use of open market and control prices, substitution of qualities, increase in rents etc. We consider much of the criticism on these subjects to be untenable. The discontinuance of total rationing in the country will, in any case, take away whatever force there was in this criticism. The first group of criticism touches such items as the representativeness of family budget inquiry, or of the data utilized for weights, accuracy of weights, their comprehensiveness, allocation of expenditures on items, base period prices etc. The criticism on these points appears,

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\*These points of increase have been worked out on different bases and, therefore, do not tally.

on the whole, to be justifiable, though not all of equal import from the point of view of the accuracy of indices. Thus, a good deal of it concerned itself with inaccuracy in weights, which, it is universally accepted, does not affect indices to the same extent as inaccuracy in prices. We tried to measure the effect of these inaccuracies on the cost of living indices. We succeeded in doing so only in two cases, namely, the readjustment of weights to the base period prices, and the inclusion of more items in the list with a view to making it more comprehensive. We found that the former raises the index by about 8 points, while the latter lowers it to an almost equal degree. We have no reason to suppose that errors introduced by other defects are not of a similar compensating nature. In any case, we have no means to assess their effects. We, therefore, conclude that the present index is a "fair" estimate of the rise in the cost of living at Kanpur. This does not mean, however, that we ignore other discrepancies. Some of these, as we have already pointed out, are of considerable importance. Only we are unable to evaluate their true significance. At the same time, we do not expect the prices to stabilize in the near future. By inference, it may not be possible to substitute the present index by any other for a sufficiently long time to come. *We, therefore, recommend that the present index should be re-examined in the light of materials already available in the Labour Office and an attempt made as soon as possible to reconstruct it on a more satisfactory basis.* We are satisfied that enough material exists to warrant such reconsideration. We hope that this will also provide an opportunity to remove other minor defects of the index. We are convinced that this step is necessary if the index is to enjoy a fuller confidence of the two parties than at present obtains.

## CHAPTER VI

### DEARNESS ALLOWANCE

#### **The principles of dearness allowance and its essentials**

160. Wages are not a static, fixed entity, but a dynamic proportion. The total wages bill of a country may change as also the average earnings per head in a given period. The tempo and the direction may be different according as the working population changes in number and efficiency. Wages may also be understood to change relatively to the total output or to the national income. In addition, there are movements in wage-rates and in earnings. Such wage changes are important either from the point of view of long-term distribution of income between factors, categories and classes, or from that of actual distribution of income between individuals and increase in their efficiency. But the immediate and urgent fluctuations in wages are occasioned when changes in the value of money wages, i.e. in their purchasing power over goods, take place, as they did in the United Provinces and in India during the War and are continuing to do so. In other words, the changes that affect most are the changes between money wages and real wages. Payment of dearness allowance in addition to wages is a correction usually adopted to neutralize fall in the value of money.

161. The need for such adjustments is all the greater, when changes in the value of money are both frequent and large, as during the periods of rising and falling prices. The principle behind the payment has been accepted all over the world, including India, where it has been widely adopted since 1940. We have ourselves accepted it and, for that reason, based our estimates in regard to minimum and other standardized levels on the pre-war level of prices. A just and fair com-

pensation under the scheme, however, envisages (1) accurate measurement of changes in the value of money, or, in other words, of the rise in the level of prices and (2) adjustment of payments to the rise in prices. We have examined in Chapter V the mechanism adopted in our Province for the measurement of rise in prices and we have come to the conclusion that although the present cost of living index is not based on unquestionable premises and should, for that reason, be reconstructed, the series, as far as it can be judged with the material at our disposal, gives more or less a fair and just measurement of the rise in prices at Kanpur. We have used Kanpur indices as the basis of our scheme and our recommendations for the entire Province partly because they are the only figures available for industrial labour in the Province and partly because the rise shown by them is more or less midway between the rise shown by the Indices for low-paid Government servants at Banaras and Meerut (*see* tables Nos. 24 (c), (e) and (f), in Appendix F). In addition, it is well known that all awards in regard to the dearness allowance to be paid to industrial labour have been made more or less on the basis of Kanpur figures. We, therefore, proceed now to address ourselves to the second essential of the scheme, namely, to a proper adjustment of dearness allowance to the Kanpur indices.

#### **Present position : number of Factories covered**

162. It is necessary for us to take into account the present position in respect of dearness allowance in force in the Province as also the way they have progressed since the general rise in prices started in 1939. We, therefore, give below the salient points which a brief objective study of the subject has brought out. The following table shows the number of factories covered by dearness allowance schemes in various years:—

TABLE No. XVII

## DISTRIBUTION OF FACTORIES PAYING DEARNESS ALLOWANCE IN THE UNITED PROVINCES IN DIFFERENT YEARS

Years	1940	1941	1942	1943	1944	1945	1946	1947	Total number of registered factories in 1947
Maximum Interim Cost of Living Index during the year.	113	150	224	353	332	320	351	410	
Industries	Number of factories paying dearness allowance								
1. Cotton Textile	12	13	14	15	23	23	24	28	30
2. Leather ..	..	2	2	15	15	15	15	15	25
3. Jute ..	2	2	2	2	2	3	3	3	3
4. Sugar ..	2	2	2	2	17	17	17	17	94
5. Oil ..	8	8	8	8	8	8	8	8	135
6. Electricity and Engineering.	..	2	2	6	6	6	6	6	89
7. Hosiery ..	..	..	..	..	1	1	1	3	6
8. Glass ..	..	..	1	1	1	2	3	3	98
All Industries ..	24	29	31	49	73	75	77	83	483

NOTE—It is understood that the following additional factories are paying dearness allowance, although their total number is not known:—

Two woollen mills at Kanpur, all leather factories in Kanpur besides 15 already included, and 3 at Agra; a few sugar factories like Daurala sugar factory; all Electricity concerns, almost all Waterworks, and a few private engineering concerns; Kanpur Dyeing and Printing Co. Ltd., Hosiery Mills at Agra, Allahabad and Banaras; Messrs. Capital Glass Works Ltd., Shahibabad (Ghaziabad).

The table is not as complete as we would have liked it to be, particularly in regard to (a) sugar industry where the present system is to pay consolidated wages and (b) electrical and general engineering industry (*vide* footnote). The proportion of factories paying dearness allowance cannot be considered satisfactory; it is only 17 per cent. according to the table. The number of factories for which information is not available cannot be very large. Even of this 17 per cent. or a little more, nearly half started paying dearness allowance after 1943, when the Cost of Living Index had already crossed

300 marks. The rest of the factories did not grant any dearness allowance to their employees or did so by raising basic wages. We have no information about the corresponding percentage of workers covered by these schemes. The number of workers getting the dearness allowance must be substantially higher for the table includes a higher proportion of factories in the case of more important industries and relatively large factories in all industries. Thus 28 out of 30 cotton factories, all the three jute factories, and 3 out of 9 hosiery factories are granting dearness allowance. In leather, 15 out of 25 have such schemes in force. On the other hand, it is clear that very few sugar, oil and glass factories are granting dearness allowance as such to their workers.

### **Systems in force**

163. The systems in force show several types of arrangements. All possible combinations of the three essential factors, namely, earnings, attendance, and rise in the cost of living index, seem to be in vogue. Thus, on the one hand, there are schemes which take only one factor into account such as a rate per rupee, or a rate per day, or a rate per point of increase in the index, on the other, there are schemes which take all the factors into account, such as a rate per rupee per day per point of increase. Of the first type, the rate per rupee is the most common arrangement and was the first to be introduced. It covered all textile mills and oil mills at Kanpur and was the only arrangement in force until 1943. While this arrangement continues to exist in many cases even now, the immense rise in the cost of living index in 1943 (the maximum figure rose from 224 in 1942 to 353 in 1943) forced a number of employers to link this arrangement to a rise in the index and then to a combination of this arrangement with a rate per point of increase in the index over 200 marks. The combined scheme applied to all textile mills at Kanpur, to 15 leather factories, 2 jute factories and a few others. Oil mills, however, preferred to follow a simpler system and merely linked their existing arrangements with the rise in the cost of living indices. Rolling mills at Kanpur



also joined the latter system in 1943. At the same time, other schemes also came in force and continued to exist. The following table summarizes the position in brief, as far as it is known :

TABLE No. XVIII

STATEMENT SHOWING SYSTEMS OF GRANTING DEARNESS ALLOWANCE DURING 1947 BY VARIOUS INDUSTRIES

Systems of granting dearness allowance							
Industry	Rate per rupee plus a sliding scale per day per point of increase in different slabs of indices		A sliding scale per rupee for different slabs of indices	Rate per rupee of earning	Rate per day worked	Fixed rate	Total
	With a minimum	Without a minimum					
1	2	3	4	5	6	7	8
			Number of factories				
1. Textile ..	12	1	5	1	..	..	19
2. Leather	15	..	..	..	..	..	15
3. Jute ..	3	..	..	..	..	..	3
4. Sugar ..	..	..	..	16	..	1	17
5. Oil ..	..	..	8	..	..	..	8
6. Electricity and Engineering.	1	..	6	..	..	..	7
7. Hosiery..	1	..	2	..	..	..	3
8. Chemicals	1	..	..	2	..	..	3
9. Glass ..	..	..	..	1	1	1	3
Total ..	33	1	21	20	1	2	78

## **Increases in Dearness Allowance granted**

164. Naturally, in most cases, increases granted tended to rise with the rise in the cost of living indices. Table No. 25 in Appendix F shows the percentage increases granted by various industries and factories in different years for five categories of workers described by their level of earnings. The following tables extracted therefrom give the information in respect of the lowest, the medium and the highest categories of workers included in that table, namely, those earning Rs.10 per month, Rs.20 per month and Rs.50 per month in the pre-war period:—



**TABLE No. XIX(a)**  
**STATEMENT SHOWING EXTENT OF DEARNESS ALLOWANCE GRANTED**  
**BY VARIOUS INDUSTRIES SHOWN AS PERCENTAGE OVER BASIC**  
**WAGE**

Wage level		Rs. 10									
Average general Cost of Living Index	111	123	181	274	338	314	308	329	378		
Average Subsidiary Cost of Living Index	..	..	..	..	305	280	266	300	344		
Years	1940	1941	1942	1943*	1943†	1944	1945	1946	1947		
1. Textile	12½	25	12½-81	12½-173	12½-305	12½-257	31-231	31-295	31-379		
2. Leather	..	25	81	173	223-305	190-257	171-231	217-295	275-379		
3. Jute	..	25	81	181	223	190	138-171	184-217	260-287		
4. Sugar	28	28	28	28	28	50-60	50-60	50-60	50-60		
5. Oil ..	12½	12½	19	88	113	88	88	100	138		
6. Electricity and engineering.	..	25	25	63	56-218	44-184	44-165	50-211	69-271		
7. Hosiery	..	..	..	..	..	261	234	298	94-379		
8. Chemicals	..	..	..	..	..	63-184	63-105	100-217	100-276		
9. Glass	..	..	25	63	63	63-184	63-105	63-163	63-163		

\* January to June.  
† July to December.

TABLE No. XIX(b)

Wage Level		Rs. 20							
Average General Cost of Living Index	111	123	101	274	338	314	303	329	378
Average Subsidiary Cost of Living Index	..	..	..	..	305	280	266	300	344
Years	1940	1941	1942	1943*	1943**	1944	1945	1946	1947
1. Textile	98	19	12½-40	12½-87	12½-152	12½-129	25-115	25-148	25-189
2. Leather	..	19½	40	87	112-152	95-129	85-115	108-148	138-189
3. Jute	..	19	40	91	112	95	69-85	92-108	130-144
4. Sugar	23	23	23	23	23	30-50	30-50	30-50	30-50
5. Oil	98	98	15	69	94	69	69	81	119
6. Electricity and Engineering.	..	19	19	47	41-125	34-108	34-99	38-122	47-152
7. Hosiery	..	..	..	..	..	131	117	148	88-189
8. Chemical	..	..	..	..	..	..	..	75-108	75-138
9. Glass	..	..	25	63	.. 63	.. 63	63-75	63-81	63-81

\*January to June.

\*\*July to December.

TABLE NO. XIX(c)

Wage Level		Rs. 50									
Average General Cost of Living Index	111	123	181	274	338	314	308	329	378		
Average Subsidiary Cost of Living Index	..	..	..	..	305	280	266	300	344		
Years	1940	1941	1942	1943*	1943†	1944	1945	1946	1947		
1. Textile	3½	12½	6½-25	6½-38	6½-65	6½-94	16-94	16-106	16-144		
2. Leather	..	12½	25	38	53-65	47-55	43-50	52-53	64-80		
3. Jute	3½	12½	25	45	53	47	36-43	46-52	61-66		
4. Sugar	14	14	14	14	14	18-37½	18-37½	18-37½	18-37½		
5. Oil	6½	6½	12½	47	59	47	47	53	72		
6. Electricity and Engineering.	..	9½	9½	28	31-75	25-68	25-64	28-73	38-85		
7. Hosiery	..	..	..	..	..	55	50	63	69-80		
8. Chemicals	..	..	..	..	..	N. A.	N. A.	50-52	50-64		
9. Glass	..	..	25	63	63	63-68	63-64	30-63	3-63		

†July to December.

\*January to June.

N. A. means 'not available'.

*(i) In different wage categories*

On the whole, the increases granted to lower wage levels are higher than those granted to higher wage levels. This is as it should be. In the lowest wage level the maximum increases granted in textile industry in different years are more or less on a level with the total rise in the cost of living indices in those years. This again is a satisfactory feature. In some cases, indeed, the increases granted are slightly more than the rise in the subsidiary cost of living indices. But side by side with these maximum rates, other rates are also in force which are comparatively very low. Thus, the table reveals that there were factories in textile industry which are paying only 31 per cent. increase in earnings in 1945, 1946 and 1947, when the rise in the cost of living indices varied from 166 per cent. to 244 per cent. The increases granted to those drawing Rs.20 and Rs.50 per month were very much lower and in no case more than 189 per cent. and 144 per cent. respectively in 1947, when the subsidiary cost of living index showed a rise of 244 per cent. In the same year, the increases granted by certain factories to persons drawing Rs.20 and Rs.50 per month were as low as 25 per cent. and 16 per cent. respectively.

*(ii) In different centres and industries*

165. This table also shows variation from industry to industry. In no case, the increases granted were more than those in the textile industry, while only two other industries, namely, leather and hosiery showed equal increases in the case of the lowest wage group. Sugar\* and oil industries seem to be paying lowest increases, which in the former case, was not more than 60 per cent. and in the latter case, not more than 138 per cent in any factory in 1947. Thus, even in the lowest wage group in the industries, increases granted sometimes were only 25 per cent. of the total rise in the cost of living index in the year, 1947. Looking at table No. 25

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\*Since the beginning of 1947, sugar industry is paying consolidated wage, which includes dearness allowance.

in Appendix F from a slightly different angle, one finds that the increases granted were, on the whole, the highest at Kanpur. Other centres invariably granted lower rates which varied from 63 per cent. in case of the lowest wage category in the glass industry at Bahjoi to 260 per cent. in case of the corresponding level in the jute textile industry at Sahjanwa. The figures in the table do not disclose any marked difference in western and eastern towns. The practice appears to have been to prescribe a lower rate than the corresponding rate at Kanpur in the industry concerned. In this connection we observed during our investigations that different scales in various industries at Kanpur led the way to different scales in other localities, and further that every industry outside Kanpur was paying a dearness allowance lesser than that for the same industry at Kanpur irrespective of the dearness allowance paid by other industries in the same locality. The existence of a number of scales at Kanpur has thus led to different scales in every other industrial centre. This has brought about a confusion in the payment of dearness allowance in the Province.

### Their general inadequacy

166. The following table sums up the position, as it existed in 1947, from the point of view of adequacy of increases granted:—

TABLE No. XX

DISTRIBUTION OF FACTORIES ACCORDING TO PERCENTAGE INCREASES GRANTED IN DIFFERENT WAGE CATEGORIES IN THE FORM OF DEARNESS ALLOWANCE IN 1947.

Wage categories	Rs. 10	Rs. 20	Rs. 30	Rs. 40	Rs. 50
Percentage increases—					
Below 50 per cent.	1	6	22	24	24
50—100 .. ..	23	24	34	48	48
100—150 .. ..	14	26	21	5	5
150—200 .. ..	6	20	..	..	..
200—250 .. ..	..	..	..	..	..
250—300 .. ..	18	..	..	..	..
300—350 .. ..	..	..	..	..	..
350—400 .. ..	15	..	..	..	..

The highest increases given in 1947 in the wage categories of Rs.30, Rs.40 and Rs.50 per month were under 150 per cent., while the corresponding maximum increases in the wage category of Rs.20 per month were under 200 per cent. Even in the lowest wage group of Rs.10 per month, 44 factories were paying increases less than 200 per cent. Only 18 factories granted increases between 200 per cent. and 300 per cent. and another 15 factories between 350 per cent. and 400 per cent. Thus, a cent per cent. rise corresponding to the rise in the cost of living index appears to have been confined to the lowest wage group and even in their case to 15 factories only in the whole Province. This can by no means be regarded as a satisfactory position.

### **Need for Unification**

167. On the whole, thus, the position in regard to dearness allowance granted is not much different from what we have noticed in the case of basic wages. No one industry or centre, or even wage category can claim a uniform system in regard to dearness allowance granted. While certain factories have granted to their lowest wage groups, increases commensurate with the rise in the cost of living indices, their number is very few and a great majority continue to give inadequate dearness allowance. The five years of war and the three subsequent years of equally high prices have, as it were, failed to convince the employers about the need for uniformity either in regard to the form the dearness allowance should take, or in regard to the extent to which the workers should be compensated. We will not go here into reasons which are in the main responsible for this diversity in the systems prevalent. We understand that the Government machinery itself, through its conciliation and adjudication awards in different industrial disputes, have played an important role in adding to it. Whatever the facts, there is no reason why this confusion should be allowed to continue in spite of the unpleasant experience gained by the Province in the working of different systems. We trust that the



industries as well as the units will, themselves welcome uniformity in the systems applicable. We have, therefore, decided to recommend a new arrangement, which would replace all existing arrangements.

### **The new arrangement**

168. For this new arrangement, we regard (1) simplicity of operation and (2) automatic adjustment with the variations in the cost of living index as the two most important essentials. We have, therefore, ruled (i) a rate per rupee, (ii) a rate per day and (iii) a flat rate method almost out of court, since none of them takes into account variations in the cost of living index. We have similarly rejected slab system either in earnings or in the rise in cost of living index, as both of them are complicated and difficult to understand and operate. The three common types at present (*see* table No. XVIII, columns 3, 5 and 6) are all based on a rate per rupee system with or without a combination with a rate per point or increase in the index. A combination like coalition, is always a half-way house to confusion. Apart from this, a rate per rupee system usually provides an equal percentage of compensation for all wage levels, which ignores marginal value of money. In other words, lower income groups need greater compensation. A rate per rupee system does not ensure this unless it lays down different rates for different slabs of income, again a complicated arrangement. We have, for these reasons, not found it possible to favour any one of the existing arrangements. We consider a flat rate per day per point of increase in the Index to be the best system easy to understand and equally easy to operate. We have been fortified in this by the adjudication awards in Bombay and the Central Provinces, where a rate per day per point of increase has been recommended.

### **Industrial units divided into 3 categories for purposes of dearness allowance**

169. While making our proposals in regard to fixation of minimum wages, we decided for several reasons to enforce

the same uniform rate in all industries and factories in all industrial centres in the Province. In ignoring the fact of different levels of wages existing in many industries and centres, we were mainly actuated by our desire to secure at least a level of nutrition as the ground of "subsistence plus" standard of minimum living wage, particularly at this time of prosperity. At the same time, in raising human standards the need for gradual economic adjustments can never be over-emphasized. Abrupt and marked variations in the purchasing power can, under certain conditions, give indirect help to inflationary or deflationary tendencies. At the present time, when we are already suffering from inflationary tendencies, any additional momentum to them through a sudden and violent rise in wages cannot be welcome. In emphasizing importance of this principle, some economists have even recommended a certain period over which the basic wages can be slowly brought up to the optimum level by small annual increments. We ourselves were induced to fix a relatively high minimum basic wage mainly by our present day context when consolidated wages are universally much higher. The same consideration points to the necessity of changing consolidated wages in different industries and centres gradually towards a uniform level. With a minimum wage uniform, this can only be done by providing for a different rate of dearness allowance in cases where different wage levels exist. We have accordingly decided to provide for such variations. Our experience of the conditions ruling in different centres and industries, gained during the inquiry, has led us to the conclusion that the *industrial units in the Province can be conveniently put into the following three categories for the purposes of granting dearness allowance:—*

*Category A*—Cotton Textile Mills in Kanpur and Lucknow (including combined cotton and hosiery mills), Woollen Mills at Kanpur, Messrs. Cooper Allen & Co., Kanpur and firms manufacturing vegetable ghee in the Province.

*Category B*—Cotton Textile Mills, outside Kanpur and Lucknow, the J. K. Iron and Steel Co. Ltd., Kanpur, Messrs. the Kanpur Tannery, all units engaged in jute, sugar, oil and glass industries, and Electric Supply Companies at Lucknow, Allahabad, Banaras and Bareilly (Kanpur Electric Supply Corporation has not been taken into consideration as it is now a Government concern).

*Category C*—All other units and industries (including hosieries not paying at present the textile scale). Also all Non-Factory and Commercial Establishments, excluding Banks in whose case the dearness allowance as fixed by G. O. No. 1990 (L)/XVIII—435(L)-46, dated March 15, 1947, will stand.

### **Neutralization Standard**

170. An important point in fixing dearness allowance rates is the degree of neutralization that is sought to be brought about in the rise of cost of living indices. A cent per cent. rise is usually considered undesirable, since a universal application of this principle to all wage levels is likely to lead to a vicious circle of rise in wages forcing a rise in prices which, in turn, forces a rise in wages again so long as prices are not controlled and investment is not regulated. It will help nobody and drive the community towards breakdown. This need not, however, be the case even in the uncontrolled economy of the country, if the principle is applied to a few classes of wage earners only and with proper safeguards. The period of War, however, witnessed the propagation of the extraordinary idea that no class or community should be fully neutralized for losses due to rise in prices and that all must make sacrifices towards the common goal of winning the War. While some adjudicators and inquiry committees accepted this principle and suggested reductions even in case of subsistence levels, important committees such as the Rau Court of Inquiry, the Rajadhyaksha award in the case of Postal Employees, and the Central Pay Commission stood

for full neutralization in the cases of wages at or below the subsistence level. In regard to the degree of neutralization, the common practice in the Bombay Presidency during the last war was to allow for 76 per cent. to 80 per cent. neutralization in the rise of prices. The Ahmedabad Textile remained, however, an exception until 1945 and allowed for 96 per cent. neutralization. Since then, it has also fallen in line with the Bombay Textile Industry. In their latest award, given in February, 1948, the Bombay Industrial Court has allowed for 90 per cent. neutralization at the enhanced minimum level of wages.

### **Peculiar conditions in the Province**

171. We generally agree with these standards and the principles underlying them as we have recommended the same minimum living wage for the United Provinces as in the textile industry in Bombay, we would be justified in recommending the neutralization equal to 90 per cent. at the minimum living wage level fixed by us. We are, however, unable to ignore a factor peculiar to the United Provinces. We refer here to the proportionately high rise in the cost of living index at Kanpur in comparison to that at other industrial centres in the country. Thus, the Kanpur index in July, 1947, showed a rise of 301 per cent. or 110 points above that in the Bombay Cost of Living Index (191 per cent.). The representatives of the Employers' Association of Northern India argued before us that although they were giving only 74 per cent. neutralization as against 76 per cent. of the Bombay Textile Industry, the actual amount paid by them amounted to Rs.48-7-0 in July, 1947, on basic wages of Rs.20 per month as against Rs.41 paid by the Bombay Industry. Be it remembered, however, that the average pre-war wage in Bombay was considerably higher than at Kanpur, and also that during the War, Bombay has had a flat rate of dearness allowance for all wage levels.

### Three rates recommended

172. At the same time the Bombay neutralization standard, if applied to Kanpur or in the Province, will, in fact, make consolidated wages at Kanpur and in the Province substantially higher than those at Bombay, a position which will put the Provincial industry at a serious competitive disadvantage. *We, therefore, recommend a monthly rate of 3 annas per point of increase over pre-war cost of living index for 'A' category of units, 2½ annas for 'B' category and 2 annas for 'C' category. These monthly rates will be converted into daily rates for actual payments on the basis of 26 days a month and/or 13 days a fortnight for piece-workers as well as time-workers—daily or monthly rated.* The average cost of living index at Kanpur for 1947 was 344. At this figure, 'A' class units will have to pay Rs.45-12-0, 'B' class Rs.38-2-0 and 'C' class Rs.30-8-0 per month. At the minimum wage level, now fixed by us, these rates of daily allowance will mean an average neutralization to the extent of 63 per cent., 52 per cent. and 42 per cent. in case of A, B and C categories respectively. They will, however, by themselves give a full neutralization to monthly basic wages of Rs.18-12-0, Rs.15-10-0 and Rs.12-8-0 respectively. How these rates of wages compare with basic wage levels in the Province will be clear from the following statement:—

TABLE No. XXI

NUMBER OF OCCUPATIONS IN VARIOUS INDUSTRIES WHICH WILL HAVE FULL NEUTRALIZATION AT RECOMMENDED SCALES OF DEARNESS ALLOWANCE

Industry	Name of the factories or their location	Total number of occupations	Cases of cent per cent neutralization
<i>'A' Category—</i>			
1. Textile ..	Mills at Kanpur ..	33	25
	Mills at Lucknow ..	31	27
2. Leather ..	Cooper Allen and Co., Kanpur	85	30
<i>'B' Category—</i>			
3. Leather ..	Kanpur Tanneries, Kanpur ..	32	28
4. Jute ..	J. K. Jute Mills, Kanpur ..	42	19
	Maheshwari Devi Jute Mills ..	22	18
	Mahabir Jute Mills ..	29	27
5. Iron and steel ..	J. K. Iron and Steel Co. Ltd., Kanpur.	33	11
<i>'C' Category—</i>			
6. Oil ..	Mills at Kanpur ..	19	5
7. Hosiery ..	Misra and Pucca Hosiery ..	19	6

The statement is based on figures supplied by the Employers' Association of Northern India, Kanpur. It shows that the occupations in which our rates of dearness allowance will give cent per cent. neutralization are not less than 25 per cent. of the total in any industry. In many cases, the percentage is appreciably higher, and in some cases it goes as high as over 90 per cent. In other words, our rates will provide cent per cent. neutralization on pre-war levels of wages to a fairly good number of occupations in most of the industries. Our rate for textile industry is only slightly lower than the Bombay rate, which, according to the latest award, is 4 annas 1·4 pies per month per point of increase. And if our consolidated wages (minimum wage plus dearness allowance) are taken into account, very few occupations, if any, will be left, which will not get a cent per cent. neutralization on their pre-war levels of wages. Indeed, we think that the earnings of a large proportion of workers will also give them a slight

margin over the real wages of the pre-war period. This is in accordance with the principle which has guided us in our recommendations, namely, the "subsistence plus" level for standard of living as the basis of the minimum living wage.

### **Safeguard against alleged 'go slow' movement**

173. Almost all the representatives of the employers who appeared before us, complained against what they called a deliberate "go slow" tendency on the part of workers. They were also more or less unanimous about the cause. Thus, they pointed out that since the amount of dearness allowance is calculated in two parts and the part which at present gives a greater and more substantial amount is computed at a rate per point of increase in the cost of living index, without any regard for earnings or for efficiency in production, the worker is more and more inclined towards showing his attendance, and does not mind so much actually working and increasing the production with a view to getting a higher basic wage. The representatives of the workers, however, did not accept this contention. In main, their line of argument was that if there is any fall in the rate of efficiency, which is not due to fatigue brought about by hectic war production, it is due to defects in the machinery, or supply of inferior raw materials, or changes introduced in the line of production, or unsatisfactory working conditions or unreasonable attitude adopted by mill officers. The argument of the employers naturally applies to piece-workers only, since time-workers are always paid without any reference to the amount of production turned out by them. Whatever the truth about piece-raters, we consider this development, if it has actually taken place, not quite unnatural, for the present system is open to abuse. We think it desirable for this reason to introduce some corrective, whereby production even in the case of piece-workers will not suffer merely because the rate of dearness allowance does not take into account the amount of production or earnings. We think, the easiest

way to do it will be to link the dearness allowance admissible under the recommended rates to a *standard earning*, indicative of normal production, for the piece-rate occupations under consideration. Thus, for each such occupation, the amount of dearness allowance admissible to it will be turned into a rate per rupee on the basis of the average earnings for a standard production on the basis of our fall-back minima for different categories of skill, and the rate per rupee will then be applied to piece-workers covered by that occupation in accordance with their individual monthly earnings. The process involved will be as follows:—

$$\frac{\text{Rate per point}}{\text{Standard Earning}} = \text{Rate per rupee per point of increase.}$$

The actual computation involved in working out dearness allowance admissible in each case will be as follows:—

$$\frac{\text{Rate per point}}{\text{Standard Earning}} \times \frac{\text{Points of Increase in Cost of Living Index}}{\text{or}} \times \text{Individual Earning.}$$

$$\frac{\text{Total dearness allowance for the wage period}}{\text{Standard earning}} \times \text{Individual Earning.}$$

Obviously this formula can be fairly applied only to those cases, in which standard production and standard earnings are not a debatable point between the workers and the employers. Since we have fixed these for weaving sheds in cotton textile mills, in Chapter IV of this Report, *we recommend that the formula may for the present be applied to piece-workers of the weaving department of all cotton textile mills. Its application may be extended to other occupations in the textile industry, and to other industries where piece-work is carried on if the employer concerned secures the consent of the workers through Works Committees, Production Committees or Trade Unions or obtains the approval of the prescribed authority.*

### **Consolidation of Dearness Allowance with basic wages**

174. We have to consider the state at which the dearness allowance may be integrated with, or absorbed in, the basic



wages. In paragraph 80 (of Chapter III) above, we have mentioned the disadvantage of fixing basic wages with reference to pre-war level of prices. If the prices do not go down to the pre-war level, some of the workers may suffer inasmuch as their wages will continue to be in two parts, i.e. basic wages plus dearness allowance, the latter continuing to fluctuate even though variations in the cost of living indices may be small and compensatory. We consider it desirable to confine the scope of dearness allowance only to periods of abnormal rise and would not advocate its continuation during periods of stable prices, when they may cause inconvenience to many and gain to none. *We, therefore, recommend that if and when prices become stable and the cost of living index variations does not exceed fifteen points within a period of one year, the dearness allowance granted at those rates may be integrated with, i.e. absorbed in the basic wages.*

**Same rates for ministerial cadre  
and contract labour**

175. Our rate for dearness allowance for each category of units will apply to all employees of these units including employees of ministerial cadre, watch and ward, sweepers, malies, peons, etc. This should also apply to all labour employed through contractors.

## CHAPTER VII

### BONUS

#### **Adjustments due to new relationship between Capital and Labour**

176. We have dealt with adjustments necessitated in wages by changing values of money. We now turn to another type of adjustments, namely, those arising out of a new or desired relationship between Capital and Labour. Wages, in one sense, are a return or compensation to labour for the work or toil performed or undertaken; in another, they are labour's share of the total utility added to a product by the factors of production jointly engaged in the process. Labour's share in the total utility may vary either because its relative value as a factor of production has changed, or because the total utility of the product has changed. Variations of the former type are taken into account while fixing wages initially, but not so those of the latter type. The utility of a product may be measured objectively by its sale-proceeds. Labour has, therefore, a share in sale-proceeds, provided they have risen significantly in comparison to the period when wages were initially fixed. This may happen when there is an abnormal rise in the price of the product. Thus, a general rise in prices may necessitate both types of adjustments dealt with in this and the previous chapters.

#### **Bonus, seen dynamically .**

177. We have used the word "utility" as a concession to current academic practice. In truth, however, the *raison d'être* of wage-adjustment through methods other than direct wage increases such as payment of bonus, profit-sharing, proceeds-sharing and ultimately co-partnership etc., is not

merely an academic marginal addition to total "utility", but a recognition, partial though it be, of the fact that labour contributes an important share to national wealth, and as such is entitled to a higher proportion than what it has been getting so far as a sort of residual claimant. Today, economists have agreed to consider national wealth not as a fixed fund, which will be reduced if labour's share is higher than it is, but a flow which far from being exhausted thereby, is enriched, if labour's share is greater than before. In other words, there is a consensus of opinion that a better distribution of wealth is by itself a stimulus to production. This is the basic dynamic economic principle involved in the second type of wage adjustment, usually made by giving labour a share in the net profits of the industry, through what is generally termed profit-sharing, an extension of which is called co-partnership. The larger social principle involved here is labour's education in management, self-government, and a voice in policy making for mutual benefit by increasing profit, making its flow steady and sure and removing sources of conflict. So our problem is to synthesize and balance the two sets of principles. Before we proceed to a discussion of bonuses as part of profit, we may point out that bonuses are also paid for increased attendance, or production over the standard unit fixed for each, in order to ensure a greater attendance or efficiency in production. We shall deal with these also in this chapter. But essentially, they are different from profit bonuses described below and are not directly connected with the profits of the industry or with its prosperity. In fact their principle is the treatment of human labour as an instrument of production and is singularly disinterested in the principles of distribution.

### **Definition of profit-sharing**

178. In view of the wide currency of the phrase "profit-sharing" in all circles, directly and indirectly interested in labour problems, we beg leave to refer to the economic implications of "profit-sharing" in some detail. The Report on Profit-sharing and Labour Co-partnership in U. K., 1920,

defined profit-sharing as a scheme whereby the workers receive "in partial remuneration of their labour, and in addition to their wages, *a share, fixed beforehand* in the profits realized by the undertaking to which profit-sharing scheme relates." The Final Report of the British Committee on Industry and Trade, U. K., 1926 (Balfour Report) used profit-sharing as a term applying "to those cases in which an employer agrees with his employees that they shall receive in partial remuneration of their labour and in addition to their wages, *a share fixed beforehand*, in the profits realized by the undertaking to which the profit-sharing scheme applies." The points to be noticed are the beforehand arrangements and the applicability to the undertaking only and not to any industry as a whole.

### **Its career**

179. The profit-sharing schemes have had many forms and a checkered career. It was first limited to the payment of bonus, in the European countries in the latter part of the nineteenth century, which is comparable to present day conditions in India and the United Provinces. The grant of an occasional "bonus" out of profits did not, however, find favour with the workers, as "this lump-sum generosity" served as a smoke-screen to hide the "sweating" by payment of low wages. The adjustment of wages according to the principle of selling-price sliding scales was next tried, but this also satisfied neither the owners nor the workers. The owners disliked it, because it offered an inducement to the workers to keep up prices by restricting output, or at least, by not expanding it. The workers found fault with it, as the selling-price without reference to, or knowledge of, the total quantity sold, was not a true index of the wage capacity of an industry. Profit-sharing was, therefore, thought to be an improvement upon both lump-sum bonus and bonus by selling price schedules. The working of the system of profit-sharing for over half a century now has also belied the hopes raised by it in the beginning.

## Criticisms of Profit bonus

180. The causes of its failure are not perhaps far to seek. To start with, the very basis of the system has had no sound footing. It is, for example, very difficult to settle whether the profit-bonus is earned or gratuitous. Whatever the true nature of profits may be, the economists are agreed on the point that they include an element of risk. Now if it be granted that the worker bears the risk of an industry, as he surely does, in the shape of wage-cut and unemployment, then his claim to bonus is by way of a right. If he does not, then payment of a bonus has the semblance of a pure gift, which again runs counter to the spirit of profit-sharing and can, in no way, square with the idea of co-partnership, which is profit-sharing with bonus capitalized by the issue of co-partnership shares to the workers. Secondly, "the effectiveness of general profit-sharing is in direct relation to the rank of participators and in inverse relation to the size of the concern or of the participating group". In large businesses, the division of profits leads to the reduction of the amount beyond the "minimal sensible" and consequently, its stimulating effects are not appreciable. In fact, profit-sharing has had a fair chance in comparatively small concerns where the intimate relation between the owner and the employees has abolished "rank". Thirdly, the bonus is usually distributed in cash and it has been found out by experience that additional sums paid in cash fail to promote either greater efficiency or closer co-operation between the employers and the employees, both of which the system was expected to promote. Fourthly, the spirit behind a scheme of profit-sharing is of paramount importance. No scheme need fail if the spirit behind it be good, and none will succeed if it be bad. Men of outstanding ability and personality have succeeded where lesser people have failed, demonstrating thereby, that here as elsewhere the personal equation is a crucial one. In other words, the object of a profit-sharing scheme, viz., the establishment of a harmonious relationship between Capital and Labour, can easily be defeated, if there is no pre-existing

harmony and common agreement fixing the amount of profit and the methods of payment in advance. Thus, the profit-sharing schemes have become one long essay in *petitio principii*. And lastly, the system has a tendency to check the mobility of labour and has consequently always been looked upon with suspicion by the trade-union movement.

### **Co-Partnership Schemes**

181. Apart from these general theoretical difficulties, the system did not work well in practice for a number of other fundamental reasons. Labour also refused to accept "as part of its just compensation a share in profits, so long as the conditions which control the profits were beyond its control and influence." This defect was sought to be remedied by the institution of co-partnership schemes which granted a limited share in control to the workers in one or all of the following ways:—

- (1) By the conversion of the bonus to be granted into share capital which gained them the ordinary rights and responsibilities of share-holders.

- (2) By the formation of Co-partnership Committees, which were given a voice in the internal management.

- (3) By allowing the workers to appoint one or more of their representatives on the Board of Directors.

The trade unions, however, had little to choose between partnership and profit-sharing. The gain by way of securing partial control, which again was more nominal than real, was more than offset by the loss in workers' mobility.

### **Proceeds-Sharing Schemes**

182. The workers' complaint, against the blind acceptance of the management's decision on what constitutes profits, was met by the inauguration of what are known as the proceeds-sharing schemes. The credit for their original formula-

tion goes to Lord Gainford, who submitted before the Sankey Commission proposals to the following effects:—

(a) That the total proceeds of an industry should be ascertained, say quarterly, by independent accountants, appointed by the two parties.

(b) That the following deductions be made from the gross proceeds thus ascertained:

(i) The cost of standard wages:

(ii) Costs other than wages:

(iii) A standard rate of profit per ton to provide a minimum return on Capital.

(c) That the balance be shared in agreed proportions between Labour and Capital, and the men receiving them share in the form of percentage addition to their standard wages.

(d) If the balance turned out to be insufficient to pay to the owners the standard rate of profit, the deficiency be carried forward and recovered from any subsequent surpluses.

## Criticisms

183. The proposals are not as simple as they appear to be. In the first place, it needs to be clearly defined as to what constitutes the proceeds of an industry. Should they be taken to include the receipts from activities subsidiary to the main industry? The determination of standard wages presents yet another stumbling block. The schemes, as the Royal Commission, United Kingdom, 1925 pointed out, provide for the payment of a "minimum wage" and an "economic wage". Can it be said with confidence that the two are compatible? Theoretically, perhaps, they are. Conditions of falling demand will push them towards the minimum, whereas a period of prosperity will cause them to rise above the minimum. The workers may, however, contend that the fixation of the wages at a lower level will lead by the forces of free competition to the establishment of low prices and that consequently, the economic wage, the

one that the industry can bear, will never rise above the minimum. And if the minimum is to establish itself as also the maximum, it would amount to a mere waste of time and effort to devise a complicated machinery for determining the profitability of an industry.

184. The item "costs other than wages" has been severally criticised for affording a big loop-hole to the owners for charging excessive amounts by way of directors' fees and managers' salaries, with a view to reducing the "divisible surplus" to a negligible amount. Besides, there have been sharp differences of opinion as to the inclusion under this head of costs, like the national insurance contributions, the income-tax and corporation profits tax, contributions to trade associations and amortization of capital expenditure.

185. The normality and fairness of standard profits, as also the method of their determination, are equally difficult to settle. No clear and accepted principles have been laid down to determine the total capital invested in an industry. To capitalize the anticipated net returns at the current rate of interest would amount to chasing one's own tail, if one is to discover what "normal" profit is. Original capital expenditure minus allowances for depreciation or replacement, will lead, and have actually led, to controversial issues. In case of a rise in prices, for example, the owners do not consent to the computation of the former, and the workers do not accept that of the latter.

186. The most crucial part of the schemes is, however, the ratio in which the surplus proceeds have got to be divided between aggregate wages and aggregate profits. Theoretically, a fixed ratio has much to commend itself, as it ensures a concomitant rise in the rates of wages and profits in an industry enjoying an increased demand, and a concomitant fall in both when the industry expands to meet that increased demand. An automatic arrangement is thus provided for the avoidance of wage rigidity. But the system suffers from the serious disadvantage of causing widespread fluctuations in the wage-earners' income, which may even fall below the bare subsistence level in the worst years of a depression. To



provide against the latter possibility, the Samuel Commission recommended, "The provision of a minimum below which wages may not fall, coupled with the further provision that an extra expenditure incurred by the employers in paying wages at the minimum rather than at the economic rate in bad years should be recovered from the profits of subsequent years." The recovery of deficiencies from subsequent surpluses suffers from the most serious disadvantage of causing sudden instead of slow and steady movements of wages, as also of withholding from the workers the gains from increasing prosperity till the boom conditions have already developed.

187. An alternative suggestion, by Sir Josiah Stamp, provided for the variations in the wage-profit ratio according to a sliding scale constructed on the principle that the wage-earners get more than their average share of the proceeds during the depression and the owners get more than the average share during the boom. Whatever the theoretical merit of Sir Josiah's suggestion, its acceptance would amount to throwing the wholesome principle of a minimum wage into the background.

188. Professor Tawney, as a Member of the Coal Industry Commission to which Lord Gainford submitted his proposals, was of the opinion that the guarantee of a minimum profit by the recoupment of deficiencies without any compensating maximum amounted to telling the workmen 'Heads I win, tails you lose.'

189. The ascertainment of the ratio between aggregate wages and aggregate profits in any normal period, which is to furnish a criterion for the division of the surpluses in subsequent periods, is also not altogether free from difficulties. Firstly, the base period must be normal, i.e. one in which the wage-rates and marginal returns on investment in industry in general are not very much different from those in the particular industry: otherwise the original conditions of disequilibrium will tend to be perpetuated throughout. Secondly, the total labour and capital employed in the industry at any particular period should not diverge greatly from those employed in the base period. And lastly, the economic

system as a whole should not have undergone changes in the relative levels of wages and interest rates. All these various adjustments make the actual determination of the ratio very complicated.

### **New Zealand experience**

190. Leaving these theoretical objections aside, for an elaboration of which reference may be made to the excellent treatise of Prof. Pool, called "Wage Policy in relation to Industrial Fluctuations", we have studied in some detail some profit-sharing and co-partnership schemes. The Valder Employees-Partnership Scheme in New Zealand is very interesting. The King Country Press-Limited at Waikato has also successfully operated the co-partnership scheme for a fairly long period. By this scheme "labour shares to the total number of 20,000 were issued by the firm to its employees, in proportion to their wages, with additions for length of service and efficiency as the directors decided, but the total number issued was limited in view of the voting rights carried by them to two-fifths of the number of ordinary shares. Profits are allocated first to a 7 per cent. cumulative dividend on the ordinary shares and then to a non-cumulative payment on each labour share equal to 7 per cent. on an ordinary share. The balance, after making provision for reserves, is divided equally between capital and labour, until 9 per cent. has been paid on the ordinary shares". The holders of labour shares are entitled to attend and vote at all general meetings of the Company and to enjoy all the privileges of ordinary share-holders. The scheme was first started in 1927, and the dividend paid on the labour shares has varied between 5 to 7 per cent. on the ordinary shares. In the period of crisis, however, no payment was made. An authority on the Industrial Relations in New Zealand, Mr. A. E. C. Hare, the author of the "Report on Industrial Relations in New Zealand, Victoria University College, 1946", has made the following comment on New Zealand experiments:—

"There seems little doubt that the profit-sharing side of the scheme has not proved the success which the

workers hoped and has given rise to some disappointment, the amounts received annually in dividend only amounting usually to between two and three weeks' wages. *The system of labour directors, however, and the consultative voice in the management of the business which they secure have undoubtedly been a success.* The success and stability of the whole scheme, which weathered the depression years appear to rest, as is often the case, primarily on the personality of the managing director, though the exceptional economic prosperity of the district in the ten years since the depression has doubtless made it easier to maintain dividends."

### **Essence of the labour case for Bonus etc.**

191. The above theoretical analysis and references were called for, as we have previously mentioned, because of the sudden popularity of the idea of profit-sharing in the country and the Congress blessings thereupon. On the other hand, we must recognize the force of the idea of profit-sharing etc., as a social fact and also the actual practice of the payment of bonuses in these years. We noted, often with surprise, the vehemence of the demand for a share in the profits among the majority of the labour representatives, who appeared before us. Some of us argued against the economic fallacies of the demand and referred to the experience of other countries. The relative superiority of direct wage-adjustments over share in profits was pointed out, particularly in the absence of any national system of accounting. But it appeared to us that the grievance against enormous profits made during the war, particularly through black-marketing operations, over-rode all logical analysis and historical lessons. Labour must have a share of the profits already made; labour must have a share in the profits to accrue; labour, if recognized as partner enjoying equal responsibility with the management, would be satisfied, would have a stake in, and would thus increase, the national wealth of the country. Such were the demands sincerely made. We could not, therefore,

ignore the essential human and social nature of labour's convictions and the sincerity of its will to participate in the welfare of the country. Thus, much of our theoretical analysis based upon Western practices had to yield before the sheer social equity of the labour case for a share in profits. But certainly we did not depart from the essential economics of the payment of bonus and a share of profit, namely, that a better distribution is a stimulus to production. In this the labour position is unconsciously sound. When our scheme of wages is hardly more than "subsistence plus" and does not reach the comfort level, the only re-inforcement to the slight improvement in distribution in consequence thereof, is some device to share profits, without of course inviting the difficulties pointed out in the preceding paragraphs. Above all the prospects of industrial peace have to be ensured. As Bowie in "Sharing Profits with Employees" has put it "while increased bonus does not stimulate, a decrease is very prone to irritate". After all, both the employers and the wage-earners have been accustomed to bonuses and it may not be possible to de-condition them, even by telling them that as "a stimulus to better work, the profit bonus has no practical advantage over a direct wage increase". So, on balance we are disposed to some system of bonus payment.

**The prevalent system of paying bonus  
equal to a fixed period's earnings  
common**

192. We may now turn to the actual situation in the country. The prosperity or boom witnessed by most industries in India during the last war led to the payment of profit bonuses at almost all important industrial centres in India, and the practice is since continuing. The amount of bonus granted has naturally varied with centres and industries, according to profits made in each. The system followed, however, has in most cases been the same, namely the payment announced being equal to basic earnings of industrial workers over fixed period such as, a month, two months, or even three months in a year. And in a large

majority of cases, such announcements have often come as a voluntary action on the part of employers, though there were many cases in which they were a result of workers' agitation.

### **Other systems adopted in India**

193. Where, however, agitation by workers and the unwillingness on the part of employers led to a reference to an adjudicator or industrial court, the demand for profit bonus has been examined in great details and has, in some cases, led to weighty pronouncements on the subject. Thus, the Industrial Tribunal of Mr. Venkataramaiya, set up in Madras to inquire into, and report on, the conditions of working in the textile industry in June, 1946, has enunciated and recommended the adoption of a principle linking bonus to dividends. In his own words, "if the share-holders who have contributed towards capital get a certain percentage of dividend, the same percentage should be made available to the workers whose investment, viz., labour, is evaluated at the wages paid to them in the year". We find that this principle has met with common acceptance on the part of workers' organizations in this Province and has formed one of their important demands before us. A similar but slightly different principle for linking profit bonuses to dividends on share capital has been recently announced in another award given by Mr. Justice William Mc. Cormic Sharpe in the trade dispute between two steel companies and a wagon company and their respective employees in Bengal. According to this plan, the profit bonus will be "at the rate of 2 days' basic wages for every one per cent. dividend declared after 1st February, 1947 and paid to the ordinary share-holders." What is more, this award is based on the terms of a previous agreement reached between the two parties. Both these principles, in our opinion, deserve careful consideration at the hands of all those desirous of putting mutual relations between employers and workers on a stable basis and securing industrial peace for the country.

## Present position in the United Provinces

194. None of these principles have, however, been adopted in the United Provinces so far. Profit bonus, here, continues to be paid on the basis of earnings made during announced or prescribed period. The following table shows the percentage paid during 1946:—

TABLE NO. XXII  
DISTRIBUTION OF FACTORIES ACCORDING TO PROFIT-BONUS PAID

Amount of Bonus represented as percentage to annual wages	Industries							Total
	Cotton Textile including Hosiery	Woollen Textile	Jute	Leather	Oil	Electricity and Engineering	Sugar	
		Number of factories						
8½	2	..	..	..	..	..	1	3
12½	2	..	..	..	..	1	..	3
16½	..	..	..	..	..	1	..	1
18½	1	..	..	..	..	..	..	1
25	14	1	2	2	8	..	..	27
28	..	..	1	..	..	..	..	1
Total	19	1	3	2	8	2	1	36
Total number of registered factories	36	5	3	25	135	89	94	387

NOTE—The following additional factories paid bonus but their actual amount are not known: 11 out of 33 sugar factories investigated by the Sub-Committee, electric concerns at Jaunpur, Faizabad and Fatehgarh; and 3 glass factories.

It will be seen that the payment of profit bonus is confined to a few large scale factories only. The amount paid varies from 8½ per cent. to 28 per cent. of the total annual wage bill. The most common practice is to put it at 25 per cent.

of the total annual wage bill or, in other words, equal to three months' wages.

### **Bonus is not *ex-gratia* payment**

195. Since a large number of factories are still paying profit bonus on a voluntary basis under their own conditions of payment, an opinion has persisted as to whether the payment is *ex-gratia*. The employers laid considerable emphasis on this aspect of the problem, while the workers' representatives equally hotly repudiated it. We do not wish to go into details of this controversy as we consider it to have been settled by the provisions of the Payment of Wages Act under which bonus is a part of wages. Our final analysis of profit bonus points out the need and justification for it and the faulty nature of the plea put forward by employers. We agree entirely with the following comment on the subject made by the aforesaid industrial tribunal of Mr. Venkataramaiya:

"There were some arguments before me that bonus being an *ex-gratia* payment should not be a matter which anyone can be compelled to pay. This may sound plausible but it is an ancient theory which no longer finds favour with the public or in the court. Except one adjudicator in Calcutta, to my knowledge, no one has accepted that argument as sound. On the other hand, the adjudicators and other committees which went into this subject in Bombay as well as the Court of Enquiry and the Adjudicators in Madras have consistently held that bonus can be subject of an enquiry and may be directed to be paid. It is too late, therefore, to say that no direction should be made by the Court".

We, accordingly, proceed to give our views regarding the way this question should be tackled in a uniform manner throughout the Province.

### **Linking of profit bonus to dividends preferable to other schemes**

196. Looking at the problem from various angles, we feel that the time has come when a definite move should

be made to link profit bonus to the profits of the industry. It is necessary in the interests of both stability of arrangement and industrial peace that no uncertainty should hereafter attach to the respective claims and duties of workers and employers in this regard. We have referred to a few types of arrangements in vogue in the western countries to achieve this object. Those arrangements, although more accurate and satisfactory, are not quite suitable to our conditions. We have neither the requisite data, reliable and adequate for the purpose, nor enough skill and experience for tackling account problems of a complicated nature connected with meanings, connotations and contents of numerous terms used in the plans such as capital, net proceeds, profit, etc. Indeed, as we have seen even in western countries where such data and experience are available, the adoption of such plans has given rise to a number of controversial points and alternative solutions, none of which is universally accepted. Besides, they entail much labour, time and expenditure to determine respective shares of capital and labour, which we in India can ill-afford. On the other hand, the two plans adopted in Madras and Bengal for linking profit bonus to dividends involve no difficulties of detailed analysis of account figures, no waste of time and expenditure, and no scope for misunderstanding or misinterpretation. Besides, they are both simple in conception and easy to operate. We, therefore, prefer them to the arrangements common in the western countries.

### **Economic Programme Committee's proposals**

197. Before proceeding to consider how this linking should be achieved we may refer here, in brief, to the plan suggested by the Economic Programme Committee of the All-India Congress Committee. The relevant portion of their report runs as follows:—

“Return on capital will be computed on employed capital, i.e., capital plus reserve. Distributed profits will be taxed at a higher rate than undistributed profits.



A 5 per cent. dividend in terms of employed capital will be the maximum limit for distribution of profits. After the date of declaration of the maximum limit the amount of profits to be transferred to the reserve funds should be limited to such sums as in the opinion of competent authority may be utilized for productive purposes by an industry or industries. Out of the profits earned in any year, the surplus, after setting apart 3 per cent. on employed capital as dividend and another portion to be earmarked by Government for schemes of social welfare and industrial improvement will be shared between the workers and the shareholders in proportion to be fixed by the Government—the employers' share not exceeding in any year a third of the basic wage or the national minimum whichever is higher".

The basic arrangement suggested is understandable. No one will quarrel that in the present system of production investors, who provide capital, have a first charge on profits by way of compensation for their risk before the residue can be divided between capital and labour. We do not, however, find it possible to agree to the levelling of this charge to the "employed" capital i.e., share capital plus reserve. A 5 per cent. dividend on 'employed' capital will mean in practice a much higher percentage on share capital paid. In addition, it will allow employers to allocate all profits beyond 5 per cent. to other reserves under various pretexts and, thus, not only provide a greater gain for next year but also deprive labour of their legitimate share. For this and other reasons given in the next chapter, we are definitely for exclusion of reserves from "Capital" for the purposes of declaring dividends. We prefer, therefore, linking of bonus to dividends on share capital paid.

**Two days' basic wages for every one  
per cent. dividend recommended**

198. Coming to the quantum of the charge, we do not believe that the industries are likely to make profits now in

peace time to the extent they have done during the last war. Indeed, profit levels in most industries have already turned the corner and are gradually falling. Naturally, they cannot be expected to continue paying bonus at anything like the present rates. We cannot also overlook the net effect of our own recommendations. We believe that we have provided for an adequate basic wage as well as an adequate and fair dearness allowance. We consider that the expected fall in prices and cost of living in the long run will gradually leave a margin with the workers to improve their standard of living. Both these recommendations are likely to reduce the margin for profits. The Madras plan represents the maximum demand of the workers. We have no uniform data before us regarding paid-up share capital, net profits, and total wage bill for different industries, which could give us an idea of the range of proportions between the respective shares of capital and labour under different plans. It is clear, however, that the Madras plan gives an equal percentage gain both to share-holders and workers without reserving first a share of profits for investors as compensation for the risks undertaken by them. The reservation of profits, although universally practised, is open to abuse. The labour representatives appearing before us expressed apprehensions about it. We are all aware how some employers have been eager to show low profits. The above principle may encourage these devices all the more. While, therefore, we consider the distribution of profits from the very start a more expedient method, the same consideration seems to us to point to the necessity of providing a relatively larger share to the share-holders. The Bengal plan seems to be based on this principle. It provides for every 5 per cent. dividend on share capital paid, 10 days' basic wages to every labourer, or  $\frac{10}{365} \times 100$  or 2.7 per cent. It has also the merit of having been agreed to both by the employers and the workers in the industries concerned. *We, therefore, prefer the Bengal Scheme and recommend that the workers in the United Provinces should be allowed 2 days' basic wages for every one per cent. dividend*

*declared on ordinary share capital paid up. In case of private companies, where dividend method is not adopted, we recommend that 25 per cent. of the net profits of the concern should be distributed among the workers in an equitable manner.*

### **Conditions of payment**

199. We find that the payment of bonus is at present regulated by a number of conditions in each concern, which differ from one unit to another. In most of them the payment is regarded as discretionary and called gratuity instead of bonus. We have already disposed of the *ex-gratia* theory and, therefore, cannot allow any discretion to employers to withhold it from particular workers. We also do not consider any good conduct certificate necessary for eligibility. *We consider all employees including watch and ward staff, chaprasis, malis, sweepers, clerks, etc., eligible to it, whether permanent or temporary, or substitute, provided he or she has worked for more than 60 days in a year. Employees, who have ceased to be so on the day of disbursement of the bonus, will also be eligible for it, provided they were not dismissed for misbehaviour according to the Standing Orders of the concern. No other qualifying conditions should be necessary. The amount to be distributed in each case should be calculated by dividing total basic earnings of each employee in a year by half the number of man days worked by him during the year for every one per cent. dividend declared.*

### **Accumulated profits and reserves**

200. We cannot leave this subject without referring to another cognate demand from the representatives of labour for a share in the profits and reserves of the industry accumulated during the war years. This demand has gained greater force since the enforcement of the rather remarkable adjudication award given in the trade dispute between the Kanpur Electric Supply Corporation, Ltd., and its employees in 1947. The award recommended the distribution of 50 per cent.

of the reserves of the concern among its employees after meeting liabilities, if any, against them. We agree with the principle that workers have a claim on profits as well as on all other items to which appropriations are made out of profits such as reserves. If, therefore, a business is about to be closed or transferred, as was the case with the Kanpur Electric Supply Corporation, Ltd., the workers should get their share of the reserves. But so long as this is not the case reserves are ear-marked for specific purposes and *we cannot, therefore, see our way to recommend the distribution of a part of accumulated profits of a going concern, among its employees. If and when the objective of such allocations has been achieved, the surplus can be utilized just like other profits for distribution among the share-holders and workers in the way we have recommended above. We would, however, add a safeguard that no part of profits or reserves should from now on be, in any shape or form, credited to share-holders such as by issue of bonus shares, or completely reserved for them as by transfers to dividend equalization funds, without making a corresponding appropriation in favour of employees of the concern in the proportion we have recommended.*

### **Attendance bonus not recommended**

201. We now turn to bonuses other than profit bonuses. A common type is known as the Attendance Bonus. It is intended to ensure greater and more regular attendance. The incentive for this is provided by allowing a certain payment, in addition to wages, if the attendance exceeds a certain fixed limit. We have no information in regard to the extent this system is in vogue in the Province. In a few cases that came to our notice, an additional sum was paid to every worker who did not absent himself for more than 1 or 2 days during a wage period. A section of labour representatives opposed this system, partly because they thought, that their acceptance would imply the acceptance of the charges of recent growth in absenteeism, and partly because such a

bonus tended to tempt a worker to work even when he needed rest. We do not consider these arguments flawless, but in so far as they are mostly the result of a reaction, on the part of workers, against a tendency of employers to regard such bonuses as the last word in their efforts towards solving the problem of absenteeism, we are unable to denounce them. We ourselves feel that the problem requires a more scientific approach and research than is undertaken at present. We find that no reliable record of absenteeism is being kept in the Province. The series recently started by the Employers' Association of Northern India do not afford reliable evidence. Even if it did, it will still require statistical proof that attendance bonus cures this defect effectively. On the other hand, we note that Shri D. R. Gadgil, who studied absenteeism figures about Bombay, came to the conclusion that the figures do not bear out the alleged efficacy of the system. Indeed, he goes further and condemns the system in the following words:

"The case against the (attendance) bonus rests on the ground that it enables an employer to window-dress his wage position. The returns for the full pay period made by the employer will ordinarily include the bonus, while in actual fact a large number of the employees might not get paid at the rate which is indicated in the return. Or, to put the matter in another way, the bonus enables the employer to impose on his employees, what is in effect, a fine. If, for example, in a time-rated occupation a certain wage for a month of 26 days (inclusive of the bonus) is indicated, under the operation of a good attendance bonus system a man attending, say for 22 days, in the month, will not obtain 11/13th of the total wage but only 11/13th of the wage indicated minus the bonus. All those who are unable to attend, whether on account of remissness on their part or not, for the number of days required to earn the bonus during the pay-period, are thus paid at a rate lower than the rate declared to be the standard. The effect of a bonus may then well be said to be the

imposition of a fine on a certain number of workers, and the more exacting the standard of attendance required, the larger will be proportion of workers subjected to the fine.”\*

We have no direct evidence on these points before us and are, therefore, unable to pronounce on them. In the light of these comments, however, we cannot also recommend the adoption of this system. *We consider that the question deserves a careful and scientific study and suggest that the Labour Office and the employers should co-operate in an effort to throw light on the nature and the extent of absenteeism and its reactions to the system of attendance bonus.*

### **Production Bonus may be given**

202. Another type which has come to our attention is the Production Bonus. It takes the form of an additional payment when production exceeds a standard fixed. It, thus, provides an incentive to workers to increase their production. The system does not appear to be much in vogue in the Province. In any case, very few cases have come to our notice. There is, however, some truth in the fact that the production in the whole country has declined during the last year. The employers put the blame for this on deliberate “slow down” on the part of workers, bottle necks in transport, and on industrial disputes, which have increased considerably. The workers, on the other hand, put the blame on employers for deliberate “play off”, providing inferior raw materials and concealing production, which is pumped into the black-market. The Government of India have called for an industrial truce for a period of 3 years, during which all parties should aim at increasing production. We support this drive and do not wish to put any impediments in its way. *We, therefore, recommend the payment of a Production Bonus wherever the two parties agree to its introduction.*

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\*See page 54 of “Regulation of Wages and other problems of Industrial Labour in India” by Shri D. R. Gadgil.

*We find it difficult, however, to offer any definite formula and leave it to the various industrial interests concerned to confer together and evolve a suitable scheme for giving incentive both to the time-rated and piece-rated workers to increase their production through a Production Bonus. The Scheme thus devised should come into operation only after it has been approved by the Government, or by an authority constituted by the Government for this purpose.*

### **Production Committees to supervise its working and collect data for study**

203. While recommending Production Bonus, we are not unmindful of Shri D. R. Gadgil's criticism against this type of bonus as well. The main weakness pointed out in this case, however, is the tendency of the employers to fix the standard of minimum performance qualifying for bonus at a rather high level and in an entirely one-sided manner. This defect may be prevented if the fixation of standard qualifying performance is done by an impartial body. *The Government of India's new scheme envisages establishment of Production Committees for every industrial unit to look after production and industrial truce. We consider such a body most suitable for settling the details of a Production Bonus scheme and for ensuring fair play between the two parties. We also hope that such committees will represent all the three parties to the truce, namely, Capital, Labour and Government. At the same time, we recommend that a suitable system of recording production and its inter-relation with bonus should also be established to enable one to make an objective study of this subject later on.*

### **Limit of Profits**

204. Finally, some of the workers' representatives suggested that a legal limit should be placed on the profits admissible to the share-holders or capitalists. We are aware that some of the industrialists made huge profits during the last war and the lust for them considerably increased the

dimensions of the black-market. The period, however, for such profits seems to have receded. We are in for a production drive, which can hardly be considered a suitable occasion for checking the flow of investment beyond what the Government can do by its fiscal measures. At the same time, *public opinion is seized of the importance of controlling profit-motive. We, therefore, consider it unnecessary to express our views on this subject at the present time.*





## CHAPTER VIII

### CAPACITY OF INDUSTRIES TO PAY

#### **Capacity to pay' vs. 'Economy of high wages'**

205. We have examined above all the salient aspects of the problem of wages that came before us and made our recommendations in regard to them. We are, therefore, now in a position to examine the capacity of industry to pay. The determination of wage rates with reference to the "capacity of industry to pay" as one of the basic principles of wages regulation was strongly urged by the employers. In this they probably took their clue from their compeers in more highly industrialized countries, although the emphasis on the concomitant doctrine of "fair wages" was comparatively less. On the other hand, the labour representatives argued that wage-rates should primarily be guided by the economy of high wages, a principle which has been made familiar to us in the period between the two wars as much by the pressure of highly competent labour as by the needs of expanding economy in those countries. It is for the sharpness of these conflicting viewpoints that we address ourselves briefly to the discussion of "the industry's capacity to pay."

#### **Implications of economy of high wages**

206. The "economy of high wages" stands on the ground that the higher the wages, the higher will be the capacity of industry to pay them chiefly as a result of

(a) an improved efficiency of the workers produced and reduced costs per unit of output;

(b) a consequential introduction of the improved methods of production with a view to reduction of costs;

(c) an extension of the markets of the products resulting from an increased purchasing power in the hands of the people, thus reducing costs again in combination with (a) and (b) operating in the long period.

### **'Capacity to pay' has many connotations**

207. In the course of our cross-examination, we wanted to obtain from the employers a correct interpretation of the phrase "capacity to pay" but we could not. In fact, the phrase is capable of various interpretations. Even if we seek to limit the meaning of the phrase from industry in general to any particular industry, we are no nearer the solution. The wage capacity continues in actual practice to differ within the same industry from firm to firm, with difference in the scales, methods and organization of production, and over the short and the long periods. Even under conditions of perfect competition, Marshall had to devise his famous concept of "a representative firm". In a world, where imperfect competition is the rule rather than an exception the differences mentioned above are bound to be accentuated. Thus, it will have to be decided beforehand whether the wage rate should be governed by the capacity of the representative firm or a firm below it or above it. This takes us naturally to the next difficulty of the profit-criterion. The limitation of the earnings of employer to "normal profits" has continued, and will always continue, to be a matter of dispute between the employers and the workers. The employers insist on more than normal profits to attract more capital to the industry with a view to extending the scale of their production for securing economies of large scale production. In view of the dynamic nature of the problem of production, particularly at this critical stage of our history the need for capital development is immense and the demand of the employers for a stimulus of "more than normal profits" is not without some justification, at least so long as the competitive system of production and unregulated investment prevail. On the other hand, it stands to reason, as labourers contend, that any surplus "above the normal profits" should

result in wage increases and the over-capitalization should stop or be remedied by its reduction in the existing stock exchange value. It is also true that in depression the risk-bearers should perform the function of shock-absorbers by contenting themselves with less than normal profits. It is, thus, clear that unless a golden mean is found between these conflicting points of view varied assumptions will yield varied wage capacities. We have, therefore, no hesitation in rejecting wage capacity as a theoretical basis for the fixation of wages; for as Mrs. Burns has well put it in her "Wages and State", "almost any wage may be described as the wage the trade can bear".

**It can serve as indicator of direction,  
if judged with reference to a  
representative firm**

208. The concept of the industry's capacity to pay can, however, usefully serve as a suitable indicator for the *direction* in which the wage rates should move. A rise in profits, an expansion of output and a decline in un-employment accompanying a rise in demand, these three at least will be symptomatic of an increase in the capacity of the industry to pay, whereas the contrary symptoms may point to a contrary result. These may offer a clue to attempts at bringing about a corresponding rise or fall in wages. The criteria for wage regulation should, however, be the capacity of the *representative* firm. To put it negatively, in no case should the capacity of the least efficient firm be used as the guide to the adjustment of wage rates.

**Natural limits of the of 'Economy of  
high wages'**

209. We have made no secret of our sympathy for the demand of the worker to participate in an increasing degree in the profits of industry by suitable increments in the wage rates. At this stage, however, we would like to sound a note of

warning that there is a limit beyond which the "economy of high wages" ceases to be an economy and the "gospel", if pushed too far, may lead to consequences disastrous alike for both the parties involved. "Where wages are high", wrote the father of political economy in the *Wealth of Nations*, "we shall always find men more active, diligent and expeditious than where they are low"; and Nicholson, in his *Principles of Political Economy*, blessed the saying as "the most important principle of political economy." True, but once the general health and strength have been maximized—here we are discussing the theory—further increases will be of no avail except, perhaps, to increase the *willingness* to work and not the *capacity* for work. It would also, perhaps, be worthwhile to point out in this context that the manner in which the additional earnings are spent will be no less important. Nor are the limits within which the wage pressure can raise wage capacity by improving the efficiency of organization very wide. The employers are in the practical position to resist this pressure by shifting the higher wage costs to the consumers with eventual unemployment or by forcing lower real wages in other industries. Alternatively, resort may be had to improvements of a labour-saving kind, which often throws a large number of workers permanently out of employment. Or, even too high a level of wage rates may instead of providing the stimulus cause the collapse of the industry resulting in serious unemployment among its workers. Obviously, again, it is to the interest of both the employers and the workers that the national income should be maximised by fuller employment. From the theoretical point of view, therefore, the workers' part in this achievement consists in attempting to apply the wage pressure at the optimum level which will evoke the maximum effort from the employers to improve the organization of their industries. The optimum, here as elsewhere, does not permit very widespread deviations from itself and consequently, though it may not be possible to define the theoretical limits within which wage pressure can be varied it can safely be asserted that they must necessarily be very narrow.

## **Conditions taken into account in formulating proposals**

210. We are, thus, neither wedded to the doctrine that all increases in wages must be shown to be within the capacity of the industry to pay, nor hold the view that wages can be raised irrespective of the limits set for them by the optimum level of production in given circumstances. In practice we found it very difficult either to get the limits set by the optimum level or to measure the capacity to pay from the standpoint of the representative firm, both for the simple reason that we did not have data indicating either the optimum level or the representative capacity. Theoretically also these two concepts assume perfect competition and full employment of all the factors of production, conditions which are conspicuous by their absence in our country. This explains why in making our recommendations we were mainly guided by other germane considerations, such as the level of wages, the need for securing nutritional standard of living, the general financial position of industries, the state of industrial development, the prospects for future, and the trend of public opinion in the country. Inasmuch, however, as we did take into our consideration the general financial position of the industries, we were confident that our proposals will not be generally found to be beyond the capacity of industries to pay. We proceed to show below, with such figures as are available to us, that our belief in this respect was not ill-founded.

## **Lack of data regarding financial position**

211. Our main drawback in making the analysis adequate and complete was, as in other cases, the all-round lack of statistical data bearing on these aspects. The twin problems, with which we were concerned in this treatment, were (1) the assessment of the additional burden thrown on different industries by our proposals and (2) the estimation of the financial capacity of each industry to bear that burden. The

draw back of figures applied equally to both these questions. What is more, the data available differed from industry to industry and from firm to firm. It may not be out of place, therefore, to indicate here briefly the nature of the data available and the procedure followed.

### **The nature of figures used for assessing additional burden**

212. The assessment of additional burden thrown on industries involves an estimation of the present burden on them. Unfortunately, this Province has had no urban wage census so far, which could provide uniform data regarding actual earnings in lower wage categories affected by our proposals. The Industrial Sub-Committees appointed by us again could not follow uniform lines and have in no case given income-wise distribution of workers for the whole industry. Even if this could be done with the help of figures given in their reports, we had neither the time nor the staff to undertake this lengthy process. In our search, therefore, for ready information and speedy computations, we came against a table in the Family Budget Inquiry Report, conducted by Government of India at Kanpur in 1944, which gives income-wise distribution of workers for the whole town for all industries together with *per capita* income for each income group. We have utilized this information for all industries, which are centred at Kanpur such as cotton textiles, hosiery, jute, iron and steel, oil, etc. This naturally involved both an under and an over-estimation; an under-estimate because the *per capita* income in the table may be an over-estimate for industries other than cotton textiles, which has the highest level of wages and the largest number of workers at Kanpur, and an over-estimate because the earning in 1944 was not as high as now both in basic amounts and in dearness allowance. We had, however, no other alternative in the matter. For industries not so centred at Kanpur, we had to use other sources. Thus, for sugar, we utilized the minimum wage figure, fixed in accordance with the recommendations

of the Bhatia Sugar Factories Labour (Wages) Inquiry Committee, U. P. and Bihar, and assumed that the increase shown at the minimum level was shared by all workers in the industry. This will again give an over-estimate since increases at higher levels are not so substantial as those in lower wage levels. In the case of electricity supplying concerns, the weighted average earnings given for March, 1947 in the Sub-Committee Report have been utilized and give to our mind a fairly accurate estimate of the actual increase. On the other hand, we could get absolutely no data for glass industry and have contented ourselves with general analysis only in its case. We had also to utilize in this connection the information regarding number of workers, the amount of total wage bill, the rate at which bonus is given, and the amount of profits or dividends declared. We got them either from the memoranda of the industries or firms concerned or from annual administration reports on the Payment of Wages Act and have no reason to believe them to be anything but accurate.

#### **Nature of data available regarding financial capacity**

213. In the matter of financial capacity, on the other hand, we had to depend entirely on the figures supplied by the industries and firms concerned. We had included a few questions on that subject in our questionnaire but information was not received from all firms and even those which supplied it did not answer all questions on the subject. Thus, the reasons, which led us earlier to abandon the idea of a representative firm, also forced us to give up the consideration of this question from the standpoint of the industry as a whole—the next best procedure adopted by a number of our predecessors. We had, per force, to examine whatever material was made available to us and draw conclusions therefrom. We have at the same time tried to avoid as far as possible consideration of individual firm's position, since that is always open to grave objections on the ground of such firms possessing any special advantages or disadvantages. In fact, the entire question revolves on the capacity of the

industry as a whole, not that of a firm belonging to the industry, to bear wage increases. We have also tried to supplement the supplied data from other sources known to us, such as the Investors' India Year Book, Annual Reviews published for certain industries, Government of India publications, etc. These latter were naturally more helpful in judging the present position and future prospects of the industry rather than its financial capacity. It is not possible to assess the nature of all this data at one place. We have, however, made observations on this point in the course of the examination of the material wherever the figures supplied appeared unreliable to us.

### **Responsibility for lack of data on employers**

214. In an enquiry of this nature we have to depend for most of the information on the parties to which we addressed our questionnaire. One of the two parties addressed by us, namely labour, was obviously not in a position to supply objective data bearing on the financial condition of the industries concerned. We naturally depended for all help in this direction on the employers. They not only possessed necessary information, but also had the means to supply all the information that we wanted. Many of them, however, have not chosen to do so. Even where information has been supplied, there are omissions on essential points which make it impossible to draw conclusive inferences.

### **Procedure followed in assessing additional burden**

215. The procedure used by us in assessing additional burden involved in our proposals is simple. We have calculated for each industry or category of factories our minimum wages plus dearness allowance at the 1947 level of subsidiary cost of living index. We have compared these with the present earnings in income groups below our level and calculated the deficiency in each case. We have also found



out the number of workers affected in each case with the help of percentage of workers in such income level and the total number of workers in the firms or industry concerned. The product of these two sets of figures gives the total increase involved in our recommendations regarding minimum wages and dearness allowance. We have then calculated the bonus paid at present from the total wage bill of the industry, or firms concerned, and the bonus payable under our proposals from the profits or dividends announced. The deficit or surplus on this account has been added to or deducted from the first estimate of increase in wages to give the net additional increase in each case. We have, thus, not taken into account increases implied in our standardization schemes. These are to be confined to textiles and sugar industries, which enjoy very favourable position at present. We have also not computed increases accruing to the semi-skilled, skilled and highly skilled workers and for ministerial staff as a result of our fixation of separate minima for them. We have no information about these categories separately. The total increase involved on this account cannot, however, be appreciable for the number of such workers are relatively very few.

### **Principles followed in estimating financial capacity**

#### *(a) Reserves excluded from Capital*

216. In the matter of analysing financial position, on the other hand, we came up against a number of complicated accountancy problems, such as the significance of "capital", "reserves", "loans", "depreciation", etc. We, thus, found that a number of firms had included in their figures of capital, both reserves and loans, for the purpose of showing returns yielded by the industry to its capital in the form of dividends. It is one thing to show the returns or earning capacity of industry in general but quite another to show its returns to the share-holders or investors. The procedure adopted above may be justifiable in the former case. We

cannot, however, accept it as a satisfactory method for the second purpose. The risk of an investor in an enterprise is confined to its share capital only. Reserves are a product of the industry itself and, therefore, cannot be said to add to the risk of the enterpriser. The *laissez faire* theory, according to which the enterpriser was considered the sole heir and claimant to the profits of the enterprise, has long since been abandoned. Most economists now regard the labour's claim to a share in the profits as natural and rightful as that of capital or investor. As pointed out earlier in this report, this claim is commonly conceded now in the form of a profit bonus. This being so, reserves, which are nothing but an appropriation out of the profits, cannot be considered the sole property of the enterpriser alone. And if ownership of reserves is vested both in capital and labour, they cannot, to our mind, be justifiably consolidated with capital for the purpose of measuring the return to the investor or the capitalist. In actual fact also, dividends are paid only to share-holders in respect of the share capital paid by them. They do not receive any share of dividend in respect of the reserves of the industry. We are aware that the management has a right under the present law to distribute its profits to share-holders in the form of bonus shares. This, it may be argued, is nothing but adding profits to capital with a view to retaining so much more money in the industry, as is done through the creation of reserves. We are unable to accept the present law as our sole guide in this respect, as it is changed from time to time to bring it, into greater conformity with the new principles of life emerging from new social conditions. It is no wonder that in spite of many changes that the law has undergone and is undergoing, it still retains some aspects justifiable only in a society swearing by *laissez faire* policy. The existing law about profits is one such aspect and needs a revision. We have accordingly recommended in another place that the use of profits of an industry for the sole benefit of capital, either in the form of bonus shares or by crediting it to a dividend equalization fund for the sole purpose of the investors, should be prohibited unless a corresponding appro-

priation is made in favour of labour also. Consistently with that view, we cannot allow the treatment of reserves as a part of capital for the purpose of showing returns yielded by industry to share-holders.

*(b) So also loans*

217. A similar difficulty arises about "loans" taken by a concern. The money obtained through them is, no doubt, utilized for the industry more or less in the same way as the money obtained through share capital. But it cannot for that reason be considered on par with capital and added to it for calculating returns to share-holders. We are aware that the income-tax law allows such consolidation for the purpose of giving a fair return on capital before charging super- and corporation-taxes etc. It is, perhaps, a simple device adopted by that department to allow a fair amount of return both on share capital and on loans. In actual fact, however, the two are treated quite differently. Loans are considered a first charge on the assets of an industry, while capital is always the last charge on them. Lenders do not get dividends, but interest, on their loans which is debited against profits before the residue is utilized for declaring dividends or appropriation to reserves. Even from accountancy point of view, therefore, loans cannot be allowed to be bracketed with capital for the purpose of measuring returns of an industry to capital or investors.

*(c) Depreciation at high rates regarded as concealed profits*

218. A slightly different question arises in respect of amounts charged to depreciation. Depreciation is a deduction from profits made on account of wear and tear in the assets of the industry. The admissible rate for depreciation naturally differs with the nature of different assets. It may vary from an orthodox accountancy point of view between  $2\frac{1}{2}$  per cent. on buildings and 10 per cent. on small assets of more or less transitory nature, such as "renewals". To be on the safe side, the income-tax law allows a maximum

charge admissible under depreciation on various items of assets. What may, however, be admissible under income-tax law is not necessarily just and fair. We have, therefore, regarded such a uniform deduction at a high rate in respect of all assets as indicative of over-abundant provision for depreciation of creation of hidden reserves.

*(d) Other reserves*

219. We also came up against a number of other reserves created by different industries, such as provision for taxes, general reserves, miscellaneous reserves, etc. A reserve is generally a specific allocation of profits for certain definite purpose on which alone it can be expended. Inasmuch as the above reserves have either no such specific purpose behind them or show provisions much above the actual specific requirements, we have considered them more or less as concealed allocation from the profits of the industry and included them in profits for purposes of judging the capacity of the industry to pay.

We now proceed to examine the position of each industry individually.

### **Cotton Textiles**

*Increase involved in our proposals*

220. We take cotton textiles first, for which, by the way, we have relatively the largest amount of data available. In our proposals for dearness allowance, we have put Kanpur and Lucknow factories in class A. Our consolidated minimum wage for this class, including basic wages and dearness allowance comes to Rs.75-12-0 per month. The following table computed from material given in the Family Budget Inquiry Report, 1944, shows income *per capita* and number of workers in income groups below Rs.80 per mensem.

TABLE No. XXIII

NUMBER OF WORKERS AND INCOME PER CAPITA IN INCOME GROUPS  
BELOW Rs.80 ACCORDING TO THE FAMILY BUDGET INQUIRY  
REPORT 1944.

Income groups	Total income of all workers	Total number of workers	Income per worker	Percentage of workers in each group
I	2	3	4	5
	Rs.		Rs.	
Below Rs. 30 .. ..	375' 2	14' 00	26' 8	1
" 40 .. ..	5057' 9	145' 58	34' 7	11
" 50 .. ..	15522' 2	385' 82	40' 2	30
" 60 .. ..	28057' 2	636' 52	44' 1	50
" 70 .. ..	38684' 4	830' 04	46' 6	65
" 80 .. ..	47400' 9	976' 29	48' 5	76

The total number of workers for 11 cotton textile mills at Kanpur in 1946 is reported to have been 49,247. If 76 per cent. workers are taken to be affected by our proposals as shown in column 5 of the table, the actual number of workers affected will come to  $\frac{49,247 \times 76}{100}$ . If the average increase in earning in each case was Rs.27'3 (Rs.75-12-0—Rs.48-5-0) the total annual deficiency on account of our minimum wages and dearness allowance rates will come to Rs.  $\frac{49,247 \times 76 \times 27'3 \times 12}{100}$  or Rs.1,22,61,321. The total wage bill for these 11 mills is reported to have been Rs.1,42,24,680 as basic wages and Rs.1,54,31,576 as dearness allowance, 1946. In other words, our proposals roughly double the basic wage bill. The gratuity paid in that year amounted to Rs.31,88,936. Since the dividend paid in that year amounted to 18 per cent. on share capital paid, the amount of bonus payable under our scheme will be Rs.  $\frac{26}{365}$  or  $\frac{1}{10}$  of Rs.1,42,24,680. This will

come to Rs.14,22,468, which will mean a saving of Rs.31,88,936—Rs.14,22,468 in the bonus bill, or of Rs.17,64,468. The net additional increase on account of all the three items will, thus, come to Rs.1,22,61,321—Rs.17,64,468 or Rs.1,04,96,853. This is roughly one-third of the total wages bill in 1946, including gratuity. Let us now see whether the textile industry at Kanpur can bear this additional burden.

### *Financial position*

Comparison  
with 1938.

221. The financial return of the cotton textile industry at Kanpur, supplied to us, had to be slightly altered in the light of principles enunciated in paragraphs 216 to 219 above. The new statement is at table No. 26 in Appendix F and refers to 10 mills in all. A glance at it will show that the industry enjoyed unprecedented prosperity during the eight year period 1938—46, for which information has been supplied. The peak year for the boom was 1943. In that year, the share capital paid up was only 16 per cent. higher than that in 1938, but the net profits were 23 times, total taxes paid to Government were 104 times, the provision for reserves made was 54 times, the directors' fees and agency commission were 16 times, and the dividends paid to shareholders were about 4 times, those in 1938. The percentage of dividends to paid-up share capital worked out to 27·5 per cent. in that year. Obviously, the introduction of rationing in piecegoods trade in 1944 put a brake over the profiteering rampant in the country. The profits have since then tended to decline. Despite the decline, however, the industry in 1946 was much different from, and much more prosperous than, that in 1938. In 1946, the paid-up share capital was 44 per cent. higher than in 1938, but the net profits of the industry were 9 times, the taxes paid to Government 32 times, the provision made for reserves 18 times, the directors' fees and agency commission about 8 times, and the dividends paid to shareholders over  $2\frac{1}{2}$  times, those in 1938. Relatively speaking, therefore, the position of the industry in 1946 was particularly strong. We have shown in table No. 14 of

Appendix F that the highest increase in earnings in that textile industry over pre-war level was 400 per cent. and the lowest 75 per cent. In other words, when we compare the increases, the workers appear to have been the worst sufferers.

### *Quantitative gains*

222. The following table summarizes the position quantitatively:—

TABLE NO. XXIV

FINANCIAL POSITION OF COTTON INDUSTRY IN 1938-46

Paid up Capital in 1938=Rs.3,12,70 thousands

Paid up Capital in 1946=Rs.4,50,19 thousands

Years	Net Profits	Directors' Fee and Agency Commission	Taxes	To Reserve Fund	Dividends paid	Depreciation charges
(In thousands of rupees)						
1938 ..	43,60	4,25	7,12	2,09	29,92	20,36
1939 ..	69,05	7,15	17,80	6,81	40,86	24,24
1940 ..	1,10,45	10,43	50,28	2,25	48,19	27,51
1941 ..	2,38,35	15,34	1,83,01	18,76	63,37	32,52
1942 ..	4,76,42	34,12	3,34,82	53,68	80,41	40,66
1943 ..	10,12,66	69,38	7,42,63	1,13,44	1,00,03	39,56
1944 ..	6,84,33	49,02	4,78,68	1,05,88	53,93	32,38
1945 ..	4,97,27	32,23	3,31,36	64,69	56,76	37,92
1946 ..	3,92,69	33,24	2,26,00	38,47	81,19	32,43
Total ..	35,24,82	2,55,16	23,71,70	4,06,07	5,54,66	2,87,58

The industry has during these eight years earned net profits amounting to Rs.35 crores, or roughly about 8 times the

share capital in 1946. Of these, about Rs.24 crores, no doubt, went to Government in taxes. The representatives of the industry argued before us that Government were the real beneficiaries, while the industry got a minor share. While this might be true relatively, the quantitative share appropriated to industry was, by no means, small. Thus, directors' fees and agency commissions alone amounted to over Rs.2 crores during this period, or roughly 50 per cent. of the share capital. Again the reserve fund and the dividends accounted among themselves for double the amount of share capital. Having made these enormous gains, it should not lie in the mouth of the industry to plead inability to meet additional burden thrown on it by the raising of the sub-normal levels of living of their own workers to nutrition level.

*The position in 1946 justifies the increase*

223. Our main argument, however, is not based on these accumulated profits but on annual gains. In 1946, the net profit of the industry was Rs.3,93 lakhs, whereas the total additional burden thrown by our proposals is only Rs.1,05 lakhs. Of the above profits, as much as Rs.2,26 lakhs accrued to Government as taxes which could not have so accrued to them if the industry had treated its workers humanly and sympathetically. In other words, our argument is that wages are not paid out of profits but out of revenue expenses and the additional amount recommended by us as increase, if anything, may not go from the pockets of the industry. Another important factor to be remembered in this case is that while the increase involved has been worked out for 11 firms at Kanpur, the financial statement gives information for 10 units only. In other words, the profits of even 10 factories can pay the whole increase in 11 units. Further more, if these amounts were found somehow insufficient for the purpose, the necessary money could be found by curtailing future allocations for other purposes. None of these steps shall decrease the share of profits accruing to capital and, therefore, the suggested increase should not in any way discourage capital investment in the industry.



*Advantages and disadvantages as between  
Kanpur and Bombay, etc.*

224. Nonetheless, the industry laid considerable stress on this aspect of the problem. They told us that they were suffering from many disadvantages in comparison to the Bombay and Ahmedabad industry and any increase in their burdens might cripple the industry at Kanpur for good. We, therefore, proceed to examine these considerations. In the first place, they pointed out that Bombay, Madras and Calcutta were port towns and had, therefore, advantage over Kanpur in the matter of exports in suitability of climate, in savings on freight charges over imported stores and machinery, etc. We do not consider geographical situation a very great drawback for Kanpur. If port towns have greater advantage in exporting goods, an interior town like Kanpur has the advantage of lying in the heart of its own markets. Indeed, dependence on export trade in the present economic situation of the world can hardly be considered to confer always a definite, stable and greater advantages. If port towns save money on freights of stores and machinery, they have to incur additional expense in freight on moving their goods to the interior markets, which are necessarily much larger in volume and weight than stores and machinery. Port climate is, no doubt, better suited to the manufacture of cloth than Kanpur climate, but the fact that Kanpur industry concentrates on the production of coarser counts may considerably reduce the disadvantages. It was also argued that Bombay has the advantage of cheaper power and fuel costs and lower insurance rates, but no satisfactory figures were produced to support these contentions. On the other hand, the representatives of labour pointed out that Kanpur has an advantage over Bombay in having a bigger hinterland market, in lower land rents, lower municipal taxes, lower freight on coal and less competition from foreign goods. On the whole, therefore, we do not consider Bombay to be better situated than Kanpur.

### *Cotton purchase in season*

225. Another consideration urged related to nearness of cotton production area. It was pointed out that Bombay purchases its cotton from time to time, while Kanpur has to purchase all its requirements in the season because of the absence of a local cotton market and has, thus, to lock up a good part of its capital and lose interest thereupon. Here, again, we are not quite sure if this always works to the disadvantage of Kanpur. We give a statement of prices of raw cotton in table No. 27 in Appendix F. It shows considerable fluctuations in prices from season to season. If Kanpur is, therefore, purchasing in the season all its requirements and losing in interest on money invested, it must be saving in prices, the fluctuations in which provide a greater margin than is lost by way of interest over locked up capital.

### *Low efficiency of labour at Kanpur*

226. A third argument put forward was on the score of the relative efficiency of labour at Kanpur and Bombay. While we appreciate the point, we are unable to understand its full import since the figures supplied in support of the contention are worse than useless. We do wish that Kanpur employers will realise the importance of providing satisfactory and reliable statistics, if they expect any one to appreciate their difficulties. Our own feeling is that they have not yet cared to develop the efficiency of local labour force systematically and have concentrated merely on economizing on wages by paying less. We hope that our proposals will give an impetus to the increase in efficiency.

### *After-effects of partition*

227. The Kanpur employers also pointed out that the partition of India has resulted in a loss of at least 25 per cent. of their markets. On a perusal of figures of internal exports of Indian cotton piecegoods in table No. 28 in Appendix F, we find that exports from this Province to the Punjab amounted in 1938 to only 10 per cent. and in 1944 to less

than 8 per cent. of the total exports. Besides, the Punjab needed fine count cloth for relatively rich Hindu population and coarse count goods for the relatively poorer Muslim population. The United Provinces mills cannot be said to have lost much in the matter of markets for fine count goods of which they produced precious little because most of the Hindu population have migrated to the Indian territory. In relation to coarse count goods in which Kanpur specializes, they were neither afraid nor need they be now of the foreign competition. The United Provinces factories have a considerable advantage over other internal and external competition from the point of view of nearness to Pakistan markets. It was also urged that the United Provinces was taking to production of higher count goods and the loss of Sind Cotton would considerably affect this progress. For one thing, the Bombay and other West Indian Textile centres stand to lose more in this respect than the United Provinces producers. For another, there is no reason to be apprehensive of any real difficulties cropping up in our importing Sind cotton. Indeed, in spite of the present strained relations between the Indian and Pakistan dominions, both have found it profitable to enter into a reciprocal arrangement whereby Sind cotton will continue to come to India in return for Indian cotton piecegoods. We do not, therefore, consider these fears to be real. सत्यमेव जयते

#### *Considerations favourable to industry*

228. On the whole, therefore, the only factor which is definitely favourable to west Indian textile centres in comparison to the United Provinces centres is the relative efficiency of labour there. But this is not a new factor and the United Provinces has been holding its own in spite of it for so many years. The present position, if anything, is more promising, for we are faced with a very large demand for cloth from the internal market. The removal of rationing and control from piece-goods has, as it were, removed the last hindrance to this industry to produce as much as it liked and to sell it at whatever prices it chooses to prescribe. Indeed,

we are already receiving reports that prices of piece-goods in the United Provinces centres have gone up by a higher amount than is considered justifiable by the Government of India. All these considerations do not seem to point to a bleak future for the industry in any way.

*Comparative costs of production*

229. We can, however, examine this question from still another angle, namely, from the point of view of costs. The following table shows the main factors entering into cost of production of cloth and the importance of such item in the total cost of production at Kanpur according to the Indian Tariff Board Report on the cotton textile industry, 1932, along with their pre-war and present levels of prices:—

TABLE No. XXV  
RISE IN THE COST OF DIFFERENT CONSTITUENTS OF COST OF PRODUCTION

Items of cost of production	Percentage of total cost in 1932	Present price relatives on pre-war base	Product of columns 2 and 3
1	2	3	4
1. Raw cotton .. ..	40	236	9,440
2. Labour .. ..	24	350	8,400
3. Stores .. ..	10	164	1,640
4. Fuel, coal .. ..	9	374	3,366
Total .. ..	83	275	22,846

The price relatives of the first and the fourth items have been taken from the prices published by Economic Adviser, Government of India, and refer to January, 1948. The figure for labour has been worked on the average wage of the industry as given in Government of India, Labour Gazette, dated November, 1947, after including the increase suggested by us. The figure for stores refers to 1946 and has been taken from the "Communist" dated, May, 1947. We regret we had no data regarding subsequent rise in the prices of stores, but

we believe that the total rise cannot be more than 175 per cent. The remaining items entering into cost of production are repairs, supervision, insurance, rents and taxes, packing expenses, etc. We could not include these items in the table since prices for them are not available. Their exclusion, however, should not affect the total rise materially, since they represent a small percentage of total cost. This table shows that the cost of production has, on the whole, increased by 175 per cent. On the other hand, the prices of cotton manufactures have increased by 207 per cent. (January 1948).\* In other words, this level of prices of cotton manufacturers leaves a good margin for profit even after allowing for the proposed increase in wages. For all these reasons, we consider that the textile industry can pay the suggested increase in wage without any difficulty.

230. We have not received financial statements from Cotton Textile Industries located at centres other than Kanpur and included in our 'B' category. We are, therefore, not in a position to examine their capacity to pay increased wages and dearness allowances.

### **Hosiery Industry**

#### *Estimated increase in wage bill*

231. In the case of hosiery industry, our minimum wage plus dearness allowance comes to Rs.60-8-0 at the subsidiary cost of living index of 344, the average for 1947. The average earnings *per capita* in income groups below Rs.60 were Rs.44-1-0 according to table No. XXIII. Therefore, the average increase in the earnings will be Rs.60-5-0, Rs.44-1-0 or Rs.16-4-0 *per mensem per capita*. The number of workers in the hosiery industry in 1946 was 611 according to the Annual Report on the Administration of Payment of Wages Act. The percentage of workers affected by the increase in income groups below Rs.60 was 50 per cent. Thus, in all  $\frac{611 \times 50}{100}$ , or 305 workers will be affected and the total

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\*Figure taken from the prices, published by the Government of India, Economic Resources Board.

increase in the wage bill of the industry will come to Rs.305-5-0  $\times 16.4 \times 12$  per annum or Rs.60,22 thousands per annum on account of our recommendations for increase in basic minimum wages and dearness allowance.

*Financial position in comparison  
to pre-war period*

232. Unfortunately, we did not receive financial statements from all hosiery factories in the Province. The Employers' Association of Northern India supplied figures for only three of them, namely, the J. K. Hosiery, the Misra Hosiery and the Pucca Hosiery, and the figures had to be re-arranged, as in the case of cotton textiles. The new table is given at No. 29 in Appendix F. The rate at which depreciation was charged was relatively high, namely, 14 per cent. and 17 per cent. in 1939 and 1940. This, perhaps, accounts for the abnormal feature of taxes being paid to Government while the financial statements showed a net loss instead of a net profit. The rate of depreciation was not lowered even in subsequent years and, indeed, rose to 27 per cent. in 1944. While the capital invested in these three firms was in 1946 roughly  $3\frac{1}{2}$  times that originally put in, the gross profits of the industry in that year were 19 times, and the taxes paid to Government 155 times, those in 1939. This cannot be considered to be a weak position for the industry.

*Net result for eight-year period*

233. Quantitatively, however, the position was still better. The following statement summarizes the results for the eight-year period for the three firms:—

TABLE No. XXVI

FINANCIAL POSITION OF THE HOSIERY INDUSTRY FROM 1938 TO 1946

Capital in 1938=Rs.98,303; in 1946=Rs.3,50,568.

Years	Gross profits	Net profits	Depreciation	Taxation
	Rs.	Rs.	Rs.	Rs.
1939 ..	29,942	-6,623	36,565	2,206
1940 ..	31,437	-16,414	47,851	1,034
1941 ..	1,47,284	1,10,205	37,079	57,722
1942 ..	2,75,850	2,39,283	36,567	1,67,867
1943 ..	4,25,213	3,61,984	63,279	2,30,394
1944 ..	2,38,510	1,70,038	68,472	1,08,906
1945 ..	1,49,571	90,091	59,480	1,91,126
1946 ..	5,79,118	5,25,012	54,106	3,41,297
Total ..	18,76,925	14,96,613 -23,037 14,73,576	4,03,399	11,09,551

It will be seen that the depreciation charged has been so heavy that the total provision made during this period was 1.3 per cent. higher than the total value of fixed assets in 1946. The taxes paid during the same period amounted to three times the whole capital of these firms, which itself had increased by 256 per cent. over its corresponding figure in 1938. The total net profits of these firms were four times and the total gross profits five times the total capital invested. All these figures speak for the undoubted prosperity of the industry.

*Position in 1946 particularly strong*

234. The financial position in 1946 appears to have been particularly strong. The net profit during that year was even higher than that in 1943 and rose to Rs.5,25 thousands. The net surplus with the industry after paying taxes amounting to Rs.3,41 thousands was Rs.1,84 thousands. In other words, the industry got a dividend in 1946 of roughly 50 per cent. over its capital. These figures represent the capacity of three hosiery factories only at Kanpur. The total increased burden on all hosiery firms in the United

Provinces was worked out at Rs.60 thousand in paragraph 231 above. It is clear that these three firms alone can afford to pay the additional burden of the whole industry from their own funds without even reducing taxes payable to Government. This analysis, further, does not take into account the saving that will accrue to the industry on account of our recommendations in regard to profit bonus. Twenty-five per cent. of net profits, which we have recommended for profit bonus, is likely to be less than 25 per cent. of the total wage bill, which the industry is paying at present. We have not come across any arguments—apart from those arising out of the temporary loss of the Pakistan market—which can show the industry to be less prosperous than the above-mentioned figures reveal. We, therefore, conclude that the hosiery industry can bear the additional increase in expenditure involved in our recommendation.

### **Jute Industry**

#### *Estimate of additional burden on wage bill*

235. Taking jute industry next, we find that the minimum wage inclusive of dearness allowance payable to jute workers under our proposals will be Rs.68-2-0 at the 1947 average subsidiary index. We have, therefore, used the *per capita* income figure for income groups below Rs.70 given in table No. XXIII, namely, Rs.46-6. The increase in each case will come to Rs.21.5 per mensem per head. For the same income groups, the percentage of workers affected was 65 per cent. The total number of workers in the jute industry in 1947 was 8,179 according to its memorandum. The number of workers affected by the increase will, therefore, come to  $\frac{8179 \times 65}{100}$ , and the increase in the wage bill will work out to Rs.  $\frac{8179 \times 65}{100} \times \text{Rs.}21.5 \times 12$  per annum or Rs.13,71,618 per annum. The industry is at present paying a bonus of 25 per cent. on basic wages, which totalled to Rs.16,87,990 in 1946. The bonus will, therefore, work out



roughly to Rs.4,21,997. If no bonus is paid to workers in this industry because of its negligible profits, the net additional burden thrown on the industry on account of our proposals will come to Rs.9,49,621 per annum.

*Financial position—Capital liabilities*

236. Coming to the financial position of the industry we have been struck by the peculiar features of the figures supplied. We give the two statements received from the industry in original in tables Nos. 30 and 31 in Appendix F. Table No. 30 shows changes in capital. The industry had in 1946 a share capital of Rs.40,76,500 and loans to the tune of Rs.31,36,787. But the "employed capital" for the purposes of income-tax was shown as Rs.32,37,710 only, which is less than the share capital itself, not to speak of the loans liability. This strange result appears to be the effect of showing fixed assets at the value of Rs.82,27,517, whereas their depreciated value for income-tax purposes is admitted to be Rs.36,25,529 only. In other words, the income-tax authorities have obviously already allowed for a depreciation of Rs.46,01,988 on assets in previous years. But the total amount of reserves carried forward are reported to be only Rs.24,04,078. Where the balance of Rs.21,97,910 has gone is not at all clear. As against this, the capital and loans together show an increase of Rs.24,10,907 from 1938 to 1946. One wonders how far these two figures are connected. In any case, the figures are not of the ordinary type, and it is difficult to extract the full story from them.

*Working of the industry in 1938—46.*

237. The second table No. 31 shows profits in relation to "capital employed". Whereas capital shows a gradual decline during the eight-year period 1938—46, the profits show rise until 1943, when gross profit was 8 times and net profit over 15 times their corresponding figure in 1938. These, however, began to decline after 1943 and saw an almost equally abrupt fall in 1945 and 1946. Even so, while the capital had declined by 20 per cent. in 1946, the gross

profit showed a rise of 34 per cent. during the eight-year period. The following table summarizes the working of this period:—

TABLE NO. XXVII

FINANCIAL POSITION OF JUTE INDUSTRY FROM 1938 TO 1946

Capital employed in 1938=Rs.40,50,182

Capital employed in 1946=Rs.32,37,710

Years	Net profits	Depreciation	Provision for taxes	Reserves created	Dividends paid	Directors' fees and managing agency commission-
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1938 ..	1,94,356	2,14,790	3,57,301	..	..	8,945
1939 ..	2,86,586	3,70,094	2,47,647	..	12,960	9,573
1940 ..	7,82,662	4,32,698	2,80,720	2,00,000	2,06,365	1,80,845
1941 ..	16,66,599	6,39,990	6,27,241	2,25,000	1,00,740	1,84,190
1942 ..	18,55,445	5,17,320	8,48,223	2,70,000	3,07,100	2,23,574
1943 ..	29,22,806	4,55,813	21,50,215	1,50,000	1,51,385	3,80,061
1944 ..	18,16,724	4,14,497	12,16,184	..	1,93,350	3,02,630
1945 ..	8,51,569	3,89,148	6,24,123	1,00,000	1,80,360	2,08,198
1946 ..	1,77,783	3,71,606	1,25,000	..	1,31,940	79,700
Total ..	1,05,54,530	38,05,956	64,76,654	9,45,000	12,84,200	15,05,716

It will be seen that out of the total provision of Rs.46 lakhs allowed by the income-tax authorities in respect of depreciation, Rs.38 lakhs were provided during this eight-year period. Even after doing it, the industry provided a total net profit of Rs.1,05 lakhs, out of which Rs.15 lakhs went to the directors and managers, Rs.13 lakhs were distributed as dividends, Rs.9 lakhs were transferred to other reserves and Rs.65 lakhs were set apart for paying taxes. In other words, the industry has set apart double the value of employed capital for taxes, has provided another 25 per cent. of employed capital for other purposes, given  $5\frac{1}{2}$  per cent. dividend to share-holders on their capital in 1938 and allowed over Rs.1,50 thousand per year to directors for their labours. These figures do not disclose any mean record.

### *Position in 1946*

238. Coming to 1946, the last year for which figures were supplied, we find that the net profits were Rs.1,77,783 against the employed capital figure of Rs.32,37,710 or about 5 per cent. The gross profits were Rs.5,49,389, or over 16 per cent. of the capital employed. While these figures may be somewhat low for an abnormal period like 1946, they cannot be considered inadequate for a normal year. But we find that the appropriations made out of these figures continued to be done at high rates adopted during abnormal periods. Thus, a depreciation of Rs.3,71,606 was provided in that year against the fixed assets, valued for income-tax purposes at Rs.36,25,529. The provision works out to 10 per cent. Again, although the net profit in 1946 is shown to be less than that in 1938, the amount shown as directors' fees and managing agents' commission is about 10 times that shown in 1938. If a 5 per cent. provision is made for depreciation and directors' fees are provided at the pre-war scale, the industry in 1946 would show a surplus of about Rs.3½ lakhs for taxes, dividend, etc. Table No. 31 also shows in addition a sum of Rs.2.55 thousands as refundable taxes and a sum of Rs.4.40 thousands as profits carried forward from last year, i.e. roughly a total sum of Rs.7 lakhs. Thus, the net surplus at the disposal of the industry was about Rs.10½ lakhs in 1946, which is just above the figure of additional expense estimated for the industry.

### *Disadvantageous position of the Jute Industry*

239. For this reason, we carefully went through the memorandum submitted by the Industry. We read there a history of the several failures of the pioneer venture in this line before 1925, when M/s. J. K. Jute Mills Co., were established. We also found there a long list of natural disadvantages from which the industry is reported to be suffering in comparison to the Bengal mills, with no attenuating circumstance in favour of the United Provinces Industry. Even the advantage of nearness of up-country markets is

reported to be non-existent. We do not propose to examine these arguments here, even though we think most of them have a family likeness to those advanced by the cotton textile industry and we think that some of them can be met similarly. If all that we read there is accepted to be substantially true, we wonder why this industry was at all started in this province and how it has managed to get on and earn profits of the size indicated in paragraphs 236 and 237. All that the memorandum puts forward in reply to such questions is: "If with these disadvantages of marketing, the United Provinces Mills still thrive with a hand-to-mouth existence, it is merely on account of the dogged determination of those who run the industry in the United Provinces to maintain it at all costs and to progressively work to find a way out of these present troubles. May be that the industry can find in course of years a process of manufacture or the fabrication of goods in novel ways which may give the industry new openings. But the retention of the industry in working order until such time would be found absolutely necessary." In other words, the industry asks for permission to continue exploitation of labour on the off-chance of discovering some novel process, which would enable the industry to hold its own against Bengal competition. We regret we have no such faith in miracles. If there are no natural advantages in favour of jute industry in the United Provinces, and if on that score minimum living wages cannot be paid the earlier it is closed the better for all concerned. We cannot, in these unfortunate circumstances, agree to the exploitation of eight thousand and odd workers, engaged in the industry at present, and thereby jeopardise the standard of living of about 2 lakh workers in the whole province.

*Picture given is not convincing*

240. But we are not quite sure that the industry is really in as straightened circumstances as we are asked to believe. We think that the memorandum presented by the industry gives one-sided picture and an over-exaggerated at that. We have already cast doubts at some of the figures supplied by

the industry regarding its financial position. We notice that although the financial statements are signed by a firm of registered auditors, a copy of covering letter usually received from such firms explaining the basis adopted in compiling the statements has not been supplied to us. We also observe that the item which receives the highest appropriation from profits is termed "provision for taxes", and not taxes actually paid. Indeed, we find that while the net profits of the industry were only Rs.1 lakh in 1938 and Rs.43,000 in 1939, the provision made for taxes was as high as Rs.3,57 thousands and Rs.2,48 thousands respectively. If all these taxes have actually been paid, the industry is bound to get substantial refunds in the years to come, which will, we hope, give it the necessary funds to carry on for two to three years and to create within that period the desired miracle. So far as we are concerned, we see no definite reasons for making an exception in the case of this industry.

## **Sugar Industry**

### *Estimate of additional expenditure*

241. In case of sugar, we came up against an initial difficulty in calculating the additional burden thrown on the industry by our proposals. The difficulty arose because table No. XXIII is inapplicable to its case. The Family Budget Inquiry 1944, which gave us data for that table was confined to Kanpur, which has practically no sugar industry. We tried many sources but could not find any authoritative income-wise distribution of sugar workers along with *per capita* income for each income-group. Having no other alternative, we decided to make a rough estimate of the maximum increase involved in our proposals. The latter naturally give the highest amount of increase to the lowest paid workers. We decided to calculate the increase in the lowest wage group and to allow for it in case of all sugar workers, so that the amount of additional increase so arrived at may give us a figure, which cannot be exceeded in any eventuality. Our consolidated minimum wage including

dearness allowance comes to Rs.68-2-0 per mnesem for Class B factories, among which sugar industry is included. The average length of the sugar season is 100 days in a year. The total wage earned during this whole period will work out to Rs.227.08. We have also recommended a retainer allowance of 25 per cent. for unskilled workers. This will give us a figure of Rs.  $\frac{7. \times 26}{30}$  or Rs.66.25. The total annual earnings of an unskilled worker in this way comes to Rs.293.33. According to the recommendations of the Bhatia Sugar Factories Labour (Wages) Inquiry Committee, United Provinces and Bihar, the minimum wage for an unskilled worker has been fixed at Rs.36 per mensem. In addition, every such worker gets a retainer allowance of 10 per cent. This gives a total annual wage of Rs.151.8 per sugar worker. In other words, the increase involved in our proposal cannot exceed Rs.293.33-Rs.151.8 or Rs.141.53 per worker. The total number of sugar workers in the United Provinces mills was 10,208 according to the Annual Administration Report on the Payment of Wages Act, 1946. Working on this figure we get the maximum increase involved in our proposals as Rs.141.53  $\times$  10,208 or Rs.14,44,738 per annum.

### *Financial position*

242. These figures have to be examined in the light of the financial position of the industry. We have been supplied with data for four years only, namely, 1938-39, 1943-44, 1944-45 and 1945-46. The information for these years has been reconstructed in the manner adopted in case of cotton textiles and hosiery and is given in table No. 32 in Appendix F. It is clear that the industry did not make during these three war-years anything like the phenomenal profits earned by the textiles and other industries. But the position was definitely changing gradually for the better. Thus, the last of the three years shows the best results. The net profits in the industry in that year amounted to Rs.21,62,095, which is one and a half times the total additional increase worked out in the preceding paragraph. In other words,

the industry would have borne this additional burden in 1945-46 and still spared Rs.7,17,357 for profits, taxes or reserves.

*Improvement brought about by the  
rise in prices*

243. But the position of the industry has further improved since then. We refer to the great rise in prices that has taken place in sugar since it was decontrolled in 1947. The price shot up from Rs.21-15-0 per maund to Rs.35-7-0 per maund, giving a net rise of Rs.13-8-0 per maund. The total production of sugar in the United Provinces amounted to 60,13,272 maunds in 1945-46. The above increase will give an additional amount of Rs.8,11,79,172 to the industry. At the same time, Government have increased the price of sugarcane from Rs.1-4 per maund to Rs.2 per maund. If we assume an average recovery of 10 per cent.\* in the sugar industry a production of 60,13,272 maunds of sugar will mean 6,01,32,720 maunds of sugarcane crushed. For this quantity the cane-grower will get Rs.4,50,99,540 additional on account of the increase in the price of sugarcane. The balance of roughly Rs.3.61 lakhs will remain for distribution among labourers and other items of the cost of production. We find that the Report of the Indian Tariff Board on the sugar industry gives 1932-33 proportion of costs on various items. If sugarcane is excluded from them, labour accounts for roughly 19 per cent. of the remaining cost of production. If, therefore, we suppose that each item of cost of production will get a proportionate share in this surplus amount, the share of labour in it will come to Rs.68.59 lakhs. This is much more than the maximum additional expense involved in our proposals. On the basis of 1945-46 position, this will leave about Rs.76 lakhs for reserves, taxes, dividends and bonus to the workers. According to the Payment of Wages Act report, the total wage bill for the

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\*The seasonal recovery for 1943-44 in the United Provinces was 9.92 per cent. and that for 1944-45 was 10.2 per cent. according to the table No. 31, Indian Sugar Manual, 1943-44.

industry in 1945 was Rs.36,15,918. A statement supplied by the sugar syndicate puts the total expenditure under salaries and wages for 29 mills in 1945-46 at Rs.85,59,718. Whichever be the correct figure, the rise in price that has taken place can afford a more or less double the amount of wage-bill. We have, therefore, no hesitation in saying that the industry can easily bear the additional burden involved in our proposals.

### **Leather Industry**

#### *A peculiar difficulty*

244. We came against another type of difficulty in the case of leather industry. We have ourselves divided the leather factories into three classes of units for the purposes of dearness allowance. It was necessary, therefore, to examine the capacity of each of these three sections separately. Sections A and B had one factory each only, while only one or two factories of the 'C' category supplied their financial statements. In each case, therefore, we had to base our conclusions on the financial position of individual factories only, a procedure which we ourselves do not consider to be at all proper. We had, however, no other alternative open to us here as on one or two other occasions, the absence of data and the inertia of employers, to put it mildly, have conspired to make up compromise with logical consistency.

#### *Position of Messrs. Cooper Allen & Co., Kanpur*

245. Messrs. Cooper Allen & Co. Ltd., Kanpur alone fall in our category 'A'. We are not in possession of any financial statement of this firm and are, therefore, not in a position to examine statistically the capacity of the firm to bear the additional expenditure involved in our proposals. Only some figures about the progress of the industry have been supplied. These are given in table No. 33 in Appendix F. It will be seen that the peak year for production, as in other large-scale industries, was 1942 to 1945. The production of footwears was 644 per cent. higher in 1944 and that of



hides processed 170 per cent. more in 1942 in comparison to pre-war level. The quantity produced has since declined in both these cases, but in 1946, the last year for which information has been supplied, it was still 159 per cent. higher in case of footwear and 42 per cent. higher in case of hides processed. No one can complain against the decline in recent years, a tendency shared by all industries. It is important, however, to note that the firm is still much above its pre-war level of production. This is certainly not a sign of slump for this firm or of bad days. Even though no recorded data are available, it is common knowledge that the demand for Cooper Allen shoes is still very keen and is tempered at present only by the relatively high prices at which they are selling. Even otherwise, the firm is commonly believed to be as prosperous as other cotton firms affiliated to the British India Corporation, Kanpur. Indeed, we are confident that it is the most prosperous firm among leather manufacturing units and is in the best position to meet the additional burden thrown by our proposals.

*Position of Messrs. Kanpur Tannery Ltd.  
Estimate of additional burden*

246. Another single firm, included in our class 'B' factories, is Messrs. Kanpur Tannery Ltd. The firm has supplied us a statement, although unaudited, showing some features of its financial position. This has made it possible for us to examine its case on the basis of figures. The 1944 Family Budget Inquiry Report for Kanpur covered leather workers also. The data given in table No. XXIII is, therefore, applicable to this firm. Our minimum wage plus dearness allowance to class 'B' factories comes to Rs.68-2-0 per mensem. Taking income groups below Rs.70, therefore, we get a *per capita* income of Rs.46.6 or a deficiency of Rs.21.5 *per capita* and 65 per cent. of the workers affected by the deficiency. The total number of workers in this firm is given as 1,825. The total additional expense according to our proposals will, therefore, work out to Rs.  $\frac{.825 \times 65}{100} \times \frac{215}{10} \times 12$  or Rs.3,06,052

per annum. The firm had a total wage bill of Rs.13,01,337 in 1946 inclusive of dearness allowance and bonus. The wage schedule of the firm shows that a large majority of its workers were paid Rs.27-4-0 per head as dearness allowance and 25 per cent. of basic wages as bonus. Working on these figures, we get a sum of Rs.5,63,650 for basic wages alone. The bonus payable out of this will come to Rs.1,40,912. The firm distributed a dividend of 5 per cent. in 1946. According to our proposals, therefore, the bonus admissible to workers will be Rs.10 (10 days' basic wages)  $\times$  1825 (No. of workers) or Rs.18,250. The saving of this account will come to Rs.1,22,662 and the net increase in the wage bill will come to Rs.3,06,052-Rs.1,22,662 or Rs.1,83,390. We regret that we could not calculate more accurately our figure for saving on account of bonus since total annual payments under wages, dearness allowance and bonus were not separately known to us.

#### *Financial position.*

247. We give the financial statement of the firm in table No. 34 in Appendix F. The position disclosed by it is not as bright as in the case of cotton and sugar industries, but it is not very bad either. The firm's gross profits in 1943 were roughly  $2\frac{1}{2}$  times the figure in 1940. The figure in 1946 came down somewhat, but it was still 70 per cent. higher than in 1940. The total profit made in 1946 was Rs.4,52,050. Out of the latter figure, the firm made the following allocations:

			Rs.
1.	Depreciation	...	55,986
2.	Dividend	...	72,723
3.	Directors' fees and Agency Com-		
	mission	...	67,466
4.	Reserves	...	30,000
	Total	...	2,26,175

In addition, a sum of Rs.3,48,606 was also paid as taxes. This sum we need not take into account as wage increases,

like wages, are paid before profits are worked out and taxes are based on profits. If the above allocations are maintained intact, we shall still have a net surplus of Rs.4,52,050-Rs.2,26,175, or Rs.2,25,875 which is more than the additional expenditure envisaged in our proposals. The difference of Rs.42,485 in the two figures shows the margin to which profits can decline without affecting the capacity of the industry to pay the whole additional expenditure. We can also look at this question in a slightly different way i.e. from the point of view of prices. These are given for a number of years in tables Nos. 35 and 36 in Appendix F for raw hides and skins and for leather separately. These statements show that the rise in the price of leather has been considerably more than the rise in the price of raw skins and hides. We intended to work out the difference over pre-war level in the sale-proceed of the firm caused by this divergence in the rise in prices but, unfortunately, could not do it as figures of production have not been supplied by the firm. While, therefore, we cannot estimate the quantitative effect of the variations in prices, we are more or less confident that this divergence must have considerably improved the position of the industry in comparison to pre-war position.

#### *Other Leather Firms. Estimate of additional burden*

248. We turn then to the 'C' group leather firms. We have received information in respect of two firms only, namely the Indian National Tannery, Kanpur and the United Provinces Tannery Co. Ltd., Kanpur. The consolidated minimum wage in this case will come to Rs.60-8-0 under our scheme. On the basis of table No. XXIII we get a deficiency of Rs.16.4 *per capita* for income groups below Rs.60 and 50 per cent. as the percentage of workers affected by it. This gives the total increase in the two cases as follows:—

The Indian National Tannery      - The U, P, Tannery Co. Ltd.,

$$\begin{aligned} \text{Rs. } \frac{358 \times 50}{100} \times \frac{154}{10} \times 12 & \quad \text{Rs. } \frac{579 \times 50}{100} \times \frac{164}{10} \times 12 \\ = \text{Rs. } 352,27 & \quad = \text{Rs. } 56,974 \end{aligned}$$

These figures, of course, do not take into account bonus which, we understand, is not granted by these firms.

### *Financial position*

#### The Indian National Tannery, Kanpur

249. The financial statements for these firms are given at tables Nos. 37 and 38 in Appendix F. The Indian National Tannery, Kanpur shows an appreciable decline in the profits. The figure in 1944-45, the last year for which information has been supplied, was Rs.2,33,911. Against this, an allocation was made of Rs.9,411 for depreciation and Rs.2,02,844 for taxes paid. If we disregard taxes paid in this case also, like others, the firm will have a balance of Rs.2,24,500 after allowing the above depreciation. If we charge to this the additional increase involved in our proposals, the firm shall still have a balance of Rs.1,89,273. If we deduct income-tax at 5 annas a rupee and super-tax at 8 annas a rupee from this amount the firm will still have a balance of Rs.35,489. If 25 per cent. of this net profit is given as bonus, the final amount remaining with the firm will be Rs.26,617. The firm has not given figure for capital separately. The above figure, however, works out to roughly 3 per cent. on capital and loan combined, as given by the firm.

#### The U. P. Tannery Ltd. *सत्यमेव जयते*

250. In the case of the U. P. Tannery Ltd., the year 1944-45 gave the highest profits. The figure is Rs.3,10,952 against which is shown a depreciation of Rs.12,080, Directors' fees amounting to Rs.21,600, and Income-tax and Excess Profits Tax totalling to Rs.37,400. Excluding the last item and allowing for the first two, we get a balance of Rs.2,77,272. The firm distributed Rs.37,400 in dividends or 10 per cent. on share capital. The increase on account of bonus will, therefore, come to Rs.579 × 20, or Rs.11,580. Thus, the total increase will come to Rs.68,554. Deducting this from the balance of profit, we have Rs.2,77,272-Rs.68,554 or Rs.2,08,718. Allowing for the taxes on this amount at the

rate of 13 annas in the rupee, the balance with the firm comes to Rs.39,135, which is over 10 per cent. of the share capital of the firm.

#### *Other favourable factors*

251. We, thus, find that although the position in case of leather industry is not as good as in case of cotton textile and sugar, individual factories that have supplied data to us were just in a position to meet the additional increase suggested by us in 1945 or 1946, whichever happened to be the last year for the data supplied. One or two firms have, in their memoranda, brought to our notice the difficulty that they are facing on account of the loss of the Punjab markets. We agree that this might result into temporary difficulties for the industry both in importing raw material and exporting finished goods, particularly footwears. We do not expect, however, that this will prove to be a permanent disadvantage. In any case, we think that there is at present both a sufficient demand for all that this industry can produce and a favourable selling price to afford a satisfactory margin for profit. The raising of the minimum limit for super-tax this year will, we hope, further help the industry in re-establishing itself on a sound footing. For all these reasons, we cannot agree that our proposals will in any way injure the industry.

#### **Oil Industry**

##### *Estimate of additional increase*

252. We have placed oil industry in class 'B' of the factories. Our consolidated minimum wage for this class is Rs.68,2-0, whereas the income *per capita* and the proportion of workers affected for income-groups below Rs.70 are Rs.46-6 and 65 per cent. according to table No. XXIII. The net additional increase has been worked out for three oil mills only, namely, Northern India Oil Industries Ltd., Shri Govind Oil Mills and Matadin Bhagwan Das Oil Mills. We had to confine to them, since financial accounts are available with us only for these firms. The total number of workers in

these firms in 1946 was 746. The additional increase in expenditure works out to Rs.  $\frac{746 \times 65}{100} \times \frac{215}{10} \times \frac{12}{1}$  or Rs.1,25,104.

### *Financial position*

253. The financial statement of the industry is given in tables Nos. 39 and 40 in Appendix F. The figures for the years 1938 to 1945 are based on figures of four mills including J. K. Oil Mills, while those for 1946 exclude this mill.

The following statement summarizes the position:—

**TABLE NO. XXVIII**  
**FINANCIAL STATEMENT OF OIL MILLS AT KANPUR**

Year	Profits before deducting depreciation	Depreciation
	Rs.	Rs.
1938 .. .. .	1,40,269 (loss)	67,045
1939 .. .. .	3,40,832	72,762
1940 .. .. .	56,947 (loss)	60,244
1941 .. .. .	2,92,360	52,469
1942 .. .. .	12,06,337	56,827
1943 .. .. .	16,40,674	52,789
1944 .. .. .	8,37,005	55,701
1945 .. .. .	4,71,471	63,403
1946 .. .. .	5,67,191	46,046
Total .. .. .	51,58,652	5,27,286

In other words, these four firms have earned profits roughly 4 times their share capital and provided by way of depreciation more than 50 per cent. of the investment in fixed assets in 1938 (Rs.8,37,390). The year 1946 shows a net profit of Rs.5,21,145, after allowing depreciation. If the additional increase involved in our proposals is deducted from this amount, we get a surplus of Rs.3,96,041. The financial statements do not show payment on account of taxation. If we deduct income-tax and super-tax at pre-1948 rates, we still have a balance of Rs.89,128 left with the industry. We find from the memorandum of this industry that the total wage bill of five oil factories, having a strength of 1,105 workers,

was Rs.4,17,062 in 1946. *Pro rata*, the wage bill for these three firms will be roughly about Rs.2,81,564. Since these firms are paying 25 per cent. of wages as bonus, the total amount payable under bonus alone will come to Rs.70,391. But under our proposals they will have to pay only 25 per cent. of net profits, or Rs.22,282. Thus, the firms should have a surplus of Rs.48,109 under bonus. In other words, the additional increase involved in our proposals will not be Rs.1,25,104, but only Rs.1,25,104-Rs.48,109. This would result in raising the net profit figure roughly to Rs.89,128 plus Rs.48,109 or Rs.1,37,237. On the share capital of Rs.14,06,249, this will give a dividend of over 9 per cent. We consider this margin quite sufficient and, therefore, conclude that the industry can carry out our proposals without much difficulty.

### **General Engineering and Electrical Engineering**

#### *J. K. Iron and Steel Co.*

254. We next take up the General Engineering and Electrical Engineering. Of the former class, only Messrs. J. K. Iron and Steel Co. Ltd., Kanpur, have supplied their figures. We have put this firm into 'B' class of factories. The consolidated minimum wage in this case comes to Rs.68-2-0 per mensem. Utilizing table No. XXIII we get a *per capita* income of Rs.46-6 and the proportion of affected workers at 65 per cent. For the total strength of workers, namely, 2,836, the total increase in the wage bill works out to Rs.  $\frac{2386 \times 65}{100} \times \frac{215}{10} \times 12$ , or Rs.4,75,597 per annum. The total basic wage bill of the firm for the year ending April, 1946, was Rs.8,87,630. At the rate of 25 per cent. which the firm pays, the bonus payable comes to Rs.2,21,908. Under our own recommendations, the firm will have to pay 25 per cent of net profits as bonus. The financial statement of the firm is given at table No. 41 in Appendix 'F'. Its gross profit minus depreciation for the year 1944-45 comes to Rs.2,38,100. On this basis the maximum amount payable as bonus,

according to our plan, will come to Rs.59,525. The firm will, thus, make a saving on bonus of Rs.1,62,383. The net additional burden on account of our proposal will in this way come to Rs.4,75,597-Rs.1,62,383, or Rs.3,13,214. The financial position of the firm, as disclosed by table No. 41. in Appendix 'F', is, however, not easy to understand. Thus, while the total gross profit in 1944-45 is shown as Rs.4,05,167, the allocations made out of it for depreciation, reserves, directors' fees and agency commission, and dividends total up to Rs.5,67,229. How this was achieved must be a business secret of the firm. The accounts of the firm have been examined and signed by a firm of auditors, but a clue to this discrepancy has not been given in the statement. We are also unable to see the propriety of huge allocations for income-tax reserve, when the firm actually paid no taxes. A general survey of all the six years for which figures have been supplied. discloses the fact that the firm's gross profits in that period were Rs.20,44 thousands, or roughly 20 times the share capital of the firm. Of this huge amount, the firm had appropriated to itself Rs.7,85 thousands, or 7 times the share capital in the form of depreciation; Rs.490 thousands, or roughly 5 times the share capital, in the form of income-tax reserve; and Rs.4,75 thousands in the form of general reserve. In addition, the managing agents took Rs.3,37,840 in the form of agency commission and paid themselves over two times the value of share capital as dividends to share-holders. These figures show the prosperity of the firm. A glance at annual figures does not disclose any marked tendency in profits to decline in later years, as we noticed in other cases. If this is the position when the industry is under strict Government control and rationing, one can easily visualize a bright future for it in case the Government control is removed. The discrepancy pointed out in 1944-45 figures is almost equal to the amount of depreciation charges. If this amount can be managed from outside gross profits, as appears to have been done, the profits shown can bear the additional expense involved in our proposals and still pay 5 per cent. dividend on share capital and about Rs.40,000 to managing agents. The



provision for Income-tax Reserve and General Reserve can certainly wait until labour has been paid adequately.

### *Electricity Supply Companies*

255. In regard to the electricity supply companies, we received information from seven firms only, all managed by Messrs. Martin & Co., of Calcutta. We have placed these companies in two categories 'B' and 'C' for the purposes of dearness allowance. Accordingly, we have examined the position for Banaras, Lucknow and Bareilly firms separately in one group and for Agra, Mathura, Meerut and Moradabad in another group.

### *Estimate of additional burden*

256. The Sub-Committee Report on General and Electrical Engineering gives for all these firms earnings (basic wages and dearness allowance) for March, 1947, together with number of workers in each occupation. According to our recommendations regarding minimum wages and dearness allowance, the consolidated wage comes to Rs.68-2-0 for the first group and Rs.60-8-0 for the second group. We have calculated increases that each one of these rates will involve in case of different occupations and worked out weighted averages for the two groups separately. The increase comes to Rs.54,286 in case of 'B' group (three) factories and Rs.43,866 in case of 'C' group (four) factories. The 'B' group factories were giving on an average 10 per cent. dividend and the 'C' group factories 5 per cent. dividend. On this basis, they will have to pay as bonus Rs.20 (twenty days' pay)  $\times$  771 (number of workers), or Rs.15,420 in case of 'B' group factories and Rs.10 (ten days' pay)  $\times$  578 (number of workers), on Rs.5,780 in case of 'C' factories. The total increase will, thus, come to Rs.69,706 and Rs.49,646 for 'B' and 'C' groups respectively. On the other hand, the Martin Group of factories are already paying one-sixth of basic annual wages as bonus, or Rs.68,463 ( $\frac{1}{6}$  of Rs.4,10,776 total wage bill) in case of 'B' and Rs.42,261 ( $\frac{1}{6}$  of Rs.2,53,569 total wage bill) in case of 'C' factories. The net increase, therefore, in

the two cases comes to Rs.1,243 (Rs.69,706—Rs.68,463) and Rs.7,385 (Rs.49,646—Rs.42,261) only respectively.

*Financial position*

257. The financial statements of the two groups are given in tables Nos. 42 and 43 in Appendix 'F'. They show a more graduated and regular increase in profits than witnessed in case of other industries. The profits in 1944-45 and 1945-46 show increases over previous years rather than a decline. The following statement summarises the results of eight years' working in both the cases:—

TABLE No. XXIX  
FINANCIAL POSITION OF ELECTRICITY SUPPLYING COMPANIES  
(a) 'B' group Companies

Years	Gross profits	Depreciation	Reserve fund	Directors' fee	Taxes	Dividend
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1938-39 ..	15,90,680	8,93,293	45,000	1,83,478	2,11,764	3,87,994
1939-40 ..	16,45,532	7,80,255	2,27,000	1,84,999	2,50,090	3,87,994
1940-41 ..	16,90,371	6,73,114	2,70,000	1,92,583	3,46,821	3,87,994
1941-42 ..	17,41,521	7,32,907	2,55,000	1,98,463	3,39,343	3,93,994
1942-43 ..	15,70,606	6,47,762	90,000	1,77,984	3,97,829	3,93,994
1943-44 ..	16,92,703	7,47,938	15,000	1,92,155	4,67,500	3,90,995
1944-45 ..	17,25,157	7,12,298	1,10,000	1,97,802	4,28,640	4,48,996
1945-46 ..	23,93,741	7,15,682	4,75,000	2,67,486	6,25,000	5,45,996
Total ..	1,40,49,711	59,03,249	14,87,000	15,94,950	30,66,987	33,37,957

(b) 'C' group Companies

Years	Gross profits	Depreciation	Reserve fund	Directors' fee	Taxes	Dividend
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1938-39 ..	5,47,202	2,87,784	50,000	46,370	62,185	1,22,278
1939-40 ..	5,96,403	2,77,704	43,000	55,789	1,17,959	1,24,765
1940-41 ..	6,99,094	2,71,153	40,000	59,172	2,26,567	1,52,737
1941-42 ..	7,54,563	2,55,427	80,000	66,816	2,40,360	1,65,719
1942-43 ..	7,27,931	2,84,317	50,000	58,807	2,30,300	1,65,713
1943-44 ..	6,81,665	3,30,159	25,000	54,089	1,70,030	1,44,728
1944-45 ..	6,98,700	2,76,999	5,000	58,379	2,49,178	1,44,728
1945-46 ..	10,54,317	2,60,353	1,48,000	96,729	4,51,200	1,58,722
Total ..	57,59,875	22,43,896	4,41,000	4,96,151	17,52,879	11,79,390

The 'B' group of companies have a share capital of Rs.54,99,900, while the 'C' group companies have a share capital of Rs.32,94,500. It is not necessary to analyse these figures further to show either the relative prosperity or the capacity of the companies to bear the additional burden indicated in the previous paragraph. (The two amounts mentioned there really look insignificant in the face of these figures).

### **Glass Industry**

258. Finally, we come to glass industry. We regret to say that we have no means of determining the additional burden thrown on this industry by our recommendations, since we have no information regarding the income-wise distribution of glass workers in the Province and/or about the average wage of the industry. We could, therefore, examine the financial capacity of the industry only. But even this has been made difficult by the absence of financial data in regard to most of the glass factories. The two exceptions to this rule are the Ganga Glass Works, Balawali (Bijnor) and the United Provinces Glass Works, Bahjoi. Their financial statements are given in tables Nos. 44 and 45 respectively in Appendix 'F'. Even a cursory glance of these statements will show that the factories are in a very good position. The Ganga Glass Works, Balawali, had a share capital of Rs.2,39,189 in 1938-39, which had declined to Rs.1,81,800 in 1945-46. During these 8 years, however, the firm made a total gross profit of Rs.8,38,312, which is more than three times the original capital. Similarly, the United Provinces Glass Works, Bahjoi, which had a share capital of over Rs.7 lakhs, had during the same period made a gross profit of Rs.31 lakhs or over four times the share capital. The allocation of gross profits in 1944-45 and 1945-46 for both these firms is shown in the following table:—

**TABLE No. XXX**  
**FINANCIAL POSITION OF GANGA GLASS WORKS, BALAWALI AND**  
**U. P. GLASS WORKS, BAHJOI**

Items	Ganga Glass Works, Balawali		U. P. Glass Works, Bahjoi	
	1944-45	1945-46	1944-45	1945-46
	Rs.	Rs.	Rs.	Rs.
Depreciation .. ..	13,854	19,547	87,460	98,946
Reserves .. ..	..	..	..	..
Directors' Fees .. ..	7,912	15,403	2,742	7,639
Dividends .. ..	10,710	53,530	55,272	55,272*
Total .. ..	32,476	88,480	1,45,474	1,61,857
Total Gross profits .. ..	1,55,903	2,89,150	2,42,382	4,96,064
Surplus Available .. ..	1,23,427	2,00,670	96,908	3,34,007
Total Wages Bill .. ..	3,73,984	3,73,984	91,387	91,387
Surplus as percentage to Wage Bill .. ..	33	54	106	366

\*Figure for 1944-45 is repeated in 1945-46, as the figure for that year is not available.

The table does not show taxes paid, since we do not regard it a valid charge in considering the capacity of a firm to pay increases in wages. It will be seen that on the basis of allocations already made, the Balawali firm could bear 33 per cent. increase in its total wage bill in 1944-45 and a 54 per cent. increase in 1945-46. Similarly, the Bahjoi firm could bear even a 106 per cent. increase in wage bill in 1944-45 and a 366 per cent. increase in it in 1945-46. We need not point out that the increased burden thrown on other industries by our proposals has in no case exceeded 50 per cent. In the glass industry, we have noticed in Chapter II, that wage level is already pretty high. The increase in this case should, for this reason, be less than in many other industries. The few figures supplied to us, therefore, drive us to the conclusion that this industry is

in a better position than many others to bear the additional charges involved in our proposals.

## Conclusions

259. Our analysis, thus, of the facts and figures supplied to us, or available from other published sources, shows that most of the industries are in a very prosperous condition today. We have not taken into account the black-market profits, about which the representatives of the labour were very sure. We ourselves feel that in case of some industries at least, such as jute, iron and steel, cotton textiles, etc, the existence of such profits was more probable than improbable. We have also not mentioned the lowering of the super-tax, announced this year, which will leave additional margin with all industries. Independently of these, we have come to the conclusion that most industries are in a position to bear the additional burden thrown on them by our proposals in respect of minimum wages, dearness allowance and bonus. The only industries, which appear to be in somewhat straitened circumstances were jute and leather. Frankly, we are not sure of the figures supplied by the Jute Industry. In any case, the above-mentioned two

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factors should ease the situation in these industries also. The abundance of local demand and the meagre chances of meeting it by import of foreign consumers goods in the near future ensure the continuance of prosperity in future as well. If our proposals succeed in raising the standard of living of the lowest class of population, as we hope they will do, this in itself may further increase the demand for the products of most of these industries. And, if, side by side, efficiency of labour also increases, thereby effecting economies in cost of production, we would have broken the vicious circle of low wages and low efficiency and put our industries on a sounder basis. At any rate, we feel strongly that the object is well worth trying and the present is the most suitable and promising opportunity to launch the experiment, on which hinges so much the future of the Indian industries and of our nation.

## CHAPTER IX

### MACHINERY FOR REGULATION AND ENFORCEMENT OF WAGES

#### **Three aspects of the problem of enforcement and regulation**

260. Our term of reference in regard to wages, quoted in extenso in Chapter II, includes the following:—

“Machinery, if any, statutory or otherwise, for fixing minimum wages or wage rates.”

Now that the economic aspects of the wage problem have been examined we can take up the question of machinery for enforcement and regulation of wages. The question has three aspects, namely, (1) the immediate implementation of our recommendations, (2) the future regulation of wages and (3) a regular and continuous check of factories to see that the recommendations are properly carried out. We deal below with each one of these aspects.

#### **Enforcement on a statutory basis preferred**

261. Generally speaking enforcement can be either on a voluntary basis or on a statutory basis. In the modern economic society, where profit-making is the propelling motive of economic activities, voluntary enforcement of economic decisions is not effective, unless it is backed by appropriate sanctions as in the case of joint agreements. Such sanctions are at present absent in the Indian environment, where trade unions are few, weak and ill-organized. Nor is public opinion in our country sufficiently organized and strong, as in the Western countries, to give effective support to ethical or other non-economic considerations. If anyone were doubtful

of this, we would refer him to the fate of the recommendations of the Kanpur Labour Inquiry Committee, 1938. That Committee had recommended the fixation of the minimum wage in the textile industry in the Province at the modest amount of Rs.15 per month. The Government of the Province also recommended its adoption to the industrial interests of the Province. Barring a few exceptions, however, the recommendations remained for the most part a dead letter. We are not sanguine of better results being achieved this time, if our recommendations are also left to the industrialists for voluntary adoption. Indeed our considered opinion is that many of the provincial industrialists are, if anything, more conservative than their compatriots in other industrial centres. We are, therefore, strongly of the view that our recommendations should be enforced uniformly in the whole Province on a statutory basis.

### **Examination of the suitability of existing Acts for enforcing our proposals suggested**

262. Considering the urgency, and the anxiety with which our proposals are being awaited both by the Government and the workers, it would seem desirable that these recommendations should be enforced with the least possible delay in between their receipt and enforcement. This is possible only if the existing machinery of any one of the several Acts at present in force in the Province in connection with industrial relations could be utilized for this purpose. We, therefore, suggest that the Government should examine this question carefully with the help of expert legal opinion. We may at the same time confess to a sense of pessimism on this score. As the Industrial Disputes Act, 1947 (Government of India) and the U. P. Industrial Disputes Act, 1947, were enacted after we had started working, it may not be possible to treat our committee as one appointed under the terms of either. On the other hand, the list of industries to which the Minimum Wages Act, 1946 (Government of India) has been made applicable, does not include any

one of the big organized industries of the Province, to which our proposals relate. We are aware that this Act empowers the Provincial Government to add to the schedule of industries "any employment in respect of which it is of opinion that minimum wages should be fixed under this Act." We are not sure, however, whether this provision can be stretched to include large organized industries of the Province, even though they are paying fairly low wages, they may not for, aught one knows, be technically regarded as employing "sweated labour," for whose benefit this Act is mainly intended. If these apprehensions prove true, the Government shall have to devise a new piece of legislation to give effect to our recommendations.

#### **Specifications of wages in the statute not recommended**

263. If this happens, a speedy way to enforce our recommendations regarding fixation of wages may be to specify the suggested amounts in the Act itself. We are aware that such precedents exist in other parts of the world. We do not, however, regard this as a suitable method. For, such specifications in the law itself make wages rigid and less open to adjustments and modification which may be necessary from time to time. In the interest of expediency, however, we suggest a via media. *The bill brought forward to give effect to our recommendations in regard to machinery for wage regulation in future may include a special provision that the Government might treat the recommendations of our Committee as those of the Wage Board and give effect to them accordingly. This would enable Government to enforce our recommendations soon after the enactment of the legislation through an executive order.*

#### **If possible, recommendations may be enforced before legislation is undertaken**

264. But even the enactment of such legislation may take time. We realize that the Government may try to rush



it through the legislature, but the programme of the legislature is not always entirely controlled by them and uncommon delays in the passage of necessary legislation are not unknown. While, therefore, the choice about the procedure to be followed must rest with the Government, we might here suggest another temporary via media. We refer here to section 3(b) of the U. P. Industrial Disputes Act, 1947, which runs as follows:—

“If in the opinion of the Provincial Government, it is necessary or expedient so to do for securing the public safety or convenience, or the maintenance of public order or supplies and services essential to the life of the community, or for maintaining employment, it may, by general or special order make provision—

for requiring employers, workmen or both to observe for such period, as may be specified in the order, such terms and conditions of employment as may be determined in accordance with the order.”

*It may be possible to pass a temporary order under this section to immediately enforce our recommended wages pending their confirmation under the new Act. We suggest this course because we feel that the enforcement of our recommendations should not be delayed in any case beyond three months from the date of the receipt of this Report by the Government.*

### **Permanent machinery needed for regulating wages**

265. We expect that our proposals will go a long way to satisfy the rightful claims of the industrial workers in the Province, thereby helping in the establishment of industrial peace. We do not believe at the same time that disputes about wages will no longer occur. It is difficult to be utopians in such matters. Figures of disputes for 1944 and 1945 show that wages, in these years, were the most fruitful cause of labour troubles, accounting for about 50 per cent. of the total disputes at times. It is necessary, therefore, to

provide a permanent machinery which would look into complaints about wages from time to time and see that the wages, now suggested, do not get out of tune with the ever-changing economic environment and social development.

### **Distinctive nature of wage disputes**

266. A machinery for settling industrial disputes already exists in the Province in the shape of different legislative enactments mentioned above. The question is included in our terms of reference also and will, therefore, receive detailed consideration at our hands in our second report. Suffice it to say here that the present machinery also handles disputes about wages with results which, in our opinion, are not always very satisfactory. In other words, we plead for a distinction in ordinary industrial disputes and questions regarding adjustment of wages. The distinction in the two sets of problems arises mainly because wages, like prices, do not lend themselves to be treated by any rigid set of simple principles or by standing orders as can be done in the case of disputes about dismissals, working conditions, working hours, rest-intervals, safety devices, etc. Thus, it is that whereas most of the countries have now their own set of factory legislations defining and regulating these latter conditions, very few countries have cared to lay down principles for fixing up "fair wages". Even where attempts have been made they have been done mostly on the basis of principles other than economic. After a careful examination of such definitions we find that wage levels have been tacitly recognized by the authorities to be governed by the relative bargaining strength of the parties concerned. As has been pointed out by Maurice Dobb, in his "Wages" (Chapter VII), the definition of this limit is probably much more a matter of politics and social psychology than it is a matter for economic theory. Most European countries have established machinery to fix even minimum wages without giving much direction as to the basic economic principles to be observed in doing so. We have sought to do our best in Chapter III. Here we only point out the difficulties inherent in the task of regulat-

ing wages as a system in the existing set up. The Canadian and American legislations mention living wage principle as a guide for fixing wages but do not go any further to define the living wage. The greatest progress in this matter has been made in the Australian and New Zealand legislations, but the definitions given vary from place to place. Thus, one state merely gives a negative guidance that the rate should not be "the very lowest amount reasonably consistent with existence but endeavour to determine what is a fair wage, taking account of conditions of a permanent character". Another suggests that the fixed wage should be "sufficient to enable the average worker to whom it applies to live in reasonable comfort, having regard to any domestic obligations to which such average workman would be ordinarily subject". Two others go further and fix domestic obligations on the basis of a man with wife and three children. In actual practice, however, the Boards considering such questions have to take a fairly large number of factors into considerations, such as (a) general economic conditions, (b) financial condition of the employer involved, (c) the cost of living, (d) the standard of living, (e) the nutrition level, (f) comparative wages in similar trades and in similar localities, (g) the value of the service labour renders, (h) broad policies of social and economic welfare, (i) trend of public opinion in the country, etc. What is more, the emphasis attaching to such factors goes on changing from time to time according to development in economic principles and public opinion. Even so, the results achieved aim at best at meeting out "a relative and rough justice rather than exact and absolute one". Attempts made to establish definite relation between certain factors, or to suggest a determinate statistical solution, have failed so far. The failure of the awards of the Royal Commission on the Australian basic wages, who tried to fix it in accordance with certain theoretical norms of a standard of living, and of the Economic Committee on the Queensland basic wage, who aimed at fixing a scientific relation between the level of wages and the capacity of the employer to pay, are two instances in point. The following extract from

Professor Gadgil's lectures before the Patna University sums up, to our mind, an important aspect of the nature of this distinction:

"It must be emphasized, as a result, that the task involved is not so much of interpreting legal provisions or precedents in case law as of understanding and evaluating business and economic data. The guiding principles and methods again seem not to be fixed but to be changing fairly quickly with advance in economic theory, in statistical data and technique, and a change in public sentiments. The work is then one which calls for an acquaintance with actual business conditions and wage levels, and the expert testing required is chiefly that of economists and statisticians".

The fixation of wages and wage levels, apart from Minimum Wage—the unshakable ground of which in our view is more human and biological than economic or statistical—is thus a very delicate mechanism and requires careful and studied decisions, and a different type of mind and experience from that necessary in the case of other industrial disputes.

### **Separate machinery recommended**

267. We do not suggest that all wage troubles are of this kind. Questions as to whether a particular order is being properly or improperly carried out in regard to wages, covering cases of incomplete payments, wrongful deductions, etc., are ordinary matters just like others covered under the industrial disputes and they should, therefore, continue to be referred to and decided by the machinery set up for industrial disputes. On the other hand, questions suggesting a revision of existing rates, a modification of standardized list of duties, a different complement of workers or standard of efficiency for any occupation are problems which require intimate study, investigation and training and experience of a somewhat different nature and, therefore, cannot be properly decided by the same set of persons as are suitable for settling industrial disputes. This distinction is now

recognized in most industrially advanced countries. Now that the Indian Governments are abandoning the policy of *laissez faire* and taking to a more definite policy of wage regulation, we consider the recognition of this distinction an essential part of the national industrial policy and recommend its adoption accordingly.

268. It is not necessary for our purpose to make this distinction more specific and definite in language. If the main difference in the nature of the two problems and the qualifications necessary to solve them is recognized, it may not be necessary to attempt a legally exact definition of the scope of the two machineries. According to the present arrangements, it is left to the Government to decide whether a particular industrial dispute or wage dispute should or should not be referred to the existing machinery for settlement. If this arrangement continues, both machineries can work smoothly and successfully without conflict, each trying to settle the particular cases referred to it for decision. We would, therefore, have this question to be decided by Government after taking into consideration factors necessary for settling particular disputes.

### Forms of machinery

269. In regard to the form of wage machinery, we naturally must be guided in our choice by experience, gained in other places in evolving such machineries, and the peculiar features of our own country. Besides the fixing of minimum wages by the statute itself, which we have discarded in paragraph 263 the three other types are, (1) Trade Boards, (2) General Boards and (3) Arbitration Boards. Of these, the third type is more like the industrial dispute courts or tribunals, which get seized of a case only if there is a dispute. Their main purpose, therefore, is prevention or settlement of industrial disputes and not a satisfactory regulation of wages. We do not, therefore, consider this method any further for our purpose.

## **Distinctive features of Trade Boards and General Boards**

270. Of the other two, Trade Boards have been established in Great Britain, France, Austria, Czechoslovakia, Germany, Norway, the Argentine Republic and the Australian States of Victoria and Tasmania, while General Boards are common in the United States, Canada and some states of Australia. As their names suggest, a Trade Board regulates wages in an industry, while a General Board has no such limitations to its scope. The main difference between the two lies in the fact that the former concentrates more on the particular and special considerations of an industry, thereby tending to give varying rates for each industry, while the latter looks at all the industries from the same angle and, therefore, gives uniform rates for all or allied industries. In actual practice, however, both act more or less similarly, inasmuch as a Trade Board also generally takes into account wages in other similar industries, while a General Board cannot afford to overlook special considerations of any particular industry and at times appoints advisers or assessors from the industries concerned to help them. In points of detail, such as the authority competent to appoint them parties represented and their proportions, fixed or alterable nature of membership, method of taking decisions and enforcing them, etc., there are slight differences not only in the two systems but also within the same system from state to state. The broad principles are, however, the same. Both types are composed of three elements, namely, the employers' representatives, the employees' representatives and an independent element. The General Boards have usually a smaller number than the Trade Boards. Both are usually appointed by the Government who have a certain discretion in changing the personnel. In both cases, again, the decisions or awards of the Board are submitted to Government and are enforced at their discretion. Obviously, the Trade Board has been a greater favourite in older countries, which have strong and well organized trade unions in large

industries. The problem there is how to bring the few low-paid industries gradually to the level of well-paid large-scale ones. On the other hand, the General Board has found favour in relatively new countries, where the underlying objective is to bring about uniformity throughout the country with a view to securing nutritional standards of living. The distinction has, however, disappeared at places except in form.

### **South African machinery, a compromise between the two**

271. We cannot, however, close this brief description of existing wage machineries without referring to the system obtaining in South Africa. There the Governor-General appoints a Wage Board consisting of three members, who may consider a reference either sitting in division or in full bench. A division consists of three members, one of whom is a member of the Board, while two others may be appointed from outside for a fixed term or the duration of a particular inquiry. These latter may represent employers and employees who are parties to the reference. The plan appears to be a compromise between a Trade Board and a General Board, since the two members represent particular trade or industry concerned, while the third is a part of the General Board appointed to consider all wage questions.

### **Peculiarity of Indian conditions**

272. A peculiarity of Indian conditions may, however, be noted at this stage. The Wage Boards in other countries have come as a part of their minimum wage proposals. Their main function, therefore, is to fix minimum wages in industries employing sweated labour, which, as pointed out in Chapter III, assumes that wages in most other industries are just and fair and do not require any regulation. We have shown in Chapter II that the position in this Province, as in India, is very different. The main differences

lie in the fact that low wages exist here not only in all industries but are also spread over more than one occupational category in each industry. This latter fact was mainly responsible for prompting us to recommend fixation of wages for a number of categories such as unskilled, semi-skilled, skilled and highly skilled labour. We do not expect that the future wage regulation will be confined only to these categories to the exclusion of all others, for, as already pointed out, the evil is wide-spread. This will naturally involve not only considerations common to the fixation of minimum wages, such as indicated in paragraph 266 but also decisions pertaining to (i) essential difference involved in work in different processes or occupations and (ii) the scale of differentials in payment considered appropriate to such differences in work.

### **Work would be more arduous in India than in other countries**

273. The Wage Boards in this country will, therefore, have more complicated and specialized problems to solve and also a wider field to operate upon. The difficulties involved even in one such process, namely, the defining of differences from job to job, may be gauged from the fact that in the U. S. A., the least elaborate system rates jobs under six different heads, namely, (i) mentality, (ii) training period (skill), (iii) seriousness of errors, (iv) mental application, (v) physical application and (vi) working conditions. If we are ill-equipped at present even to think of attempting such analysis in our country, the difficulties in our way of arriving at fair and just estimates on such points are bound to be much greater.

### **Shri Gadgil prefers Trade Boards**

274. Shri D. R. Gadgil, who has devoted considerable thought to these questions has advocated Trade Boards as more suitable to India than General Boards. We make no



apology to quote\* him here rather extensively to show his view-point on this question:

"All this leads to the conclusion that rates of wages in industry are best determined by the representatives of employers and employees in the industry itself; for, an outsider who has no intimate knowledge of conditions in the industry is apt to go wrong. This is also the opinion of those who have studied the Australian system. Mr. Anderson in his detailed study of the fixation of wages in Australia remarks:

'Now a system of wage fixation which requires a judge of an Industrial Court to prescribe wages for such varied industries—or even for one industry of which he does not possess some technical knowledge—may well be questioned; but unless representatives of employers and employees, experts in their callings, fix rates of wages at round table conferences, it is difficult to see how the position can be altered. Nevertheless we are forced to the conclusion that neither the Federal nor State Arbitration Court is a proper tribunal to determine margins for skill, and we submit that the material presented in this chapter supports such a conclusion.'

"Ordinarily we possess no detailed description of duties or analysis of jobs entrusted to particular categories of workers; the nature of these duties or the strenuousness of the effort required in them for particular types of work may again change from time to time with the advance of technical equipment or managerial methods. And though in the absence of proof to the contrary, current practice, as embodied in the average levels of rates, is the best guide in these matters, the current wage levels might themselves contain elements of local, particular or historical factors which should no longer be given weight. The

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\*Pages 51-52 of "Regulations of Wages and other Problems of Industrial Labour in India" by Shri D. R. Gadgil.

presence of such elements can be detected and steps towards their elimination taken only by those in actual contact with conditions of work in the industry. I, therefore, feel that in India the most appropriate machinery for wage regulation would be that of a Trade Board. A Board, the majority of whose members consists of an equal number of representatives of employers and employees, and which includes a few independent persons, would be most suited to solve the problems that I have so far indicated. A schedule fixed by such a body will again have a better chance of wide acceptance among both parties than a schedule fixed in any other manner.

"Another machinery for the regulation of wages that is sometimes advocated is a General Board. The chief advantages claimed for a General Board are that it enables the application of a uniform set of principles to wage determination in all industries and enables attainment of a comparatively uniform wage level in the entire economic system. The General Board, however, does not possess the chief feature of the Trade Board which is that the determination of the wage level should rest to a large extent with the trade itself. The General Board seems to be appropriate in a country where conditions are comparatively homogeneous and where a certain amount of regulation of wages has previously existed. In such a country it may be desirable to obtain a measure of uniformity in condition in different industries through the device of the General Board. In India the chief problem with which we are confronted is the introduction of some measure of regulation in a situation that is essentially chaotic. Further, there exists in this country a very large element of diversity in every aspect of the industrial situation, with marked differences in conditions from province to province and from industry to industry. The extent of the development of the industry,—whether technical or financial,—the sources

and the nature of supply of labour, the state of organization among employers and labourers, in all these respects there obtain very considerable differences. In view of these it is too early yet for us to think of uniformity over all industries or over very large areas. The immediate step must be to take up individual industries in each Province and to arrive at a measure of regulation of wages for them. From this point of view also minimum wage regulation through the machinery of the Trade Board would seem to be the most appropriate."

### **We agree generally but not fully**

275. We agree with his analysis in substance. But as we disagree on an important detail, we find it difficult to endorse his conclusion. We agree that a General Board is more suited to a country where conditions are comparatively homogeneous and further that there exists in our country a very large element of diversity. We, however, see in this diversity a sort of identity or commonness arising from the similarity of certain basic economic conditions. In other words, the conditions which lie at the back of this diversity are more or less the same. The causes which give rise to it are the abundance of unskilled workers, the relative dearth of skilled operatives, the antedated character of equipment and management, the lack of strong organizations among labourers and employers, practice of nepotism in appointments, etc. And since the defects pointed out above are at present universal,—verily, India is one—there may be some advantage in adopting uniform means for removing them. At any rate, we cannot see any benefit in first regulating wages according to the special needs of the industries and then taking measures to bring about uniformity over all the industries. If uniformity is a desirability, we would prefer to keep it in view from the very beginning and avoid unnecessary adjustments later on. This is one of the reasons why we have recommended uniform minimum wages for

all industries. At the same time, we also recognize the special advantages of a trade board and appreciate the weighty arguments given in its favour in paragraph 273.

**A Provincial Wage Board with features  
of both a Trade and a General Board  
recommended**

276. Our anxiety to secure the advantages of both the systems for this Province has led us to scrutinize the African system which, as already stated, is a via media between the two. Having done so, we feel that it is superior to either and can be usefully adopted in our case with some modifications. *We accordingly recommend that the Provincial Board should have three, six, or nine members with equal representation of employers, employees and the Government. This Board may consider references made to it either in full bench or in division, each of which should have again an equal representation of the three interests. When references pertaining to any particular industry or trade, or group of them, come up for consideration, the Board should nominate an equal number of additional representatives of employers and employees from the industry or trade for the duration of the inquiry to work as full members with the whole Board, or the divisional bench selected for considering the reference. We expect that the permanent section of each Bench of Board will secure the consideration of general issues and principles observed before in similar cases, whereas the ad hoc section will secure the consideration of the special aspects of the trade or industry concerned. The power of hearing cases in divisional benches will ensure both expedition in the disposal of work and a reduction in the size of the Board to workable limits for considering cases of relatively less importance. We recommend representation of three parties in the permanent section of the Board instead of one provided in South Africa, for we believe that the representatives of labour and industrialists on the permanent board will carry more weight with special interest than the independent element. The representatives of the two parties to each*

reference on the Board will also secure, so far as possible, agreed solutions, which naturally will have a better chance of acceptance among the two parties than those fixed in any other manner. Such a body should be called the Provincial Wage Board to distinguish it from a Trade or General Board or tribunal.

### **Selection of members and their qualifications**

277. *The representatives of employers and employees should be selected by the Government for the main Board and by the Chairman of the Board for ad hoc benches. The selection in both cases should be in consultation with, and out of the panels of names suggested by the employers' and workers' organizations.* The selection of the independent element on the Board is rather important. We are not in favour of taking them from judicial ranks, for the work that the Board will have to do is not so much of interpreting legal provisions as of understanding and evaluating business, economic and social data, according to methods and principles which are themselves changing fairly frequently with every advance in economic theory, statistical technique, and social valuation. The independent element must be not only fully conversant with these principles and the trend of social justice but should also be able to discover the loopholes of such analysis with a view to weeding out unnecessary considerations and promoting understanding and agreement between the two parties. It should, therefore, be drawn from the rank of public men of repute and independence with a grounding in practical economics, statistics and experience in social theory and practice. In addition, it is hardly necessary to say that the members of the Board must be men of integrity, honesty and character and in every sense above all suspicion. It may be an advantage to debar them, like members of the Public Service Commission and Judges of High Courts, from future employment in any private enterprise.

## **Chairman, Secretary and term of the Board**

278. *The Chairman of the Board as well as those of defferent benches should be appointed from among the independent members. To begin with the Board may be appointed for a term of three years but as soon as proper personnel has been found and trained, it should become a permanent body. The Board should also have a permanent Secretary and an office attached to it.*

## **References to Board**

279. *All refernces to this Board should be made by the Government who may do so either on their own initiative or on receipt of representation from the employers' organization or registered trade unions. The Wage Board should, however, have a right to start any "inquiry" or investigation for collection of any data, on matters referred to it by Government, or at its own initiative. The decisions or awards of the Board should be submitted to the Government, who may either accept them in full for enforcement, or return them back to the Wage Board for reconsideration for reasons explained in writing. No award should at the same time be sent back twice.*

## **Statutory Status for Board**

280. *We recommend that the Provincial Wage Board should have a statutory status and the necessary legislation should be placed on the Statute Book as soon as possible. It can be either a part of the legislation undertaken for the settlement of industrial disputes, or enacted separately. As the considerations which would govern a decision about wages will be multifarious, the legislation need not attempt to define them. If necessary, this can be done later on through an amendment after watching the trend of wage decisions given by the Board. In addition to the power of the Board to call for and examine witnesses or informations, or inspect*

records, the legislation should also specify punishments to be given to any party withholding information, or supplying incorrect information, or otherwise interfering with the work of the Board. *As suggested in paragraph 263, this enactment should also authorize Government, if that be necessary, to treat our recommendations in regard to wages like those of the Provincial Wage Board and to enforce them in a like manner.*

### **Factories Inspectorate to enforce wage awards**

281. It is also necessary to provide some machinery for seeing that wages enforced by Government are duly paid by all the employers concerned. This work in respect of other regulations made by Government for the benefit of Labour is at present done by the Factories Inspectorate under the Chief Inspector of Factories. We see no reason to provide a separate machinery for the proper enforcement of wage awards, and *we recommend that the legislation on the point should entrust this job also to the Factories Inspectorate.* It will, however, be necessary to ensure that this inspectorate does effectively discharge this additional duty and that the strength of the staff, if necessary, is adequately increased. We shall revert to this subject in our Second Report, while dealing with the question of Reorganization of Labour Office.

### **Neighbouring States and other provinces should be pressed to pay equal wages**

282. It remains to add a few more remarks about another safeguard which we consider necessary for the success of the proposals made in this report. We refer here to the competition from outside the Province or from States at the borders, or within the boundaries, of the United Provinces. The employers appearing before us made a strong grievance of the unfair competition from outside firms, particularly those in Gwalior and Rampur, who are free to pay as low wages as the conditions of local labour markets permit and have no other

statutory obligations of the type the Government in relatively advanced provinces like ours have to observe. We appreciate the force of this complaint. Our proposals, which add to the existing obligations of the Provincial Industrialists, will put the industrialists in states and other provinces in a still better position. If these interests are left free to follow their own methods and to compete freely with the products of this province, it may prejudicially affect the provincial industrialists. *We, therefore, consider it essential that the Provincial Government should press on the Government of India to persuade these extra provincial interests to enforce the proposals made by us in their territories also. The best method will be to appoint an Inter-Provincial and Inter-State Committee to consider these questions and make recommendations which should be binding on all states and provinces.* Unless the states agree to this, we cannot see how they can be allowed the liberty to continue sending their products to this Province. We consider this proposal of ours an important stipulation and recommend that the matter should be taken up with the Government of India immediately





## CHAPTER X

### CONCLUSIONS AND RECOMMENDATIONS

283. An urgent instruction included in our term of reference related to question of industrial wages in the Province. We have examined in detail different aspects of this problem in previous chapters and given our suggestions for removing the defects found therein. For facility of consideration, we proceed to give a comprehensive summary of the survey made by us and the conclusions and recommendations made in this report.

## CHAPTER I—INTRODUCTORY

284. Our Committee was appointed in December, 1946. The terms of reference were very comprehensive. In particular, we were asked to make early proposals for the settlement of questions pertaining to industrial wages. A few additions and alterations were made both in our terms and in our personnel in April, May and July, 1947. We issued over 1,200 copies of our questionnaire in January, 1947. As the response was neither prompt nor adequate we appointed ten sub-committees to collect data about wages for as many different industries. One of these, the Printing Presses Sub-Committee, did not function due to the appointment of another committee by the Government, namely, the Presses Inquiry Committee, with separate terms of reference. The report of this committee is published in Part II of this volume of the Report, as later on it was decided to treat this committee as a Sub-Committee of the U. P. Labour Inquiry Committee. We also appointed two sub-committees to frame a draft for standardization schemes for the cotton textiles and sugar industries. We held 40 private meetings and a number

of public sittings at Kanpur, Gorakhpur and Lucknow between July 18 and December 20. We also visited factories, trade unions and working-class areas and examined a number of workers to ascertain the real state of affairs. We also considered during this period two special references from Government on cognate matters. As the production of Report was taking time, we persuaded some of the major industries to give  $12\frac{1}{2}$  per cent. interim increase in wages to their workers. We commenced drafting this Report on February 5 and placed it in the hands of Government in the second week of April, 1948.

## CHAPTER II—WAGE PROBLEM

285. Our term of reference about wages gave a wide scope, but did not specify the problems to be considered by us. We had, therefore, to find them out ourselves. We found the statistical data supplied to us by trade unions and employers very unsatisfactory and incomplete and those available to us from other existing sources very scanty. We consider this to be a very serious defect of the present situation. The existence of scientifically collected statistics is not only indispensable for the consideration of such questions but constitutes the only safeguard against sentimentality. We, therefore, strongly advise all parties, including Government and employers, to take up this work seriously and expeditiously in their own interests as well as of the country.

286. We carried out our analysis on the basis of such wage statistics as were collected by the sub-committees appointed by us. The main characteristics of the present system emerging from our analysis are: (1) the non-standardized nomenclature of industrial occupations, (2) the disproportionately large number of wage rates, (3) the unscientific differential on which they are based, (4) the large variations in the rates prevalent in different concerns for similar occupations, (5) the low level of wages and their inadequacy, (6) the continuance of old basic rates which are

now quite inadequate, (7) the disproportionately small increase in earnings since 1939 which is less than the rise in the cost of living and represents a cut in rural wages, (8) the practice of nibbling at wages which are already quite low and (9) the tendency of wages to approximate towards the same level in different industries and centres.

### CHAPTER III—MINIMUM WAGES

287. The nature of these defects recalls to our mind the early days of the industrial revolution in the western countries, when the problems encountered by those countries were more or less similar to those facing us to day. We have, therefore, made a brief survey of the devices then adopted to remove those defects (paragraph 45).

288. We find that the enactment of the minimum wage legislation, the first of the series to combat this evil, has since become more popular and wider in scope. Its use is no longer confined to the removal of sweated labour conditions, but is a part of general regulation of wages by the State which now includes wider considerations (paragraphs 46-47).

289. We have traced the conflict between the theory of "fair wages" or that of "a wage which industry can bear" on the one hand and that of determination of wages on the basis of "living standards" on the other. We point out how the latter has now been accepted all over the civilized world. Indeed its meaning has undergone many changes from "poverty level" to "minimum subsistence level", thence to "subsistence plus level", and finally to "comfort level". We review briefly this development and the meanings of each one of these levels and conclude that the subsistence plus level forms at present the criterion of a basic living wage (paragraphs 48—58).

290. Our study of the subject shows that legislations on this subject in other countries have succeeded in achieving the main objectives set for them. Although the device is still untried in India, the outlook in the country has gradually

changed so completely in its favour that we find important political parties in the country, inquiry committees appointed in recent times, important economists, as well as both workers and employers, almost unanimous on the desirability of fixing minimum wage in its wider present connotation so as to cover all organized and unorganized industries (paragraphs 59—63).

291. We have also examined the argument of the suitability of minimum wage device to sweated industries only, of lack of machinery advanced by the Royal Commission on Labour, of fear of encouraging inflationary tendencies of the need for keeping minimum wages low in view of low national income and low rural wages, and of the contention that increase in wages leads to idleness or dissipation of earnings. We find all these arguments untenable (paragraphs 64—69).

292. We have then detailed a number of considerations favouring this course and shown how fixation of minimum wages will remove many of the present defects. For all these reasons, we conclude that the fixation of minimum wages is the basic necessity of the Province (paragraph 70).

293. For the preparation of a scheme, we have naturally examined a number of factors with a view to defining our objectives clearly and, so far as possible, in a concrete manner. Since low wages characterize most occupational categories of workers, we recommend fixation of wages for five main categories, namely, (1) the unskilled, (2) the semi-skilled, (3) the skilled, (4) the highly skilled work and (5) clerks (paragraphs 71—73).

294. We have considered the economic standard of the "poverty line" concept too low and that of the "comfort level" too high in the present economic conditions of the Province. We, therefore, recommend the "subsistence plus level" or, in other words, the living wage standard (paragraphs 74-75).

295. The living wage, according to us, should provide for a family instead of an individual worker. We have taken both the "natural" and the "joint" type of families in our consideration. We have taken the size of a natural

family to be a worker, his wife and two children, and computed that of a joint family to be 1.2 male adults, 1.1 female adults and 1.2 children for the pre-war period. For facility of comparison we have worked out our estimates of living wage for three types of natural families consisting of one child, two children and three children respectively, in addition to the worker and his wife (paragraphs 76—79).

296. Since the present price levels are abnormal and predictions about the future period of normalcy are, at best, hypothetical and, further, since a mistake in the prediction might involve a reduction in the minimum wages which is neither easy to enforce nor harmless, we have decided to compute our wage on the basis of pre-war level of prices (paragraph 80).

297. Due to lack of researches in regard to expenditure norm and adequate data about standard budgets in our country, we have assessed expenditure on food and housing on the basis of available norms and other expenses on the basis of existing information about pre-war standard of living (paragraph 82).

298. While we have considered 3,000 calories as the ideal requirements of an Indian worker with "moderate work", the lack of information about a vegetarian diet conforming to this standard and the relative high cost of the non-vegetarian diet conforming to it have forced us to base our estimates on a lower standard. We have accordingly accepted a modified but balanced vegetarian diet, suggested by Dr. Patwardhan of the Coonoor Institute of Research, aiming at 2,700 calories per adult (paragraph 83).

299. We have computed the cost of this diet at pre-war prices at Kanpur, Agra, Banaras and Saharanpur. We have taken what is roughly the statistical mean of the costs at Banaras and Kanpur, namely, Rs.6 per mensem as the cost of such a diet per adult. This estimate is lower than that of Dr. Ackroyd even for 2,600 calories for South India (paragraph 84).

300. In regard to housing norms we have examined the position in Bombay and the United Provinces and considered

a two-roomed tenement absolutely necessary for a family of four persons and a three-roomed tenement for that of five persons. On the basis of the data, given in the Report on Housing Conditions of Mill-workers at Kanpur, for the pre-war period, we have estimated a cost of Rs.2-8-4 for the first and of Rs.4-7-6 for the second type of houses (paragraphs 85—87).

301. In estimating other expenses such as those on fuel, light, clothing and footwear, household requisites and other miscellaneous items, we have adopted three alternative methods of computation, namely (1) to keep expenditure on these items completely fixed at the 1938 level according to the family budget inquiry conducted at Kanpur in that year, (2) to allow for an increase in expenditure on them in the same proportion in which food expenses have increased in comparison to 1938, on account of taking balanced diet into consideration and (3) to allow for a proportionate increase in expenditure on fuel and light in accordance with the second alternative and to keep the remaining items at the 1938 level, after adjusting them to changes in the size of the family under consideration. We have considered the third method as a good compromise for our purpose (paragraphs 88-89).

302. At the same time we have excluded expenditure on intoxicants from our calculations. We have also excluded "remittances to home", since the types of families considered by us do not include dependants living away from workers. We have not considered it desirable to exclude any other item, such as expenses on ceremonies, interest or principal (paragraph 90).

303. We have compiled a table giving estimates of expenditure under each head according to the above-mentioned principles. Excepting two estimates, for a family consisting of a worker, his wife and one child, all others give a figure over Rs.30 per mensem. The cost of the standard accepted by us varies between Rs.33-6-6 and Rs.37-5-3 for a natural family of the medium size. The estimates in case of a joint type of family are usually lower by Rs.2 to Rs.3 in each case (paragraph 91).

304. We have considered the criterion of the "current level of wages" inappropriate to our conditions for two reasons: (1) low wages are a common defect of both organized and unorganized industries in the United Provinces (2) we are dealing here with the case of all the industries instead of one only (paragraph 93).

305. We have, however, examined the levels of minimum wages prevalent in the country and found them, with few exceptions, varying between Rs.26 per month in case of textile workers of Madras and Rs.30 per month in case of textile workers of Bombay (paragraph 94).

306. We have considered the level fixed for Bombay rather low and shown how it does not conform, as claimed by the Industrial Court, Bombay, to the recommendations of the Central Pay Commission (paragraph 95).

307. We have also examined the evidence tendered on this point by independent witnesses. In particular, we have pointed to the evidence of Dr. R. K. Mukerji of the Lucknow University and Shri J. K. Pande, Economic Adviser and Director of Statistics, United Provinces, both of whom recommended a sum not lower than Rs.30 at pre-war level of prices (paragraph 96).

308. On a consideration of evidence placed before us we have recommended a minimum wage of Rs.30 for unskilled workers in the United Provinces. We have given our reasons for selecting this figure and if we have erred, we have erred on the low side (paragraph 97).

309. In regard to other categories of workers we have aimed at providing for a slightly lower rate of differential than existing at present and recommended a wage of Rs.40 per month for semi-skilled occupations, Rs.50 per month for skilled occupations and Rs.75 for highly skilled occupations (paragraph 98).

310. In case of clerks, we have accepted the difference of 80 per cent. suggested by Justice Rajadhyaksh and accepted by the Central Pay Commission. We have recommended a long-term time-scale commencing from Rs.55 per month and rising to Rs.250 per month, with three efficiency bars in

between. We have suggested a higher minimum of Rs.75 per mensem for graduates and stenographers (paragraph 99).

311. For clerks drawn from working class population, employed in factories on very elementary work, not educated beyond lower middle standard, we have recommended a second scale of pay of Rs.40—4—80 (paragraph 100).

312. We have found ourselves unable to make an exception in case of any unit in any one of the industries and commercial establishments and see no reason for any such distinction now that "controls" have been lifted (paragraph 101).

313. We have recommended the same minimum wage for the entire Province, partly because our estimate is based on prices in the cheapest centres and partly because prices and wages in different parts are approximating to each other—a tendency which may be discouraged by a differentiation in wages (paragraph 102).

314. Since the intelligence and efficiency required at the minimum level is more or less the same in all industries and since there are no differences in the standards of living of the workers at those levels we have not seen any reason for allowing a distinction in case of any particular industry (paragraph 103).

315. We also propose that the same wage should be paid to women workers as to men workers. This should not affect conditions in provincial industries appreciably, since the proportion of women labour employees here is negligible (paragraph 104).

316. We have also considered that child labour should be discouraged and, therefore, recommended the same wage for "adolescents" and Rs.25 per mensem for "children" (paragraph 105).

317. We have also suggested the employment of disabled workers duly registered and medically certified in factories up to 2 per cent. of their total labour force on similar wages as an adult male worker receives (paragraph 106).



318. Our recommendations will apply to all registered factories and will include under the term "industrial worker" watch and ward staff, chaprasis, malis, sweeper, etc. (paragraph 107).

319. The amounts suggested by us are expressed in terms of monthly payments. In case of piece-workers, they will become the respective fall-back minima in different categories, below which actual earnings for full work and for full wage period of 26 days in a month with a normal efficiency will not be allowed to go. We also suggest that daily-rated time-workers should either be brought on the monthly basis or paid daily rates which would give them our minimum wage for 26 days in a month (paragraph 107).

320. Our recommendations in regard to ministerial services will apply to such posts in factory industries as well as in commercial establishments in the Province. The present incumbents should get immediate promotions point to point in our suggested scale according to their seniority subject, of course, to the consideration of efficiency bars at different levels. If any one is appointed from the very beginning to a post of responsibility or partial responsibility he may be given a start higher up in the proposed grade (paragraph 107).

321. Manual workers in non-factory commercial establishments should also be paid on the basis of our recommendations for different categories of workers (paragraph 107).

322. Any disputes in regard to the definition of these terms used or the inclusion or exclusion of employees from these categories, we have recommended, should be referred for final decision to the Labour Commissioner, United Provinces in person or to a Special Officer appointed by the Government (paragraph 108).

323. We have no data available to us regarding cottage industries, to which naturally our proposals do not apply. We have suggested that, the Government may immediately appoint a sub-committee to collect the necessary data for cottage industries, so that we may be able to cover them in our final report (paragraph 109).

## CHAPTER IV—STANDARDIZATION

324. Our term of reference included the question of standardization of wages and musters. We have found both labour and employers unanimous about the need for it in the cotton textile industries at Kanpur. As sugar industry occupies a position almost as important, and eminent in the Province as the textile industry, we have included it also in our proposals on this subject. We have already given a uniform scheme for wages in electric companies, managed by Messrs. Martin & Co., and suggested that it may be enforced in the remaining electric companies also in this Province (paragraph 111).

325. In our opinion, standardization is the most effective method of eliminating competition in between different employers (paragraph 112). We have taken upon ourselves to evolve a scheme of standardization because the machinery of joint consultation, most suited for performing this function, is more or less non-existent in India.

326. In fixing standard rates we have aimed at prescribing a fair and reasonable rate below which no one should get without breaking rules in the matter. Persons with greater efficiency may, however, get higher rates (paragraph 114).

327. We have evolved these rates on the basis of basic minima recommended by us for different categories in each industry after taking into account the skill and experience required for each job. Such adjustments require considerable amount of technical knowledge in regard to the types, style and patterns common to an industry. While we have taken technical help from the employers' representatives and the experts' sub-committees appointed by us, our rates at best provide a basis to work upon, and are not final. We have expressed that necessary adjustments will be made in the process of working. And we have suggested the appointment of joint committees of employers and employees for each industry to watch the working of the scheme and help in facilitating such adjustments (paragraph 115).

328. We have also standardized musters and given duty list for the various occupations in textile industry. W

shall submit proposals later on for standardizing occupations. We do not accept the employers' plea that the introduction of this scheme should wait until we have considered the question of rationalization also (paragraph 116).

329. We do not consider lack of standardized occupational terms any serious defect in case of sugar industry and electric engineering. We shall attempt standardization of musters in our final report (paragraph 117).

330. The actual schemes, the way they were worked out and the advantages that we expect from their enforcement are given in detail (paragraphs 118—124).

331. The seasonal nature of employment in the sugar industry has led us to recommend a retainer allowance of 50 per cent. for permanent workers and 25 per cent of basic wages for seasonal workers for the full period of the off-season in the industry. This allowance will be admissible also to clerks and to all the categories of employees including watch and ward, chaprasis, sweepers, etc. working either directly in the factory or in any occupation ancillary to it (paragraph 125).

332. We have disagreed with employers and recommended that work for the season should be treated as work for the whole year for the purpose of earning increments in pay (paragraph 126).

333. We have recommended that the wages should be standardized in other industries also on the basis of minimum wages suggested by us for different categories of work. We have suggested that this may be attempted by the employers concerned, but points of difference with their employees should be referred to either the Labour Commissioner or some other authority appointed by Government for the purpose of reviewing and settling them on the lines taken by us in the standardized schemes evolved for the above-mentioned three industries (paragraph 130).

#### CHAPTER V—COST OF LIVING INDEX

334. As we have recommended minimum wages on the basis of pre-war level of prices, it has become necessary to

supplement them with dearness allowance, which is normally linked with rises in cost of living indices. Since Kanpur indices, to which most of the dearness allowance schemes are at present linked, have been criticized vehemently both by employers and workers, we have explained in brief the nature of this mechanism and the nature and background of the Kanpur indices (paragraphs 131—138).

335. We have considered the criticism that (1) the Kanpur index is inaccurate since it is higher than Bombay and (2) that it does not take note of changing standards as untenable, since the cost of living index measures variations in the cost of maintaining not a changing standard of living but a fixed standard in the base period and, therefore, shows level of rise in prices and not the level of prices itself (paragraphs 139-140).

336. We are unable to see any justification for confining the family budget inquiry, utilized for preparation of weights for this index, to five months only and, if that were done, for not ensuring the collection of information regarding seasonal variations in the expenditure on all items. Since, however, "inventory method" was followed in case of clothing and household requisites, we do not think that this defect would have "suppressed" actual expenditures, as alleged by labour representatives, in any significant manner (paragraph 141).

337. We have agreed with the general criticism made both by labour and employers that the formulation of weights on the basis of 300 budgets only, pertaining to a single locality of the town, was not correct (paragraph 142).

338. No material has been placed before us to prove definitely that the weights prepared are significantly different from what they otherwise would have been. We have, however, suggested that the Government should re-examine the position now, if possible, and put the index beyond all suspicion (paragraph 143).

339. We do not agree with labour that this defect should entitle them to a benefit of 50 points of rise in the index and, indeed, we are not even sure that the revision of weights on

the basis of full sample will necessarily result in a rise in the index (paragraph 144).

340. It was also criticized that the Kanpur index covered only 69 per cent. of the total expenditure of an average working class family, whereas the Bombay index covered 89 per cent. of this expenditure. While we agree that the Kanpur index could have usefully covered a few more items of expenditure, we are not sure that the above percentages represent the position accurately, since we do not know the actual items included into and excluded from the above percentages (paragraphs 146-147).

341. We have not considered satisfactory the allocation of weights for vegetables and fruits to potato; for tea, sweets and milk to ghee; for spices to salt and for other apparel of man and women to *dhoti* and *sari* respectively. We have advocated the inclusion of most of these items in any future revision of the Kanpur index (paragraph 149).

342. We have agreed that since prices were available for a full year in the base period in Labour Office, the index should not have been based on the prices of August, 1939 only (paragraph 150).

343. The re-adjustment of weights on cereals as a result of introduction of rationing was criticized both by the employers and the workers. We have gone into the details of the principle adopted for such substitution and have been unable to see any defect in the procedure adopted which is similar to that of Bombay (paragraph 151).

344. We have also examined the three bases suggested by the Employers' Association of Northern India for the adjustment of weights on cereals and found all of them ignoring the distinction pointed out above. We have not, therefore, regarded any one of them as a satisfactory base (paragraph 153).

345. This changing of weights of cereals was also criticized as inconsistent with the basic concept of cost of living index. The only alternative suggested to such a change was the preparation of indices on pre-war weights, which will be unreal in the present context of things and provide us what

may be called a nominal index. Labour's representative suggested computation of wheat prices on the basis of pre-war parity between wheat and bejhar prices. This, in our opinion, will make the index hypothetical. We, therefore, think that the method followed by Labour Office is a reasonable concession to reality (paragraph 154).

346. On the whole, we have found the criticism dealing with war-time adjustments in the Kanpur index and its continuation mostly untenable. On the other hand, the criticism of basic decisions pertaining to the construction of index appeared justifiable to us, though all were not equally important. In the light of the material placed before us, we are not in a position to say that the present index is not a fair estimate of the rise in the cost of living. But since prices are not expected to stabilize in the near future and the present index cannot be replaced by another series, we have recommended that it should be re-examined in the light of the material already available and an attempt made to reconstruct it on a more satisfactory basis (paragraph 159).

#### CHAPTER VI—DEARNESS ALLOWANCE

347. Payment of dearness allowance is a correction usually adopted to neutralize fall in the value of money, which is naturally very important during periods of rising prices (paragraphs 160-161).

348. We base our scheme and recommendations for the entire Province on the Kanpur indices, partly because cost of living figures for workers at other centres are not available and partly because the cost of living indices for low-paid Government servants which are available for these centres show that Kanpur indices lie more or less midway between those for Meerut and Banaras (paragraph 161).

349. An examination of the present schemes in force in different industries and centres shows that not one industry or centre or even wage category can claim a uniform system in regard to dearness allowance granted. The number of factories which have granted increases commensurate with

the rise in the cost of living indices even to their lowest wage groups are really very few. We also find six different types of schemes in force in the Province. All these have led us to the conclusion that a new arrangement uniformly applicable to all centres is the need of the hour (paragraphs 162—167).

350. We consider simplicity of operation and automatic adjustment with variations in the cost of living index as the two very important essentials of such a new scheme. We have found that none of the existing systems can be said to possess these essentials. A flat rate per day per point of increase in the index is, in our opinion, easy to understand and equally easy to operate. We have, therefore, adopted it for our new scheme (paragraph 168).

351. Despite the fact of different wage levels in the Province and the need for gradualness in raising them to a proper standard, we have recommended a uniform minimum wage for all centres mainly with the object of securing the minimum level of nutrition for all workers at this opportune time of prosperity. The above consideration of gradualness, however, have led us to recommend three rates of dearness allowance with a view to securing a gradual increase in consolidated wages in different industries and centres. We have, accordingly, divided all industrial units in the Province in three categories for the purpose of our three rates (paragraph 169).

352. In the matter of neutralization standard, we agree generally with the principles accepted at Bombay, Ahmedabad and other industrial centres of the country. We have, however, felt unable to ignore a factor peculiar to the United Provinces, namely, the disproportionately high rise in the index at Kanpur in comparison to that at other centres (paragraphs 170-171).

353. We, accordingly, recommend a monthly rate of 3 annas per point of increase over a pre-war cost of living index for A category of units, 2 annas 6 pies for B categories and 2 annas for C categories. These monthly rates will be convertible into daily rates for actual payments on the basis

of 26 days a month and 13 days a fortnight for piece-workers as well as for time-workers (paragraph 172).

354. These rates will give cent per cent. neutralization to 25 per cent. or a higher proportion of occupations in all industries. In some cases, the figure is over 90 per cent. Our consolidated wages will not only fully neutralize the rise in the cost of living indices in the Province as a whole, but will also give a slight margin over the real wages of the pre-war period (paragraph 172).

355. As a safeguard against "go slow" movement among workers complained of by the employers, we have suggested that the dearness allowance admissible for each occupation may be turned into a rate per rupee on the basis of standard earnings for a standard efficiency. This rate per rupee may then be applied to the individual earnings of workers who are governed by the above standard earning. We have suggested the application of this principle to weaving sheds in cotton textile mills immediately and to other occupations in textiles and other industries if and when the employers concerned secure the consent of the workers through Works Committees, Production Committees or Trade Unions, to the above formula or obtain the approval of the prescribed authority (paragraph 173).

356. We have recommended that if and when prices become stable and the cost of living variations do not exceed 15 points within a period of one year, the dearness allowance granted at those rates may be integrated with, or absorbed in, the basic wages (paragraph 174).

357. These rates will apply to all employees of the units included in our three categories and will cover employees of ministerial cadre, watch and ward staff, sweepers, malis, peons etc., as well as to contract labour (paragraph 175).

## CHAPTER VII--BONUS

358. We have held that wages, in sense, are labour's share of the total utility added to a product, measured objectively by its sale-proceeds and that consequently it has



a share in the sale-proceeds, provided they rise significantly due to an abnormal rise in the price of the product (paragraph 176).

359. The recognition of this principle has led to the adoption of a number of devices for compensating labour on this account such as grant of profit-bonus, profit-sharing, proceeds, sharing, co-partnership, etc. We have examined the basic principles involved in each one of these and conceded. The theoretical and historical analysis undertaken has not led us to believe that in spite of great improvements made in this line, any device has definitely succeeded as an acceptable proposition to both the employers and the workers (paragraphs 177—190).

360. On the other hand, we have recognized the sudden popularity of the idea of profit-sharing in the country and the emphasis laid thereon by labour representatives and have taken notice of the value of such nominal increases in the earnings of workers who will get under our recommendations a mere "subsistence plus level", the force of custom which had accustomed them to this additional benefit and its probable effect on the industrial peace of the country. Thus, in the result we have agreed to a system of bonus payment (paragraph 191).

361. We have noted that the only system that has obtained in this Province has been that of voluntary payment of profit bonus equal to basic earnings of industrial workers over a period of one month, two months or even three months in a year (paragraph 192).

362. We have also found that such payments are confined to a few large scale factories only and that the common practice has been to put it at 25 per cent. of the total annual wage pay (paragraph 194).

363. We have also been pointed out two alternative methods adopted in India, namely, payment of bonus at a rate equivalent to the rate of dividend paid to the shareholders and payment of two-days' basic wages to workers for every 1 per cent. dividend declared (paragraph 193).

364. We have discarded the plea of employers that profit-bonus is an *ex-gratia* payment. We consider it both against the provisions of the Payment of Wages Act as also against the economic principles analysed by us before (paragraph 195).

365. We have examined the nature of profit-sharing device and come to the conclusion that linking of profit-bonus to dividends is more suited to Indian conditions than any other device (paragraph 196).

366. We have also examined the relevant portion of the Report of the Economic Programmes Committee of the All-India Congress Committee and criticized their proposal to allocate a 5 per cent. dividend on "employed capital" to share-holders. We are definitely for exclusion of reserves from capital for the purpose of giving dividend to share-holders (paragraph 197).

367. We considered, open to abuse, the plan of giving equal dividends to workers and share-holders after the latter have received a fixed percentage as compensation for the risks undertaken by them. We have, therefore, given it up (paragraph 198).

368. Considering the facts that the above proposal represents the maximum demand made by labour representatives, the unlikelihood in future of profits flowing in industry in the same high proportion in which they did during the war period, and the net effect of our proposals regarding wages and dearness allowance which envisage appreciable additions to the existing wage bills we have recommended payment of two days' basic wages as profit-bonus for every one per cent. of dividend given to share-holders. In case of private companies, we have recommended that 25 per cent. of the net profits of the concern should be equitably distributed among workers (paragraph 198).

369. We have considered all employees including watch and ward staff, chaprasis, malis, sweepers, clerks, etc.—permanent, temporary, or substitute—to be eligible to the above profit-bonus, provided he or she has worked for more than

60 days in a year. Persons who have ceased to be employees on the day of disbursement of bonus will also be eligible unless they have been dismissed for misbehaviour under the standing orders (paragraph 199).

370. The amount to be distributed in each case should be calculated by dividing total basic earnings of each employee in a year by half the number of days worked by him for every 1 per cent. dividend declared (paragraph 199).

371. We have not been able to recommend the distribution of a part of accumulated profits or reserves of the existing concerns among their employees. But we have suggested that no part of such profits or reserves should, in any shape or form, be credited to share-holders in any manner, without making a corresponding appropriation in favour of the employees of the concerns in the proportion we have recommended (paragraph 200).

372. We have not recommended the payment of an attendance bonus, but we have suggested that the Labour Office and the employers should co-operate in finding out the nature and the extent of absenteeism and its reaction on the system of attendance bonus (paragraph 201).

373. At the same time, we have recommended the payment of production bonus wherever the two parties agree to its introduction. We have left the formula in each case to be decided by employers and the employees concerned subject to the approval of Government, or an authority constituted by the Government for the purpose (paragraph 202).

374. We have recognized that production bonus can be manipulated by employers to the detriment of the employees by fixing the standard of minimum performance qualifying for bonus at a rather high level. We have, therefore, suggested that the Production Committees for every industrial unit, as recommended by the Government of India, should fix such standards. We have also recommended that a suitable system of recording production and the reaction of bonus thereon should be introduced for the purposes of an objective study of the subject (paragraph 203).

## CHAPTER VIII—CAPACITY OF INDUSTRY TO PAY

375. We have considered the economic aspects of the doctrine of "capacity of industries to pay" and come to the conclusion that the principle is not of much use as an indicator of absolute increase in wages which can be borne by an industry but might, under certain conditions, usefully show the direction in which wage rates should move (paragraphs 205, 207 and 208).

376. We have also examined the opposite doctrine of "economy of high wages" and come to the conclusion that it can work only within certain specified limits (paragraphs 206 and 209).

377. We have found none of the two principles practicable in Indian conditions, partly because of absence of perfect competition and full employment, the two assumptions of these doctrines, and partly because of lack of adequate data necessary for the purpose (paragraph 210).

378. We have indicated the nature of data available for assessing additional burden thrown on different industries by our proposals and capacity of each industry to bear that burden (paragraphs 211—213).

379. We have fixed the responsibility for the absence of the necessary data mainly on the employers (paragraph 214).

380. We have indicated the procedure followed by us in assessing additional burden and financial capacity of each industry and dealt with the nature of capital, reserves, loans, depreciation and other reserves (paragraphs 215—219).

381. We have examined the position of such industries and firms as have supplied necessary data. Our examination covers cotton textile firms at Kanpur (paragraphs 220—230), hosiery industry, as represented by three firms at Kanpur (paragraphs 231—234), jute industry (paragraphs 235—240), sugar industry (paragraphs 241—243), leather industry (paragraphs 244—251), general engineering and electrical engineering industries (paragraphs 254—257) and glass industry (paragraph 258).

382. On the basis of our analysis, we have concluded that most of the industries are in a very prosperous condition and can bear the additional burden thrown on them by our proposals in respect of minimum wages, dearness allowance and bonus. The only industries, whose position appears somewhat doubtful to us, were jute and leather. We, however, expect that the abundance of local demand, the meagre prospects of meeting it by imports of foreign goods and the concessions granted this year in super-tax will further help these industries. As conditions in the country get stabilized, we expect better conditions for leather and jute also. And if our proposals succeed in raising the standard of living and efficiency of labour, we would have broken the vicious circle of low wages and low efficiency and put our industries on a sounder basis (paragraph 259).

#### CHAPTER IX—MACHINERY

383. We have finally examined the question of machinery for regulation and enforcement of wages under three heads:

- (1) The immediate implementation of our recommendations,
- (2) the future regulation of wages, and
- (3) a regular and continuous check on factories to see that the recommendations are properly carried out (paragraph 260).

384. We have recommended immediate enforcement of our proposals on a statutory basis (paragraph 261).

385. We have suggested an examination of the provisions of the existing Acts dealing with industrial relations to see whether any one of them can be utilized for enforcing our recommendations immediately (paragraph 262).

386. We have expressed ourselves against specification of wages recommended by us in the law itself. As an alternative, we have suggested that the law may empower the Government to treat our recommendations as those of the Wage Board and give effect to them accordingly (paragraph 263).

387. We have, however, suggested the enforcement of our recommendations before the enactment of a legislation and recommended the utilization of section 3(b) of the United Provinces Industrial Disputes Act, 1947, for this purpose (paragraph 264).

388. We have recommended a permanent machinery for settling wage disputes in future (paragraph 265).

389. We have shown at length the distinctive nature of wage disputes and indicated the background necessary for settling them (paragraph 266).

390. We have as a consequence recommended a separate machinery for adjusting wages from time to time (paragraph 267).

391. We have described, in brief, the wage machinery obtaining in other countries, their nature, powers and distinctive features (paragraphs 269—271).

392. We have then drawn attention to a peculiarity in Indian conditions, namely, the universality of low wages in all industries and many occupations (paragraph 272).

393. This will, in our opinion, leave to the Wage Boards in this Province more complicated and specialized problems to solve and also a wider field to operate upon them in western countries (paragraph 273).

394. We have recommended a Provincial Wage Board with features of both a Trade and a General Board (paragraph 276).

395. We have suggested that the Provincial Wage Board should have 3, 6 or 9 members with equal representation of employers, employees and the Government. This Board may consider references made to it either in full bench or in division, each of which should have again an equal representation of the three interests. Where reference pertaining to any particular industry or trade or group of them comes up for consideration, the Board should nominate equal number of additional representatives of employers and employees from the industry or trade for the duration of the inquiry to work as full members with the whole Board or the divisional bench selected for considering the reference (paragraph 276).

396. We have suggested that the representatives of the employers and the employees should be selected in consultation with and out of the panels of names suggested by the employers' and the employees' organizations. In regard to independent element of the Board, we have expressed ourselves against taking them from judicial ranks and recommended their selection from the ranks of public men of repute and independence with a grounding in practical economics, economic statistics and experience in social theory and practice. We have also emphasized that they should be men of integrity, honesty and character and may preferably be debarred from future employment in any private enterprise (paragraph 277).

397. We have further recommended that the Chairman for the Board as well as for the divisional bench should be selected from among the independent members. The members may be appointed for a term of three years, but as soon as proper personnel has been found and trained, the Board should become a permanent body. The Board should also have a permanent Secretary and office (paragraph 278).

398. All references to this Board should be made by the Government. The Board should, however, have a right to start any inquiry or investigation for collection of any data useful for its purpose. The decisions or awards of the Board should be either accepted in full for enforcement or returned to them for reconsideration but no award should be sent back twice (paragraph 279).

399. We have also recommended that the Provincial Wage Board should have a statutory status and the necessary legislation should be undertaken as soon as possible (paragraph 280).

400. We have suggested that the duty of seeing that wage awards are properly carried out should vest with the Factory Inspectorate and also recommended that this point be included in the proposed legislation (paragraph 281).

401. Finally, we have considered it essential that the Provincial Government should press on the Government of

India to persuade extra-provincial interests to enforce proposals made by us in their territories also. We have suggested the appointment of an inter-provincial or inter-state committee to consider these questions and make recommendations, which should be binding on all states and provinces (paragraph 282).

### **Efficiency of Labour**

402. In conclusion we point out that all our recommendations will come to naught unless they are implemented in the right spirit by all the parties concerned. We have no doubt that such spirit will be forthcoming. India today is facing a crisis on all fronts. In such a crisis social justice is sound economy. It means a great impetus in production and simultaneously an equitable distribution of wealth. In regard to the latter, we believe that our recommendations will be of material assistance. Therefore, the duty of labour is to be efficient in national interest as well as in its own. An independent India can ill-afford to tolerate inefficiency. We cannot have A1 production with C3 labour. We, are, therefore, constrained to say that inefficient labour has no place in the productive system. It is no doubt difficult to define efficiency on an *a priori* basis and the matter had better be left to the Works Committees. After the reference, however, if a worker be found to be inefficient, i.e. below the average over a considerable period, then the management will have right of dismissal on the expiry of three notices spread over three months or three wage periods, whichever is longer. With this safeguard we feel sure that neither the employer nor the employee should have any cause of complaint.

### **Acknowledgements**

403. We take this opportunity of thanking all those who have helped us in performing this onerous task, in particular, the various delegations, the witnesses and the experts. Members of various sub-committees appointed by us, includ-



ing the Standardization Sub-Committees, gave their unstinted co-operation and deserve our grateful thanks. The Secretary and the Staff worked against heavy odds and often raced against time. The Economic Department of the Government of the United Provinces also helped us considerably by lending the services of necessary staff to help the Statistician to prepare the statistical tables. We owe a special word of thanks to Shri S. C. Chaturvedi, our Statistician, for the admirable sifting and analysis of the data. He joined us very late but even during this short period he impressed us with his knowledge and clear understanding of labour problems, both in their theoretical and practical aspects. He was of considerable assistance to us in the drafting of this Report, and but for his unsparing efforts this Report would have been delayed still further.

404. The press was uniformly kind to us and gave our proceedings a very wide publicity thereby bringing home to the public the importance of the work of this Committee.

405. We sincerely regret the delay in the submission of our Report, but we venture to submit that the causes of this delay were often beyond our control.

R. S. NIMBKAR,  
*Chairman.*

A. G. ANSARI,  
*Member.*

D. P. MUKERJI,  
*Member.*

ARJUN ARORA,  
*Member.*

HAR GOVIND MISRA,  
*Member.*

S. N. PRASAD,  
*Secretary.*

LUCKNOW:  
*Dated April 15, 1948.*



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## APPENDIX A

### INTERIM QUESTIONNAIRE OF THE LABOUR ENQUIRY COMMITTEE, UNITED PROVINCES

#### *Purpose and scope of the questionnaire for interim report*

Growing disputes between Labour and Capital in the Province have brought about a situation which is deleterious to the interests of both and of the Province as a whole. Recent occurrences demand immediate attention to the most pressing occasions for the conflict and the devising of means for rectifying the position. Such a view governs this interim questionnaire, without prejudice to long-term issues to be taken up in the Final Report, for which a separate questionnaire will be issued. Sections 1 and 8 in the terms of reference of the Committee indicate the main issues needing immediate settlement. If necessary, supplementary questions will be framed to elicit further information for the interim report.

#### **I. Wages, Dearness Allowance and Bonus**

1. State the average daily and monthly earnings of the main categories of workers in your establishment in 1938 (the last pre-war year), or the pre-war year nearest to it, and in 1946. By the main categories are meant those that cover the bulk of workers in the establishment. If daily or monthly earnings include any payment in addition to the basic wage (excluding Dearness Allowance and Bonus which are dealt with separately) the amount of such payments should be given separately.

The monthly earnings of daily wage earners should be given on the basis of 26 working days per month.

Indicate in each case whether the wage is calculated on time or piece basis. In case of piece-rates, state the rate and the average daily production expected of a worker. Kindly bring out the changes, if any, of the 8-hour day in time and piece-rate according to categories of workers.

The categories of workers getting the lowest as also the highest wage in the establishment must, in any case, be included, even if they

do not fall in the main categories. Similarly, clerks, sweepers, employees of the Watch and Ward department, etc., i.e. those not employed in manufacturing processes, should also be included in your statement.

If women are paid different rates from men for the same category of work, their rates should also be given.

*N.B.*—To make comparison possible, it is necessary that (1) every wage figure both for the pre-war years as also for 1946 and (2) the number of workers in each category be given.

2. Do you employ any workers on contract? If so, state their ratio to the total number of employees, and their monthly earnings separately. Give the number of workers and of jobs indicating their nature for which you employ contract labour.

3. What are the considerations you take into account in fixing the rate of basic wages for ordinary and overtime work? Please give illustrations. State the rate of payment for overtime work, the amount of such work by various categories of workers month by month upto date.

4. Are different rates paid for night work and work on holidays? If so, indicate them, and the difference.

5. What are the deductions, if any, other than fines to which wages are subjected? Please show the causes and reasons for each.

6. What efficiency measures, if any, leading to an intensification of work have been taken in your establishment during the war period or afterwards? e.g. asking a given number of workers to mind more machines or tools, increasing the speed of machines, reduction in workers employed for a certain work by the employment of contract labour, etc. Have such efficiency measures led to a corresponding increase in the worker's earnings or to a reduction in wages per unit of production? Has any increase in output taken place due to prolongation of working time during the war period?

#### *Minimum and Living Wages*

7. Are you in favour of the establishment of a minimum wage? Give reasons for your views.

8. On what principle should the minimum wage be based?

9. What machinery would you suggest for fixing and revising the minimum wage?

10. Should the level of minimum differ from category to category, unit to unit, and centre to centre, and, if so, why?

11. What measures would you suggest to prevent the minimum wage from becoming the maximum?

12. What would be the effect of fixing the minimum wage on (a) total employment and (b) employment in particular occupations in the industry?

13. Do you distinguish between a minimum wage and a living wage? If so, on what basis, and what are your suggestions for establishing a living wage in the industry, and how soon can it be actually achieved?

#### *Dearness Allowance and Bonus*

14. Please give the scale or scales of dearness allowance in force in your factory or establishment stating the principles on which the scale is based.

15. Does the cost of living index number prepared by the Provincial Government fully cover the full increase in the cost of living? If not, how and why? Can you indicate the extent to which the actual increase in the cost of living is or is not covered by the official index number?

16. What percentage of the increase in the cost of living shown by the official (general) index number is covered by the existing dearness allowance? Also state the year and month from which war-time dearness allowance was granted and, if and when, any changes in the dearness allowance scale were made.

*N.B.*—Please supply separately information on the above on the basis of subsidiary cost of living index of the Employers' Association of Northern India stating your views on it and the number covered by the Industrial Rationing Scheme.

17. (a) Do you think that an immediate increase on the (pre-war) basic wage is necessary or possible in any occupation or unit of your concern? If you do not think it necessary or possible, please give reasons. If necessary or possible, what should be the increase? Please supply the basis of your calculations.

(b) Do you consider that an immediate increase in the scale of dearness allowance in your undertaking in any occupation or unit is necessary or possible? If you do not think it necessary or possible, please give reasons. If necessary or possible, what should be the increase? Please supply the basis of your calculation.

(c) Do you consider that an immediate increase in the scale of bonus in your undertaking in any occupation or unit is necessary or

possible? If you do not think so, please give reasons. If you think it necessary or possible, what should be the increase? Please supply the basis of your calculation. Can you recommend a uniform system of bonus?

18. Do you consider that the linking of dearness allowance with the cost of living indices is a proper method of determining such allowance, or do you suggest any other basis on which such allowance should be calculated?

19. Does your concern pay any bonus or more than one category of bonus to its operatives? If so, which categories and what proportion of workers are entitled to it, and which not? What is the proportion of bonus to wages? What are the conditions which a worker has to fulfil to be entitled to claim bonus?

20. Since which year has the bonus been granted? Has its rate been altered since it was first granted?

21. On what grounds was the grant of bonus made? Are or are not these grounds valid today? Do you consider it possible to admit labour to profit-sharing permanently by paying bonus on profits? If so, please indicate what would be the minimum profit on which it would be possible to give such bonus. What relation bonus payments should have to profits?

22. State the number of workers employed in your establishment, and the amount of the annual wage-bill showing the amount paid for wages, dearness allowance, and bonus separately.

## II.—Profits, etc.

23. State the amount of original capital and the amount of profit made by your concern year by year from 1938 to 1946 giving at least the following items:

- (a) Paid up capital and loans (debentures or any other).
- (b) Gross Profit inclusive of depreciation and amount paid in taxes.
- (c) Depreciation and extension of plant and machinery.
- (d) Transfers to various reserve funds.
- (e) Directors' fees and agency commissions.
- (f) Amount paid in taxation, showing Excess Profit Tax amounts separately.
- (g) Amount paid in dividends on various categories of shares.



(h) Indicate Excess Profit Tax reserve you are entitled to receive back from Government.

24. Give the rates of dividends for each category of shares for the war years and for 1938.

25. State the face value of the various shares of your concern, and their market prices in 1938 and 1946.

26. How do you propose to utilize the saving resulting from the abolition of Excess Profit Tax in 1946? Has your financial position in any way deteriorated in 1946?

27. In case your establishment is not an independent private concern or a joint stock company but is a part of a group, give figures for all the above items for that group.

28. Give figures for (a) total produce during 1939-46, year by year, and (b) its distribution outside the province and the country, the Supply and the other Government departments for military purposes, and (c) dealers, wholesale and retail. State rates for each from August, 1939.

### III.—Recruitment of Labour

29. How are workers recruited (a) by jobbers or contractors, (b) directly by the management, or (c) otherwise? If there are jobbers, please mention (a) their method of recruitment, (b) nature and extent of control exercised by them over the workers, and (c) salary or commission received by them.

30. Which system of recruitment do you prefer, and why? Do you advocate compulsory recruitment through Government Employment Exchanges? State reasons for your views.

### IV.—Holidays and Leave

31. The new standing orders proposed by the United Provinces Government recommend that a worker should be entitled to one month's leave with pay every year. How much of privilege leave with pay do you recommend?

32. What are the methods and conditions for leave? Do you maintain leave reserves? Supply the list of festival holidays, and of such festival holidays you have paid for.

33. Do you also propose additional leave on grounds of illness, casual needs, and any specific holidays in addition to Sundays? If

so, should such leave be with pay or without? State reasons for your recommendations.

### **V.—Standing Orders**

34. What is your experience of the working of existing standing orders? Give detailed statement, particularly on leave rules, dismissals, discharges, and fines by categories. Include women.

35. What amendments do you suggest in the model standing orders proposed by the United Provinces Government in the furtherance of the interests of discipline, production, and security of labour service?

*N. B.*—Kindly supply your standing orders.

### **VI.—Amicable Settlement of Disputes**

36. What, according to you, are the main causes behind the present strikes leading to industrial conflict and stoppages in production?

37. What is the number of strikes in which the workers employed by you have been involved since 1938, year by year?

38. How long did each strike last, and how did it end?

39. What were the grievances of the workers put forward in each strike?

40. How was the strike settled?

41. What are the terms of settlement?

42. What are the facilities provided to the workers for representation and investigation of grievances?

43. State the number of disputes, classify them under various heads, e.g. wages, victimization, dismissal, conditions of work, etc. Similarly, (a) the means for the settlement of disputes should be classified and (b) the results indicated as successful, partly successful and unsuccessful.

44. What activities, in your view, constitute indiscipline as applied to individual worker?

45. Is there any permanent joint machinery for the settlement of differences or disputes? If so, please state its character and give the record of its work. If not, describe the practical difficulties which have been experienced in dealing with the situation through the existing arbitration machinery.

46. Are you in favour of disputes not settled by the parties being referred to compulsory arbitration? If so, what should be the composition, procedure, and power of the arbitral authority? What sanction would you suggest for enforcing its award?

47. Are you in favour of appointment of conciliation officers, and/or consultative committees with representatives of management and labour to decide questions of discipline and day to day work of your concern?

48. What, according to you, is the most effective and democratic way of minimising industrial disputes and securing their amicable settlement?

### **VII.—Wage Boards**

49. Do you advocate Wage Boards? If so, state the principles.

50. Please say whether, in your opinion, there should be one or more Wage Boards in the Province.

51. What should be the composition of each Wage Board?

52. What should be the qualifications of members of the Wage Board or Boards taking into consideration the various industries?

### **VIII.—Compensation**

53. What interim measures would you suggest for standardization of wages in your industry?

54. What is the compensation paid under the Workmen's Compensation Act, the number of workers who received it, and the time taken for the payment since the making of the claim? Give figures year by year from 1939 upto date.

## APPENDIX B

### LIST OF EMPLOYERS AND LABOUR ORGANIZATIONS WHO SUBMITTED MEMORANDA AND/OR REPLIES TO THE INTERIM QUESTIONNAIRE.

#### I. *Employers*

##### 1. **Textile**

###### A. *Cotton and Wool*

1. Employers' Association of Northern India, on behalf of its member-concerns and R. G. Cotton Mills, Lucknow.
2. Banaras Cotton and Silk Mills Ltd., Banaras.
3. Indra Spinning and Weaving Mills, Agra.
4. John's Spinning Mills, Agra.
5. Moradabad Spinning and Weaving Mills Co. Ltd., Moradabad.

###### B. *Jute*

6. Employers' Association of Northern India, on behalf of Jute Mill members.

###### C. *Hosiery*

7. Employers' Association of Northern India, on behalf of Hosiery Mill members.

###### D. *Ginning and Pressing*

8. Kuber Cotton Ginning and Press Factory Ltd., Dibai.
9. Bool Chand Kirori Lal Cotton Pressing, Rice and Oil Mills, Shamli.
10. Shree Parbati Hemp Press and Oil Mills, Banaras.

## 2. Sugar

11. Indian Sugar Syndicate Ltd., Kanpur.
12. Ishwari Khetan Sugar Mills Ltd., Lakshmiganj.
13. Lakshmi Sugar and Oil Mills Ltd., Hardoi.
14. Jaswant Sugar Mills Ltd., Meerut.
15. Upper Doab Sugar Mills Ltd., Shamli.
16. Saraya Sugar Factory, Sardarnagar.
17. Burhwal Sugar Mills Co. Ltd., Burhwal.
18. Mahabir Sugar Mills Co. Ltd., Siswa Bazar.
19. Ratna Sugar Mills Co. Ltd., Shahganj.
20. Ayodhya Sugar Mills, Raja ka Sahaspur.
21. Pipraich Sugar Mills Co. Ltd., Gorakhpur.
22. L. H. Sugar Factories and Oil Mill Ltd., Pilibhit.
23. Ramkola Sugar Mills Co. Ltd., Ramkola.
24. Shanker Sugar Mills Ltd., Captainganj.

## 3. Leather

25. Employers' Association of Northern India, on behalf of:
  - (i) Cooper Allen & Co. Ltd., and North-Western Tannery,
  - (ii) Kanpur Tannery Ltd., and
  - (iii) Eastern, Pioneer, Indian National and Hindustan Tanneries, Kanpur.
26. U. P. Tannery Co. Ltd., Jajmau, Kanpur.
27. Dayalbagh Tanneries Ltd., Agra.
28. Dayalbagh Footwear Factory, Agra.
29. Dayalbagh Taj Tanneries, Agra.

## 4. Glass

30. U. P. Glass Manufacturers Syndicate, Shikohabad.
31. Ganga Glass Works Ltd., Balawali.
32. U. P. Glass Works Ltd., Bahjoi.
33. Keycee Glass Works Ltd., Shikohabad.
34. Khandelwal Glass Works, Aligarh.
35. Jain Glass Works, Harangau.

### **5. Oil and Vanaspati**

36. Employers' Association of Northern India, on behalf of:
  - (i) Ganga Oil Mills, Kanpur, and
  - (ii) Mata Din Bhagwan Das Oil Mills, Kanpur.
37. Shree Hanuman Oil Mills, Deoria.
38. Nagrath Oil Mills, Kanpur.
39. Amrit Vanaspati Co. Ltd., Ghaziabad.

### **6. Electricity and Engineering**

40. Martin & Co., Calcutta.
41. The Kanpur Electric Supply Corporation Ltd., Kanpur.
42. Upper Ganges Valley Electricity Supply Co. Ltd., Moradabad.
43. Jhansi Electric Supply Co. Ltd., Jhansi
44. Agra Municipality Water Works, Agra.
45. Banaras Municipality Water Works, Banaras.
46. Faizabad Municipality Water Works, Faizabad.
47. Telephone Manufacturers of India Ltd., Dehra Dun.
48. Buggan Lal & Co., Dehra Dun.

### **7. Iron and Steel**

49. Employers' Association of Northern India, on behalf of J. K. Iron & Steel Co. Ltd., Kanpur.

### **8. Printing Presses**

50. Lucknow Publishing House, Lucknow.
51. Muslim University Press, Aligarh.

### **9. Clerical, Non-Factory and Commercial Establishments etc.**

#### *A. Tea*

52. Uthiya Bagh Tea Estate, Dehra Dun.
53. East Hope Town Estate Co. Ltd., Dehra Dun.
54. Arcadia Tea Estate, Dehra Dun.
55. Goodrich Tea Estate, Dehra Dun.

*B. Light-Casting*

56. United Light-Casting Co., Lucknow.

*C. Bone*

57. Hapur Bone Mills, Hapur.

*II. Employees*

**1. Textile**

*A. Cotton and Wool*

1. Suti Mill Mazdoor Union, Kanpur.
2. Kanpur Mazdoor Sabha, Kanpur.
3. Textile Workers' Union, Lucknow.
4. Mirzapur Textile Workers' Union, Mirzapur.
5. Spinning Mills Workers' Union, Agra.
6. Banarás Cotton & Rolling Mills Mazdoor Sangh, Banaras.

*B. Jute*

7. Kanpur Jute Mill Mazdoor Union, Kanpur.
8. Mahabir Jute Mill Mazdoor Sabha, Sahjanwa (Gorakhpur).

*C. Hosiery*

9. Hosiery Workers' Association, Kanpur.

**2. Sugar**

10. Northern India Sugar Labour Union, Gorakhpur.
11. Bhartiya Mazdoor Sewa Sangh, Shamli.
12. Modi Industries Workers' Union, Modinagar.
13. Chini Mill Mazdoor Sabha, Hardoi.
14. Mazdoor Union, Biswan (Sitapur).
15. Hindustan Sugar Mills Labour Union, Gola Gokaran Nath.
16. Sugar Mills Workers' Union, Tulsipur (Gonda).
17. U. P. and Bihar Sugar Mills Workers' Federation, Kanpur.

18. U. P. and Bihar Chini Mill Mazdoor Federation, Lucknow.
19. Indian Sugar Syndicate Employees' Union, Kanpur.
20. Mazdoor Sangh, Hargaon.
21. Kathkuiyan Chini Mill Mazdoor Sangh, Deoria.
22. Zila Chini Mill Mazdoor Federation, Deoria.
23. Chini Mill Mazdoor Sangh, Khadda (Deoria).

### **3. Leather**

24. Tannery and Leather Workers' Union, Kanpur.
25. Shoe Mazdoor Union, Agra.
26. Leather Workers' Union, Kanpur.

### **4. Glass**

27. U. P. Glass Works Mazdoor Sabha, Bahjoi (Moradabad).
28. Ganga Glass Works Union, Balawali (Bijnor).
29. Mazdoor Sabha, Shikohabad.
30. Glass Workers' Union, Naini (Allahabad).
31. Mazdoor Sabha, Makhanpur.
32. Glass Workers' Union, Harangau (Firozabad).

### **5. Oil and Yanaspati**

33. Kanpur Oil Mills Workers' Union, Kanpur.
34. Kanpur Tel Mazdoor Sabha, Kanpur.
35. Acme Oil Mazdoor Union, Lucknow.
36. Mazdoor Sangh Hargaon Oil Mills, Maholi Oil Mills, Chini Mill Mazdoor Sabha, Seohara (Sitapur).

### **6. Electricity and Engineering**

37. U. P. Electric Workers' Federation (Martin Group).
38. U. P. Electric Supply Workers' Union, Lucknow.
39. Upper Ganges Electric Employees' Union, Moradabad.
40. Bijli Mazdoor Union, Sitapur.
41. U. P. Tube Well Technical Employees' Association, Budaun.



## **7. Iron and Steel**

- 42. Iron and Steel Mazdoor Union, Kanpur.
- 43. Kanpur Loha Mill Karamchari Union, Kanpur.

## **8. Clerical, Non-Factory and Commercial Establishments etc.**

- 44. Central Clerks' Association, U. P., Kanpur.
- 45. Clerks' Union, Nawabganj (Gonda).
- 46. U. P. Bank Employees' Union, Kanpur.
- 47. Kumaon Motor Transport Workers' Union, Kathgodam.
- 48. Chemical Mazdoor Union, Kanpur.
- 49. Plastic Products Karamchari Union, Kanpur.
- 50. Plywood Mazdoor Union, Sitapur.
- 51. Katha Factory Union, Bareilly.



## APPENDIX C

### PERSONNEL OF SUB-COMMITTEES

#### I. Textile—

Shri B. B. Singh, I.C.S., Labour Commissioner, United Provinces—*Chairman.*

Shri P. D. Singhanian, J. K. Cotton Spinning and Weaving Mills Co. Ltd., Kanpur—*Employers' representative.*

Shri G. D. Bajpai, Patkapur, Kanpur—*Employees' representative.*

Shri P. N. Sabharwal, Labour Officer, U. P., Kanpur—*Secretary.*

#### II. Sugar—

Shri R. C. Srivastava, C.I.E., O.B.E., Clutterbuckganj, Bareilly—*Chairman.*

Shri D. R. Narang, M.B.E., M.L.C., Basti Sugar Mills, Basti—*Employers' representative.*

Shri K. N. Pandey, Mandal Congress Committee, Gorakhpur—*Employees' representative.*

Shri B. R. Sehgal, Statistician, Imperial Institute of Sugar Technology, Kanpur—*Secretary.*

#### III. Leather—

Shri M. Z. Rab, Deputy Director of Industries, Kanpur—*Chairman.*

Shri Haji Mohammad Hamza, Messrs. Indian National Tannery, Kanpur—*Employers' representative.*

Shri A. K. Bose, President, Tannery and Leather Workers' Union, Kanpur—*Employees' representative.*

Shri R. D. Pant, Research Officer, Kanpur—*Secretary.*

N. B.—Shri Haji Mohammad Hamza having resigned, Shri Shariff Khan of Hindustan Tanneries, Kanpur, was nominated in his place by the employers.

#### **IV. Glass—**

Shri P. N. Agarwal, Assistant Glass Technologist, U. P. Government, Kanpur—*Chairman*.

Shri Sheo Dutt Dubey, Manager and Technologist, Messrs. Jagdish Glass Works, Hathras—*Employers' representative*.

Shri K. C. Gupta, 1312, Bagh Muzaffar Khan, Agra—*Employees' representative*.

Shri H. N. Bajpai, Senior Investigator, Labour Office, U. P., Kanpur—*Secretary*.

#### **V. Oil—**

Shri D. Y. Athawale, Head of Oil Chemistry Section, Harcourt Butler Technological Institute, Kanpur—*Chairman*.

Shri Radhey Lal Garg, Northern India Oil Industry Ltd., Kanpur—*Employers' representative*.

Shri Raja Ram Shastri, M.L.A. (U.P.), Gwaltoli, Kanpur—*Employees' representative*.

Shri K. K. Bhagauliwal, Labour Inspector, United Provinces, Kanpur—*Secretary*.

#### **VI. Electricity and Engineering—**

Shri A. Q. Rizvi, Deputy Hydro-Electric Engineer, Lucknow—*Chairman*.

Shri T. H. Terrel, Resident Engineer, United Provinces Electric Supply Co. Ltd., Lucknow—*Employers' representative*.

Shri Arjun Arora, 94B, Cantts, Canal Range, Kanpur—*Employees' representative*.

Shri Mahesh Prasad, Divisional Superintendent, Economics Intelligence (East), U. P. Government, Lucknow—*Secretary*.

*N.B.*—Shri T. H. Terrel having proceeded on leave out of India, Shri A. G. M. Twining, Resident Engineer, was nominated by the employers.

#### **VII. Iron and Steel—**

Shri H. L. Verma, Principal, Government Technical Institute, Lucknow—*Chairman*.

Shri S. M. Bashir, B. COM., BAR-AT-LAW, Director, J.K. Iron & Steel Co. Ltd., Kanpur—*Employers' representative*.

Shri Gajpat Rani Saxena, M.A., Sharma Hotel, Kanpur—*Employees' representative.*

Shri K. M. Chanana, M.A., B.A. (Hons.), Lucknow—*Secretary.*

### VIII. Printing Presses—

Shri A. G. Ansari, M.L.A. (U. P.), Lucknow—*Chairman.*

Shri B. N. Chopra, The Pioneer Ltd., Lucknow—*Employers' representative.*

Shri Permanand Sinha, Advocate, City Congress Committee, Allahabad—*Employees' representative.*

Shri Mahesh Prasad, Divisional Superintendent, Economics Intelligence (East), U. P. Government, Lucknow—*Secretary.*

N.B.—The above Sub-Committee did not function due to the appointment of another Committee by the Government, namely, the Press Workers' Inquiry Committee, the personnel of which are given below:—

(1) Hon'ble Shri K. D. Malaviya, Minister for Development and Industries, United Provinces, Lucknow (then Parliamentary Secretary to the Hon'ble Minister of Justice)—*Chairman.*

(2) Shri Pulin Behari Banerji, President, City Congress Committee, Lucknow—*Member.*

(3) Shri Ehtisham Mahmood Ali, M.L.A., Lucknow—*Member.*

(4) Shri Suraj Prasad Awasthi, M.L.A., Kanpur—*Member.*

(5) Shri Nihal Uddin, M.L.A.—*Member.*

### IX. Shellac—

Shri Shah Fakhre Alam, Magistrate and Collector, Mirzapur—*Chairman.*

Shri Kishan Lal Goenka, Messrs. Hira Lal Jhabboo Lal, Mirzapur—*Employers' representative.*

Shri Sita Ram Dwivedi, Mukhtar, Mirzapur—*Employees' representative.*

Shri V. N. Malviya, Industrial Inspector, Banaras Circle, Banaras—*Secretary.*

### X. Non-Factory and Commercial Establishments—

Shri A. G. Ansari, M.L.A. (U. P.), Lucknow—*Chairman*

Sir H. G. Misra, Kt., O.B.E., Tilaknagar, Kanpur—*Employers' representative.*

Shri Arjun Arora, 94 B, Cantts, Canal Range, Kanpur—*Employees' representative.*

Shri T. D. Dhyani, Inspector of Offices, Allahabad—*Secretary.*

## **XI. Textile Standardisation Sub-Committees—**

(1) Shri H. B. Shroff, Deputy Director of Industries (E), Kanpur—*Chairman.*

Shri J. B. Wilkinson, Manager, Swadeshi Cotton Mills Co. Ltd., Kanpur—*Employers' representative.*

Shri Raja Ram Shastri M.L.A. (U.P.), Gwaltoli, Kanpur—*Employees' representative.*

N.B.—Shri Raja Ram Shastri having resigned on grounds of health Shri Arjun Arora was nominated in his place.

(2) Shri R. D. R. Bell, the British India Corporation, Kanpur—*Employers' representative.*

Shri G. D. Bajpai, Patkapur, Kanpur—*Employees' representative.*

## **XII. Sugar Standardisation Sub-Committees—**

(1) Shri R. C. Srivastava, C.I.E., O.B.E., Clutterbuckganj, Bareilly—*Chairman.*

Shri D. R. Narang, M.B.E., M.L.C., Basti Sugar Mills, Basti—*Employers' representative.*

Shri K. N. Pandey, Mandal Congress Committee, Padrauna, Deoria—*Employees' representative.*

(2) Shri D. R. Nasang, M.B.E., M.L.C., Basti Sugar Mills, Basti and Sahu Jagdish Prasad, Pilibhit—*Employers' representatives.*

Shri Hariharnath Shastri, M.L.A. (U.P.), Gwaltoli, Kanpur and Shri K. N. Pandey, Mandal Congress Committee, Padrauna, Deoria—*Employees' representatives.*

APPENDIX D

LIST OF WITNESSES EXAMINED BY THE U. P. LABOUR  
ENQUIRY COMMITTEE

KANPUR

*July 23, 24, 25, 26, 27 and 28, 1947*

**Delegation of the Suti Mill Mazdoor Union, Kanpur**

Shri Ganga Sahai Chaube, M.L.A.

Shri Raja Ram Shastri, M.L.A.

Shri Suraj Prasad Awasthi, M.L.A.

Shri Ganesh Dutt Bajpai.

*July 29, 1947*

**Examination of the delegation of the Suti Mill Mazdoor Union,  
Kanpur**

**Witnesses examined on behalf of the Suti Mill Mazdoor Union,  
Kanpur**

Shri Bhanu Pratap Singh of Lal Imli Woollen Mills, (Weaving  
Department).

Shri Sheo Lal of New Victoria Mills, (Carding Department).

Shri Raghuraj Singh of Lakshmi Ratan Cotton Mills, (Store-  
room Section).

Shri Bhagwati Shanker of J. K. Cotton Manufacturers Ltd.,  
(Carding Department).

*July 30, 1947*

Shrimati Ramkali of J. K. Jute Mills, (Carding Department).

Shri Uma Shanker of Elgin Mills, (Weaving Department).

Shri Radhey Shyam of Atherton West Mills, (Weaving Depart-  
ment).

Shri Sheo Dutt of Kanpur Cotton Mills, (Weaving Department).

*July 31, 1947*

- Shri Bhagwat Seth of J. K. Cotton Spinning and Weaving Mills.  
Shri Mohammad Nazir of Kanpur Woollen Mills, (Hosiery Department).  
Shri Binda (Sweeper)—ex-employee of J. K. Cotton Mills.  
Shri Dost Mohammad of Muir Mills, (Weaving Department).  
Shri Qudrat Husain of J. K. Jute Mills, (Weaving Department).  
Shri Bhagwati Prasad of Swadeshi Cotton Mills, (Spinning Department).  
Shri Mathura Prasad of Muir Mills, (Spinning Department).

*August 1, 2, 3, 5 and 6, 1947*

**Delegation of the Kanpur Mazdoor Sabha, Kanpur**

- Shri S. G. Sardesai.  
Shri S. S. Yusuf.  
Shri Asoke Kumar Bose.  
Shri Sahtosh Chandra Kapoor.  
Shri Soney Lal Saxena.  
Shri Kali Shanker Shukla.  
Shri Mukhram Singh.  
Shri Mohammad Ishaq.

*August 8, 1947*

**Examination of the delegation of the Kanpur Mazdoor Sabha,  
Kanpur**

**Witnesses examined on behalf of the Kanpur Mazdoor Sabha,  
Kanpur**

- Shri Nur Mohammad of Kanpur Textile Mills, (Weaving Department).

*August 9, 1947*

- Shri Ram Balak of Lakshmi Ratan Cotton Mills, (Weaving Department)  
Shri Ganga Dia of Atherton West Mills, (Weaving Department).  
Shri Aziz Ahmad Zoha of Kanpur Woollen Mills, (Weaving Department).

*August 10, 1947*

Shri Baijnath of Kanpur Textile Mills (Carding Department).  
Shri Manzurul Haq of New Victoria Mills, (Weaving Department).  
Shri Kanhai of Kakomi Mills, Juhi, (Carding Department).

*August 12, 1947*

Shri Ram Tirath of Muir Mills (Spinning Department).

*August 13, 1947*

Shri Maiku of J. K. Cotton Manufacturers Ltd. (Spinning Department).  
Shri Prayag of Swadeshi Cotton Mills, (Carding Department).  
Shri Mohammad Isa of J. K. Jute Mill, (Spinning Department).

*August 19 and 20, 1947*

**Delegation of the Leather and Tannery Workers' Union, Kanpur**

Shri Asoke Bose.  
Shri Sheo Sharma.  
Shri Mushir Husain Fazli.  
Shri Abdul Rahim.  
Shri Bijai Bahadur.

*August 21, 1947*

**Examination of the delegation of the Leather and Tannery Workers' Union. Kanpur**

**Witnesses examined on behalf of the Leather and Tannery Workers' Union, Kanpur**

Shri Drigpal of Kanpur Tannery, (Engineering Department).  
Shri Badal Khan of Hindustan Tannery, Jajmau, (Currier Department).  
Shri Victor Dayal of Cooper Allen & Co., (Closing Department).

*August 26, 27, 28 and 29, and September 2, 3, 4, 5, 6 and 9, 1947*

**Delegation of the Employers' Association of Northern India  
Kanpur, on behalf of Textile Mills Members**

Sir Padampat Singhania.



Lala Ram Ratan Gupta.  
Lala Mangtaram Jaipuria.  
*Assisted by,*  
Shri P. D. Singhania.  
Shri Sohanlal Singhania.  
Shri R. D. R. Bell.  
Shri J. B. Wilkinson.  
Shri D. May Arrindell.

*September 10, 1947*

**Delegation of the Leather Workers' Union, Kanpur**

Shri Bhagwan Singh.  
Shri Sheo Dayal.  
Shri Jawahir.  
Shri Mohammad Ishaq.  
Shri Abdul Ali.  
*Assisted by,*  
Shri Raja Ram Shastri, M.L.A.

*September 11, 12 and 13, 1947*

**Delegation of the Employers' Association of Northern India, Kanpur  
(on behalf of member-concerns in Leather and Tanneries)**

Shri H. A. Hardcastle.  
Shri R. F. Barbey.  
Shri D. May Arrindell.  
Shri Mohammad Shareef Khan.  
Haji Mohammad Hamza.

*September 16, 1947*

**Delegation on behalf of the Jajmau Tanneries, Kanpur**

Shri Mohammad Shareef Khan (representing Hindustan Tanneries).  
Haji Mohammad Hamza (representing U. P. Tannery and Indian National Tannery).

*September 17, 18 and 19, 1947*

**Delegation of the Hosiery Workers' Union, Kanpur**

Shri Ganga Sahai Chaube, M.L.A.

Shri A. R. Tewari.

Shri Prayag Dutt Shukla.

Shri Sheo Narain Srivastava.

Shri Chotey Lal.

Shri Bhagwati Prasad.

Shri Ganga Prasad.

Shri Uday Bhan.

Shri Girdhari Singh.

*September 20 and 21, 1947*

**Delegation of the Central Clerks' Association, U. P., Kanpur**

Shri Raja Ram Shastri, M.L.A.

Shri Kalika Prasad.

Shri Parmeshwari Dayal.

Shri Prem Narain.

Shri Om Prakash.

Shri H. P. Nigam.

Shri C. C. Ganguli.

Shri Sridhar Sharma.

Shri Jagat Narain.

Shri Shiva Nath.

Shri Mool Chand.

Shri S. N. Sapru.

Shri S. C. Mittra.

Shri R. S. Verma.

Shri Jugal Kishore.

Shri Laxmi Narain Dube.

Shri Baladin Tewari.

Shri Razi Haider.

Shri Mohammad Hakim (Chapras).

Shri Mahadeo Prasad (Chapras).

*September 22, 1947*

**Witnesses examined on behalf of the Hosiery Workers' Union.  
Kanpur**

Shri Gauri Kant Malaviya of J. K. Hosiery.  
Shri Shyam Behari of Misra Hosiery.  
Shri Debi Charan of Kanpur Dyeing and Cloth Printing Co. Ltd.  
Shri Ram Narain of Pucca Hosiery.  
Shri Girdhari Singh of Prabhat Hosiery.  
Shri Dharam Das of Kamla Hosiery.

**GORAKHPUR**

*September 27 and 28, 1947*

**Delegation of the United Provinces and Bihar Sugar Mills  
Workers' Federation, Kanpur**

Shri Kashi Nath Pandey.  
Shri Brij Kishore Shastri.  
Shri Bindeshwari Prasad Shastri.  
Shri J. N. Mall.  
Shri V. M. Gadgil.  
Shri P. K. Chaudhri.  
Shri Vishnu Prasad.  
Shri Sewa Ram.  
Shri K. N. Malaviya.

*September 30, 1947*

**Witnesses examined on behalf of the United Provinces and Bihar  
Sugar Mills Workers' Federation, Kanpur**

Shri Ramjilal Srivastava, Assistant Engineer, Ganesh Sugar Mills  
Co. Ltd., Pharenda (Gorakhpur).  
Shri Ram Chandra, Assistant Store Keeper, Shri Sitaram Sugar  
Mills, Baitalpur (Deoria).

Dr. D. P. Chaudhri, Medical Officer, Padrauna Raj Krishna Sugar Works Ltd., Padrauna (Deoria).

Shri Ram Nagina Singh, Head Clerk, Maheshwari Khetan Sugar Mills Ramkola (Deoria).

Shri Makund Lal, Fitter, Deoria Sugar Mills Ltd. (Deoria).

Shri Kalika Prasad Dube, Fitter, Saraya Sugar Factory, Sardar-nagar (Gorakhpur).

*October 1, 1947*

Shri Rudra Narain Swarup, Worker, Ganesh Sugar Mills Ltd., Pharenda (Gorakhpur).

Shri Kalika Lal, Cane Price-Checker, Vishnu Pratap Sugar Works, Khadda (Deoria).

Shri Moti Lal Singh, Supervisor, Laxmi Devi Sugar Mills Ltd., Chitauni (Deoria).

Shri Mohan, Moulder-Coolie, Diamond Sugar Mills Ltd., Pipraich (Gorakhpur).

Shri V. M. Gadgil, Chemist, Padrauna Raj Krishna Sugar Works Ltd., Padrauna (Deoria).

*October 3, 1947*

**On behalf of the Northern India Sugar Labour Union, Gorakhpur, Bhartiya Mazdoor Sewa Sangh, Shamli, Modi Industries Workers' Union, Modinagar, Chini Mill Mazdoor Sabha, Hardoi, and Chinikal Mazdoor Union, Basti.**

Shri Sheo Nath Pathak.

**Witnesses examined on behalf of the Chini Mill Mazdoor Union, Hardoi**

Shri Prabhu Dayal, Mill-house In-charge, Lakshmi Sugar and Oil Mills Ltd., Hardoi.

Shri Ram Dulare Singh, Assistant Engineer, Lakshmi Sugar and Oil Mills Ltd., Hardoi.

## LUCKNOW

*October 7, 8, 9 and 10, 1947*

### **Delegation of the Indian Sugar Syndicate, Kanpur**

Shri S. K. D. Bhargava, Rai Sahab, Upper India Sugar Mills Ltd.,  
Khatauli.

Shri M. L. Bagla, Ganesh Sugar Mills Co. Ltd., Pharenda  
(Gorakhpur).

Shri D. R. Dani, Upper Ganges Sugar Mills, Seohara (Bijnor).

Seth Kishori Lal, Lakshmi Sugar Mills, Maholi (Sitapur).

Shri Rameshwar Prasad Navatiya, Hindustan Sugar Mills Ltd.,  
Gola Gokarannath (Kheri).

Shri Kashi Prasad, Ratna Sugar Mills Co., Ltd., Shahganj  
(Jaunpur).

Shri A. J. Haggie, Begg Sutherland & Co. Ltd., Kanpur.

Shri R. A. William, Tulsipur Sugar Factory (Gonda).

Shri S. Suri, Secretary, Indian Sugar Syndicate.

Major H. S. Brar, Chief Labour Officer, Indian Sugar Syndicate.

*October 14, 1947*

### **Delegation of the Iron and Steel Mazdoor Union, Kanpur**

Shri Brij Kishore Shastri.

Shri Ganesh Tripathi.

Shri Vishwanath.

Shri Dina Nath.

Shri Mohammad Yamin.

Shri Shamsuddin Ahmad.

### **Witnesses examined on behalf of the Iron and Steel Mazdoor Union, Kanpur**

Shri Prayag Narain of J. K. Iron & Steel Co. Ltd.

Shri Ganga Vishnu (Pressman), J. K. Iron & Steel Co. Ltd.

Shri Thakur Prasad (Shaperman), J. K. Iron & Steel Co. Ltd.

Shri Sita Ram (Tongsman), Singh Engineering Works.

Shri Dildar (Furnaceman), Kanpur Rolling Mills.

Shri M. Edward (Turner), Jain Steel Rolling Mill.

*October 16 and 17, 1947*

**On behalf of the United Provinces and Bihar Chini Mill Mazdoor Federation, Lucknow**

Shri Shibban Lal Saxena.

*October 29 and 30, 1947*

**Delegation of the Electric Supply Companies (Martin Group)**

Shri J. W. Fawcett, Superintending Engineer.

Shri R. Robinson, Deputy Superintending Engineer.

Shri A. G. M. Twining, Resident Engineer, Lucknow.

Shri Mahesh Prasad Sinha, Labour Officer.

**and**

**Delegation of the Electric Workers' Unions,**

Shri Harish Tewari, (representing U. P. Electric Workers' Federation, Allahabad, and Electric Workers' Union, Agra).

Shri B. K. Mukerji and Shri Kumar (representing U. P. Electric Supply Workers' Union, Lucknow).

Shri S. P. Tripathi and Shri H. N. Singh (representing Banaras Bijlighar Mazdoor Sangh, Banaras).

Shri S. K. Chatterji (representing Electric Workers' Union, Allahabad).

Shri B. D. Gupta (representing Upper Jamuna Electric Supply Workers' Union, Meerut).

Shri B. S. Saxena (representing Upper Ganges Electric Supply Union, Moradabad).

Shri Ram Shanker Saxena and Shri K. N. Shakthanda (representing Electric Workers' Union, Bareilly).

Shri B. B. Dalela (representing Electric Workers' Union, Mathura).

*November 1, 1947*

Shri S. C. Mittra, Labour Member, Textile Control Board, India.

*November 3, 1947*

**Delegation of the Banaras Cotton and Rolling Mills Mazdoor Sangh, Banaras**

Shri Hargendra Singh.

Shri Sohan Lal.

**Delegation of the Spinning Mills Workers' Union, Agra**

Shri Madan Kumar Jain.

Shri Nand Kishore.

**Delegation of the Textile Workers' Union, Lucknow**

Shri Mithai Lal.

Shri Ravi Sinha.

Shri Rasheed Ahmad.

*November 5, 1947*

**Delegation of the Kanpur Loha Mill Karamchari Union,  
Kanpur**

Shri Akhleshwar Nath Saxena.

Shri Ram Datt.

**Delegation of the United Provinces Bank Employees' Union,  
Lucknow**

Shri Ishwar Chand Tewari.

Shri Jageshwar Nath Mehrotra.

Shri R. M. Tandon.

Shri Ganga Ram.

*November 6, 1947*

**Delegation of the Clerks' Union, Nawabganj (Gonda)**

Dr. P. D. Bhatia.

Shri K. N. Chopra.

Shri Hansraj.

**Delegation of the Chemical Mazdoor Union, Kanpur**

Shri Sita Ram Maheshwari.

Shri Ram Kishore.

Shri Pritam.

Shri Krishna Rao.

Shri Baboo Singh.

Shri Raj Kumar Mehrotra.

*November 7, 1947*

**Agra Shoe Workers' Union, Agra**

Shri P. K. Jain.

*November 8, 1947*

Dr. Radha Kamal Mukerji, Head of the Economics and Sociology Department, Lucknow University, Lucknow.

*November 10 and 11, 1947*

Shri M. C. Pant, Development Officer, Kumaun (*in camera*).

*November 11, 1947*

**On behalf of the United Provinces Glass Manufacturers' Syndicate, Shikohabad**

Shri T. Gupta, Secretary.

*November 15, 1947*

**Delegation of the Jute Mill Mazdoor Sabha, Sahjanwa (Gorakhpur)**

Shri Jaswant Singh.

Shri Kalika Singh.

Shri Phaggu Singh.

**Delegation of the Oil Mills Workers' Union, Kanpur**

Shri Sheo Balak Ram Shukla.

Shri Chote Lal.

Shri Devi Charan Verma.

Shri Gur Prasad.

Shri Shafiq.

**Delegation of the Acme Oil Mill Mazdoor Union, Lucknow**

Shri Duli Chand Shastri.

Shri Maheshwar Singh.



Shri Ram Lakhpat.  
Shri Bhola Nath Tewari.  
Shri Jamuna Prasad.  
Shri Sita Ram.  
Shri Lal Dhari.

**Delegation of the Hargaon Oil Mills, Shyam Nath Oil Mills and  
'Maholi Oil Mill Workers' Union, Sitapur**

Shri Jagdish Chandra Dikshit.  
Shri Patan Din Tewari.

*November 17, 1947*

Shri K. K. Batliwala, Chief Inspector of Factories, U. P., Kanpur  
(*in camera*).

*November 18 and 19, 1947*

**Delegation of the Coarse Yarn Mills**

Shri Alakhdhari (representing Moradabad Spinning and Weaving Mills, Moradabad).  
Shri B. B. Agarwal (representing Bijli Cotton Mills Ltd., Hathras).  
Shri P. S. V. Chari (representing Indra Spinning and Weaving Mills, Agra).  
Shri Vishambhar Dayal and Shri P. Marsden (representing John's Mills, Agra).  
Shri Ranjit Singh and Shri B. S. Talwar (representing R. G. Cotton Mills Co. Ltd., Lucknow).  
Shri D. May Arrindell, Executive Officer, Employers' Association of Northern India, Kanpur.

*December 1, 1947*

**Delegation of the United Provinces Glass Manufacturers'  
Syndicate, Shikohabad**

Shri I. D. Varshni.  
Shri T. Gupta.  
Shri Vishnu Datt.  
Shri R. K. Bhargava.  
Shri S. B. Verma.  
Shri P. P. Bhandari.

*December 3, 1947*

**Delegation of the Plastic Products Union, Kanpur**

Shri Ram Datt Shukla.  
Shri Sukhai Lal.  
Shri Vidya Charan.

**On behalf of the Kumaon Motor Transport Workers' Union,  
Kathgodam**

Shri R. K. Singh, Secretary.

**Delegation of the Indian Sugar Syndicate Employees' Union,  
Kanpur**

Shri Gopi Nath Singh.  
Shri Brij Kishore Shastri.  
Shri V. Rammurti.

*December 4, 1947*

Professor S. K. Rudra, Head of the Economics Department,  
Allahabad University, Allahabad.  
Dr. V. N. Patwardhan, Director, Nutrition Research Laboratories,  
Coonoor (South India).

*December 5, 1947*

**Delegation of the Employers' Association of Northern India,  
(on behalf of its Jute Mill Members)**

Shri P. D. Singhanian.  
Shri P. D. Maskhara.  
Shri H. P. Duara, Statistical Officer, Employers' Association of  
Northern India, Kanpur.

*December 8, 1947*

**Delegation of the Glass Workers' Unions**

Shri A. H. Ansari (representing Glass Workers' Union, Harangau  
and Mazdoor Sabha, Makhanpur).  
Shri B. R. Paliwal (representing Shikohabad Mazdoor Sabha).  
Shri Ram Kripal (representing Glass Workers' Union, Naini).  
Shri Mukand Lal and Shri Shadi Ram (representing Ganga Glass  
Works, Balawali).  
Shri Ravi Sinha.

### **Delegation of the Oil Workers' Union, Kanpur**

Shri Bhawani.  
Shri Ram Bharose.  
Shri Nanhey Khan.

*December 10, 1947*

### **Delegation of the Employers' Association of Northern India (on behalf of its Hosiery Mill Members)**

Shri R. D. R. Bell.  
Shri Shanti Narain.  
Shri Agarwal.  
Shri Modi.  
Shri H. P. Duara, Statistical Officer, Employers' Association of  
Northern India.

*December 12, 1947*

### **Delegation of the Oil Mills**

Shri B. Kundu and Shri Mata Prasad (representing Ganga Oil  
Mills).  
Shri Daya Ram (representing Mata Din Bhagwan Das Oil Mills).

*December 13, 1947*

Shri J. K. Pande, Economic Adviser and Director of Statistics,  
U. P. Government (*in camera*).

*December 15, 1947*

### **Delegation of the Employers' Association of Northern India (on behalf of J. K. Iron and Steel Co. Ltd.)**

Shri S. M. Bashir.  
Shri P. R. V. Ramani.  
Shri H. P. Duara, Statistical Officer, Employers' Association of  
Northern India.

*December 20, 1947*

Shri J. Johnston, Labour Commissioner, United Provinces (*in  
camera*).

## APPENDIX E

### LIST OF MILLS, FACTORIES, INSTITUTIONS ETC., VISITED BY THE COMMITTEE

#### (1) MILLS AND FACTORIES

##### **Kanpur**

Swadeshi Cotton Mills.  
Elgin Mills.  
J. K. Cotton Spinning and Weaving Mills.  
New Victoria Mills.  
Misra Hosiery and Allied Industries.  
Cooper Allen & Steel Co. Ltd.  
Hindustan, Jajmau and U. P. Tanneries Ltd., Jajmau.  
J. K. Iron & Steel Co. Ltd.

##### **Gorakhpur**

Saraya Sugar Factory, Sardarnagar.  
Mahabir Sugar Mills Co. Ltd., Siswa Bazar.  
Deoria Sugar Mills Ltd.  
Shree Sitaram Sugar Mills, Baitalpur.  
Punjab Sugar Mills Co. Ltd., Ghugli.  
Mahabir Jute Mills Ltd., Sahjanwa.

##### **Lucknow**

R. G. Cotton Mills Co. Ltd.  
U. P. Electric Supply Co. Ltd.

##### **Sitapur**

Lakshmiji Sugar Mills, Maholi.  
Oudh Sugar Mills, Hargaon.

## **Bijnor**

Upper Ganges Sugar Mills, Seohara.

### **(2) WORKERS' RESIDENCES**

## **Kanpur**

Workers' residences in Gwaltoli.

Allenganj Settlement (of Cooper Allen & Co. Ltd.)

Parampurwa Labour Colony.

## **tapur**

Plywood Factory Workers' Quarters.

Shyam Nath Oil Mills Workers' Quarters.

### **(3) OFFICES ETC.**

## **Kanpur**

Mazdoor Sabha Office, Gwaltoli.

Leather and Tannery Workers' Union Office, Gwaltoli.

Leather Workers' Union and Mill Committee Offices of the employees of Cooper Allen & Co. Ltd.

Gutaiya Market Tower Office of the Development Board

## **Gorakhpur**

District Branch Office of the U. P. and Bihar Sugar Mills Workers' Federation, Padrauna.

Chini Mill Mazdoor Sangh Office, Padrauna.

## **Sitapur**

Plywood Workers' Union Office.

Electric Supply Workers' Union Office.

Chini Mill Mazdoor Sangh Office, Maholi.

Oudh Sugar Mills Labour Welfare Union Office, Hargaon.

Mazdoor Sabha Office, Hargaon.

## APPENDIX

TABLE I (a)—*Net average daily earnings of workers*

Serial no.	Centres		J. K. Cotton Manufac- turers	Atherton West Mills	Narayan Cotton Mills
	Mill <sub>s</sub>	Occupations			
1	2	3	4	5	
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Drawing Framers .. ..	2 1 4	N. A.	2 0 10	
2	Slubbing Tenters .. ..	N. A.	N. A.	2 0 10	
3	Inter Tenters.. ..	2 4 10	N. A.	2 0 10	
4	Roving Tenters .. ..	2 3 3	N. A.	2 0 10	
5	Ring Piecers .. ..	2 0 6	2 1 5	1 15 5	
6	Mule Piecers .. ..	N. A.	N. A.	2 0 1	
7	Mule Spinners .. ..	N. A.	N. A.	N. A.	
8	Weavers (single loom) .. ..	2 10 7	1 15 9	1 11 9	
9	Winders .. ..	N. A.	1 15 11	N. A.	
10	Universal Winders .. ..	N. A.	N. A.	1 13 6	
11	Cheese Winders .. ..	1 13 2	N. A.	N. A.	
12	Warper .. ..	2 8 0	2 14 10	2 0 11	
13	Back Sizers .. ..	2 2 6	2 2 8	2 3 8	
14	Front Sizers .. ..	2 14 1	2 9 5	3 5 7	
15	Reechers .. ..	N. A.	N. A.	1 13 6	
16	Drawers .. ..	2 0 4	2 12 0	2 1 5	
17	Doffers .. ..	1 12 10	1 11 11	1 11 5	
18	Bobbin Carrier .. ..	N. A.	1 15 10	1 11 11	
19	Lap Carrier .. ..	N. A.	N. A.	N. A.	
20	Oilman .. ..	1 14 6	2 3 7	2 0 1	
21	Mochi .. ..	N. A.	N. A.	1 14 9	
22	Sweeper .. ..	1 11 3	N. A.	1 13 2	
23	Dyer and Bleacher .. ..	N. A.	N. A.	N. A.	
24	Folders .. ..	N. A.	1 14 1	1 15 6	
25	Coolie .. ..	1 13 11	1 12 0	1 11 8	
26	Fitters .. ..	3 2 1	2 2 2	2 0 1	
27	Fireman .. ..	1 3 0	1 8 3	N. A.	
28	Hammerman .. ..	1 12 1	2 8 2	N. A.	
29	Turner .. ..	1 13 0	3 6 7	2 13 8	
30	Weavers (double loom) .. ..	3 4 0	2 15 1	N. A.	
31	Weavers (3-loom) .. ..	N. A.	N. A.	N. A.	
32	Weavers (4-loom) .. ..	N. A.	N. A.	N. A.	

N.B.—N. A. means data

F

*of Cotton Industry in the United Provinces in 1947*

Kanpur

Muir Mills	Kanpur Textile Mill	Kanpur Cotton Mill	Kanpur Cotton Mills (Juhi)	Laxmi Ratan Cotton Mills	Krishna Weaving Mills	Hari Krishna Das Vishnu Dayal Weaving Mills
6	7	8	9	10	11	12
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2 7 8	2 4 10	2 9 11	2 5 11	1 0 5	N.A.	N.A.
1 14 5	2 10 7	2 5 1	2 5 10	2 2 2	N.A.	N.A.
1 10 6	2 4 6	2 0 11	2 3 11	2 2 10	N.A.	N.A.
1 13 9	2 3 5	2 0 10	2 1 11	2 5 4	N.A.	N.A.
1 15 1	2 0 1	N.A.	2 2 3	2 2 6	N.A.	N.A.
2 2 10	N.A.	2 2 9	N.A.	N.A.	N.A.	N.A.
2 11 9	N.A.	1 13 3	2 9 2	N.A.	N.A.	N.A.
3 6 4	N.A.	2 5 11	N.A.	2 8 6	1 11 2	2 2 6
2 6 7	N.A.	2 7 4	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	1 8 5	2 7 9
N.A.	N.A.	1 0 0	N.A.	1 14 0	N.A.	N.A.
3 5 3	N.A.	2 14 7	N.A.	1 12 8	2 0 7	2 3 2
2 0 8	1 15 9	2 3 7	N.A.	2 1 5	N.A.	N.A.
2 4 3	2 6 6	N.A.	N.A.	3 2 7	N.A.	N.A.
1 11 11	1 9 7	N.A.	N.A.	1 11 3	1 5 6	N.A.
1 6 4	2 2 2	2 10 3	N.A.	2 2 5	1 13 6	N.A.
1 6 1	1 12 11	1 13 9	1 11 4	1 15 10	N.A.	N.A.
1 8 4	1 15 1	1 13 6	1 13 9	1 12 11	N.A.	N.A.
1 9 6	N.A.	1 12 11	1 13 8	1 15 9	N.A.	N.A.
1 14 6	N.A.	1 10 3	2 14 4	2 0 5	N.A.	N.A.
1 9 11	2 0 5	2 0 10	1 15 11	1 11 4	N.A.	N.A.
1 9 10	1 13 1	1 11 2	1 11 5	N.A.	N.A.	0 9 3
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
1 14 0	2 0 4	N.A.	N.A.	2 0 8	N.A.	N.A.
2 0 4	2 0 10	1 12 4	N.A.	1 12 5	N.A.	1 15 7
2 8 8	3 5 4	2 15 9	2 10 4	1 10 5	N.A.	N.A.
1 13 3	2 0 0	2 1 7	1 6 1	2 0 8	N.A.	N.A.
N.A.	N.A.	2 0 8	1 13 9	1 13 11	N.A.	N.A.
2 3 3	2 7 1	2 13 7	2 14 3	2 9 7	N.A.	N.A.
2 10 4	1 3 0	2 15 2	N.A.	2 3 5	N.A.	N.A.
N.A.	2 1 9	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	2 4 8	N.A.	N.A.

was not available.

## APPENDIX

TABLE 1(a)—*Net average daily earnings of workers.*

Serial no.	Centres		New Victoria Mills	J. K. Cotton Spinning and Weaving Mills	Swadeshi Cotton Mills
	Occupations	Mills			
1	2		13	14	15
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Drawing Framers .. ..	..	2 3 7	2 9 6	N.A.
2	Slubbing Tenters .. ..	..	2 7 9	1 15 11	N.A.
3	Inter Tenters .. ..	..	2 4 10	2 1 4	N.A.
4	Roving Tenters .. ..	..	2 11 1	2 1 11	2 1 6
5	Ring Piecers .. ..	..	2 1 2	N.A.	1 13 2
6	Mule Piecers .. ..	..	2 1 6	N.A.	N.A.
7	Mule Spinners .. ..	..	2 9 1	N.A.	N.A.
8	Weavers (single loom) ..	..	1 15 4	2 11 7	1 14 7
9	Winders .. ..	..	N.A.	N.A.	1 5 2
10	Universal Winders .. ..	..	1 9 0	N.A.	2 0 0
11	Cheese Winders .. ..	..	1 9 9	1 6 10	N.A.
12	Warper .. ..	..	3 1 7	N.A.	2 15 9
13	Back Sizers .. ..	..	2 1 2	N.A.	2 1 11
14	Front Sizers .. ..	..	2 8 10	N.A.	2 8 10
15	Reechers .. ..	..	1 12 11	N.A.	1 13 6
16	Drawers .. ..	..	2 6 7	N.A.	2 6 3
17	Doffers .. ..	..	1 11 11	1 12 3	1 12 8
18	Bobbin Carrier .. ..	..	1 13 3	1 14 0	N.A.
19	Lap Carrier .. ..	..	1 14 0	1 14 11	2 0 10
20	Oilman .. ..	..	2 4 6	1 14 8	2 0 3
21	Mochi .. ..	..	2 5 8	2 1 6	1 12 3
22	Sweeper .. ..	..	1 12 3	N.A.	1 13 4
23	Dyer and Bleacher .. ..	..	N.A.	N.A.	N.A.
24	Folders .. ..	..	N.A.	2 1 1	2 0 7
25	Coolie .. ..	..	2 12 5	1 11 8	N.A.
26	Fitters .. ..	..	2 13 7	2 11 2	2 3 3
27	Fireman .. ..	..	2 6 5	2 6 5	N.A.
28	Hammerman .. ..	..	2 1 7	2 0 1	N.A.
29	Turner .. ..	..	2 13 1	3 8 7	N.A.
30	Weavers (double loom) ..	..	2 9 5	2 7 9	2 8 11
31	Weavers (3 loom) .. ..	..	N.A.	N.A.	N.A.
32	Weavers (4 loom) .. ..	..	N.A.	N.A.	N.A.

N.B.—N. A. means data



F—(continued)

of Cotton Industry in the United Provinces in 1947—(continued)

Kanpur			Agra			
Elgin Mills	Awasthi Cotton Mills	Sachendi Cotton Mills (1945)	John Prince of Wales' Mills	Indra Spinning and Weaving Mills	John Spinning Mill no. 2	John Coronation Mills
16	17	18	19	20	21	22
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2 8 6	N.A.	N.A.	2 2 2	2 4 11	2 10 2	2 2 10
2 14 0	N.A.	1 8 11	2 2 7	2 3 6	N.A.	2 2 3
3 5 7	N.A.	1 12 2	1 14 0	2 0 4	1 6 5	N.A.
2 5 6	N.A.	1 12 5	1 11 9	2 1 4	2 5 4	1 13 9
2 0 9	N.A.	2 1 5	1 5 6	1 11 0	N.A.	N.A.
2 2 11	N.A.	N.A.	1 11 9	2 4 7	2 3 7	1 12 7
N.A.	N.A.	1 1 10	N.A.	N.A.	N.A.	N.A.
1 14 9	1 7 3	N.A.	2 10 1	N.A.	N.A.	N.A.
N.A.	2 3 9	N.A.	N.A.	N.A.	N.A.	N.A.
2 3 8	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2 11 9	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2 1 11	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2 7 1	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
2 15 9	N.A.	0 14 2	1 1 3	1 2 0	N.A.	1 1 3
2 0 4	N.A.	N.A.	1 5 6	1 6 7	N.A.	N.A.
2 9 0	N.A.	1 6 3	1 5 11	1 4 10	1 5 7	N.A.
2 3 0	N.A.	0 14 2	2 5 5	1 12 11	1 14 1	1 15 7
N.A.	N.A.	1 5 3	N.A.	N.A.	1 4 10	N.A.
1 11 0	N.A.	N.A.	1 6 4	1 5 3	1 9 2	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
1 13 6	1 1 6	0 14 0	1 13 6	1 7 1	N.A.	1 3 10
N.A.	N.A.	2 3 2	3 8 6	N.A.	2 10 6	N.A.
N.A.	N.A.	1 5 9	2 12 1	2 1 3	2 11 5	1 10 1
1 15 0	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
3 4 5	N.A.	N.A.	3 2 5	N.A.	2 9 11	N.A.
2 9 8	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

was not available.

# APPENDIX

TABLE I (a) — *Net average daily earnings of workers*

Serial no.	Centres		Banaras		Lucknow
	Mills	Occupations	Banaras Cotton and Silk Mills	Swadeshi Ribbon Mills	R. G. Cotton Mills, Co. Ltd.
1	2		23	24	25
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Drawing Framers	.. ..	1 3 10	N. A.	1 7 4
2	Slubbing Tenters	.. ..	1 10 6	N. A.	1 6 11
3	Inter Tenters	.. ..	1 10 4	N. A.	1 7 3
4	Roving Tenters	.. ..	1 10 1	N. A.	1 10 1
5	Ring Piecers	.. ..	1 4 9	N. A.	1 6 9
6	Mule Piecers	.. ..	1 6 5	N. A.	N. A.
7	Mule Spinners	.. ..	N. A.	N. A.	N. A.
8	Weavers (single loom)	.. ..	N. A.	1 4 3	1 9 10
9	Winders	.. ..	1 6 7	0 11 10	N. A.
10	Universal Winders	.. ..	N. A.	N. A.	N. A.
11	Cheese Winders	.. ..	0 8 2	N. A.	N. A.
12	Warper	.. ..	3 3 5	1 1 6	2 14 0
13	Back Sizers	.. ..	1 14 6	N. A.	1 4 2
14	Front Sizers	.. ..	2 15 8	N. A.	2 6 4
15	Reechers	.. ..	N. A.	N. A.	1 0 8
16	Drawers	.. ..	1 8 6	N. A.	2 0 8
17	Doffers	.. ..	1 0 7	N. A.	N. A.
18	Bobbin Carrier	.. ..	N. A.	N. A.	1 1 3
19	Lap Carrier	.. ..	1 0 9	N. A.	N. A.
20	Oilman	.. ..	N. A.	N. A.	1 4 1
21	Mochi	.. ..	N. A.	N. A.	1 4 0
22	Sweeper	.. ..	N. A.	N. A.	1 1 5
23	Dyer and Bleacher	.. ..	N. A.	N. A.	N. A.
24	Folders	.. ..	1 12 0	N. A.	1 11 10
25	Coolie	.. ..	1 1 3	N. A.	N. A.
26	Fitters	.. ..	1 11 4	1 9 0	2 4 6
27	Fireman	.. ..	N. A.	N. A.	1 13 7
28	Hammermn	.. ..	1 2 10	N. A.	N. A.
29	Turner	.. ..	1 12 1	N. A.	2 6 3
30	Weavers (double loom)	.. ..	N. A.	N. A.	2 8 2
31	Weavers (3-loom)	.. ..	N. A.	N. A.	N. A.
32	Weavers (4-loom)	.. ..	N. A.	N. A.	N. A.

N.B.—N. A. means data

F—(continued)

of Cotton Industry in the United Provinces in 1947—(concluded)

Gorakhpur	Hathras			Morad- abad	Mirzapur	Ujhani
Swadeshi Weaving Mills	Bijli Cotton Mills	Lallamal Hardeo- das Mills	Ram Chandra Weaving and Spinning Mills	Morad- abad Weaving Mills	Radha Krishna Mills	Prem Spinning and Weaving Mills
26	27	28	29	30	31	32
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
N.A.	0 12 3	N.A.	1 2 5	N.A.	N.A.	N.A.
N.A.	N.A.	1 12 10	1 13 6	2 0 2	N.A.	1 13 6
N.A.	1 6 11	1 9 2	1 10 8	N.A.	N.A.	N.A.
N.A.	1 7 8	1 5 5	1 5 8	1 11 2	N.A.	1 8 1
N.A.	1 5 3	N.A.	1 5 3	2 3 4	N.A.	1 2 5
N.A.	N.A.	2 12 1	2 7 5	2 7 0	N.A.	1 1 11
N.A.	N.A.	0 11 5	N.A.	N.A.	N.A.	N.A.
1 4 7	N.A.	N.A.	1 7 7	N.A.	0 13 6	N.A.
1 0 6	N.A.	N.A.	0 8 8	1 14 10	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
1 1 10	N.A.	N.A.	2 0 8	N.A.	2 7 0	N.A.
N.A.	N.A.	N.A.	1 2 4	N.A.	1 10 11	N.A.
N.A.	N.A.	N.A.	3 9 8	N.A.	5 5 2	N.A.
N.A.	N.A.	N.A.	0 12 5	N.A.	1 2 1	N.A.
N.A.	N.A.	N.A.	1 10 0	1 13 8	2 4 6	2 0 5
N.A.	0 14 11	0 14 10	0 15 0	N.A.	N.A.	0 14 6
N.A.	1 1 0	1 1 0	1 1 0	1 5 3	N.A.	N.A.
N.A.	1 1 0	1 1 0	1 2 11	1 4 5	N.A.	0 14 6
N.A.	1 7 4	1 11 3	1 9 0	1 9 5	1 9 11	1 4 5
N.A.	1 15 11	N.A.	N.A.	1 9 2	N.A.	1 9 2
1 1 0	0 14 11	N.A.	0 15 1	1 4 0	N.A.	0 14 8
N.A.	N.A.	N.A.	1 5 9	N.A.	N.A.	1 2 10
N.A.	N.A.	N.A.	N.A.	N.A.	1 6 10	N.A.
N.A.	N.A.	1 1 0	N.A.	2 14 0	1 7 9	N.A.
2 9 0	3 0 6	1 13 7	2 3 4	2 14 0	2 3 9	3 14 10
1 8 0	N.A.	2 0 0	1 14 7	2 3 0	2 0 2	1 7 10
N.A.	N.A.	N.A.	1 7 7	1 6 9	N.A.	1 2 6
N.A.	2 9 11	1 15 1	2 12 11	1 15 10	N.A.	2 7 2
N.A.	N.A.	N.A.	1 15 1	N.A.	1 12 2	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

was not available.

# APPENDIX

TABLE I (b) — *Net average daily earnings of workers*

Serial no.	Centres		J. K. Cotton Manufac- turers	Atherton West Mills	Narayan Cotton Mills
	Mills				
	Occupations				
1	2	3	4	5	
		Rs. a. p.	Rs. a. p.	Rs. a. p.	
1	Drawing Framers .. ..	N. A.	N. A.	1 3 3	
2	Slubbing Tenters .. ..	1 10 3	2 14 11	1 4 5	
3	Inter Tenters .. ..	1 11 6	2 4 0	0 15 4	
4	Roving Tenters .. ..	2 2 0	2 3 8	1 0 10	
5	Ring Piecers .. ..	N. A.	1 15 1	1 11 2	
6	Mule Piecers .. ..	N. A.	N. A.	N. A.	
7	Mule Spinners .. ..	1 4 4	N. A.	N. A.	
8	Weavers (single loom) .. ..	2 7 5	1 14 11	0 13 2	
9	Winders .. ..	1 5 10	2 0 8	0 14 1	
10	Universal Winders .. ..	N. A.	1 14 3	1 2 4	
11	Cheese Winders .. ..	1 3 10	N. A.	1 2 9	
12	Warper .. ..	1 15 3	N. A.	1 11 10	
13	Back Sizers .. ..	1 13 9	N. A.	1 9 7	
14	Front Sizers .. ..	2 8 1	N. A.	1 15 1	
15	Reechers .. ..	1 10 3	N. A.	1 7 10	
16	Drawers .. ..	1 10 5	2 12 0	1 12 0	
17	Doffers .. ..	1 6 11	1 8 8	1 2 5	
18	Bobbin Carrier .. ..	N. A.	1 13 2	N. A.	
19	Lap Carrier .. ..	N. A.	N. A.	N. A.	
20	Oilman .. ..	1 9 6	2 6 3	1 1 8	
21	Mochi .. ..	N. A.	2 1 5	N. A.	
22	Sweeper .. ..	N. A.	N. A.	0 8 10	
23	Dyer and Bleacher .. ..	N. A.	1 12 8	N. A.	
24	Folders .. ..	N. A.	N. A.	N. A.	
25	Coolie .. ..	1 7 7	1 11 3	0 15 4	
26	Fitters .. ..	2 6 9	2 7 1	1 10 2	
27	Fireman .. ..	N. A.	N. A.	N. A.	
28	Hammer man .. ..	N. A.	N. A.	N. A.	
29	Turner .. ..	N. A.	N. A.	N. A.	
30	Weavers (double loom) .. ..	1 5 0	2 10 5	1 4 3	

F—(continued)

of Cotton Industry in the United Provinces in 1944

Kanpur

Muir Mills	Kanpur Textile Mills	Kanpur Cotton Mills	Kanpur Cotton Mills (Juhi)	Laxmi Ratan Cotton Mills	Krishna Weaving Mills	Hari Krishna Das Vishnu Dayal Weaving Mills
6	7	8	9	10	11	12
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1 14 0	2 2 9	2 5 2	2 8 2	2 0 7	N.A.	N.A.
1 15 0	2 10 4	2 5 2	2 7 6	1 14 6	N.A.	N.A.
1 11 9	2 4 1	2 1 2	2 5 1	1 15 2	N.A.	N.A.
1 9 9	2 1 3	N.A.	2 2 7	2 2 1	N.A.	N.A.
1 12 8	1 15 7	N.A.	N.A.	1 13 0	N.A.	N.A.
1 14 3	1 12 5	2 1 10	2 4 5	N.A.	N.A.	N.A.
2 2 9	N.A.	2 10 6	2 8 11	N.A.	N.A.	N.A.
2 5 2	N.A.	1 14 3	N.A.	N.A.	1 9 11	0 12 1
2 0 9	2 3 9	2 1 2	1 9 9	N.A.	1 10 0	N.A.
N.A.	N.A.	2 9 1	N.A.	N.A.	1 4 0	0 8 3
N.A.	N.A.	2 5 8	N.A.	1 7 3	N.A.	N.A.
3 6 4	2 13 10	N.A.	N.A.	2 9 2	N.A.	N.A.
1 11 10	1 15 3	N.A.	N.A.	1 13 3	N.A.	N.A.
2 0 9	2 6 1	2 11 2	N.A.	2 6 6	N.A.	N.A.
1 8 6	1 9 3	N.A.	N.A.	1 6 0	N.A.	N.A.
2 6 7	2 2 6	2 7 4	N.A.	1 12 9	1 0 0	N.A.
1 6 11	1 11 1	1 9 10	1 9 9	0 11 9	N.A.	N.A.
1 11 9	1 14 3	1 12 9	1 12 8	N.A.	N.A.	N.A.
N.A.	N.A.	1 12 4	1 9 2	N.A.	N.A.	N.A.
1 10 8	N.A.	1 13 3	1 13 6	1 9 11	N.A.	N.A.
N.A.	0 15 3	1 13 11	1 4 6	N.A.	N.A.	N.A.
N.A.	1 8 5	1 9 0	1 9 3	1 8 6	N.A.	N.A.
N.A.	N.A.	1 13 2	N.A.	N.A.	N.A.	N.A.
1 9 4	N.A.	N.A.	N.A.	1 12 2	N.A.	N.A.
N.A.	2 2 3	1 12 11	N.A.	N.A.	N.A.	0 8 6
2 6 3	3 7 2	2 7 2	2 7 2	2 2 4	N.A.	N.A.
1 14 11	1 3 6	1 15 2	1 12 9	N.A.	N.A.	N.A.
N.A.	N.A.	1 15 11	N.A.	N.A.	N.A.	N.A.
N.A.	N.A.	2 6 9	2 14 5	N.A.	N.A.	N.A.
2 5 4	2 9 2	2 8 6	N.A.	2 0 5	N.A.	N.A.

was not available.

# APPENDIX

TABLE I (b) — Net average daily earnings of workers

Serial no	Centres			Kanpur		
	Mills			New Victoria Mills	J. K. Cotton Spinning and Weaving Mills	Swadeshi Cotton Mills
	Occupations					
1	2			13.	14	15
				Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Drawing Framers	..	..	2 11 0	2 2 6	2 6 4
2	Slubbing Tenters	..	..	2 5 0	2 2 4	2 6 5
3	Inter Tenters ..	..	..	2 1 2	2 0 1	2 1 7
4	Roving Tenters	..	..	1 14 1	2 1 0	1 14 11
5	Ring Piecers ..	..	..	N.A.	N.A.	N.A.
6	Mule Piecers ..	..	..	1 14 5	N.A.	1 13 1
7	Mule Spinners	..	..	2 6 10	N.A.	N.A.
8	Weavers (single loom)	..	..	1 10 9	1 15 0	1 12 5
9	Winders ..	..	..	N.A.	N.A.	2 1 1
10	Universal Winders	..	..	N.A.	N.A.	N.A.
11	Cheese Winders	..	..	1 7 7	1 6 10	N.A.
12	Warper ..	..	..	2 12 9	2 8 11	3 4 0
13	Back Sizers ..	..	..	1 14 2	1 13 8	1 14 7
14	Front Sizers ..	..	..	1 6 9	2 7 3	2 5 1
15	Reechers ..	..	..	1 9 4	1 0 0	1 8 9
16	Drawers ..	..	..	2 2 4	1 15 10	2 0 1
17	Doffers ..	..	..	1 8 2	1 8 3	1 8 9
18	Bobbin Carrier	..	..	1 9 8	1 10 8	N.A.
19	Lap Carrier ..	..	..	1 9 9	N.A.	1 13 6
20	Oilman ..	..	..	1 5 10	1 9 7	1 13 5
21	Mochi ..	..	..	1 10 4	N.A.	1 12 3
22	Sweeper ..	..	..	1 7 7	N.A.	1 6 10
23	Dyer and Bleacher	..	..	N.A.	N.A.	N.A.
24	Folders ..	..	..	N.A.	1 12 5	1 13 2
25	Coolie ..	..	..	1 11 3	N.A.	N.A.
26	Fitters ..	..	..	N.A.	2 8 8	2 3 3
27	Fireman ..	..	..	N.A.	N.A.	N.A.
28	Hammerman ..	..	..	N.A.	N.A.	N.A.
29	Turner ..	..	..	2 3 11	2 14 0	N.A.
30	Weavers (double loom) ..	..	..	1 15 7	2 5 4	2 10 0

N.B.—N. A. means data

F—(continued)

of Cotton Industry in the United Provinces in 1944—(continued)

Agra						
Elgin Mills	Awasthi Cotton Mills	Sachendi Cotton Mills (1946)	John Prince of Wales Mills	Indra Spinning and Weaving Mills	John Spinning and Weaving Mills no. 2	John Corona-tion Mills
16	17	18	19	20	21	22
Rs. a. p.	Not available	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
2 10 3		N.A.	1 5 6	1 10 0	0 14 10	1 4 10
2 15 10		1 9 0	1 6 0	1 7 10	1 12 1	1 5 7
2 4 10		1 12 0	1 0 0	1 0 10	1 0 10	0 13 4
2 3 0		1 12 0	1 0 11	1 6 1	1 8 1	1 0 1
N.A.		N.A.	0 15 7	N.A.	N.A.	N.A.
2 2 1		N.A.	1 3 9	1 2 1	0 15 5	0 13 6
N.A.		N.A.	N.A.	N.A.	N.A.	N.A.
N.A.		1 10 0	N.A.	N.A.	N.A.	N.A.
1 15 5		N.A.	N.A.	N.A.	N.A.	N.A.
2 1 1		N.A.	0 15 7	N.A.	N.A.	N.A.
N.A.		N.A.	N.A.	N.A.	N.A.	N.A.
N.A.		N.A.	N.A.	N.A.	N.A.	N.A.
2 10 1		N.A.	N.A.	N.A.	N.A.	N.A.
2 0 7		N.A.	N.A.	N.A.	N.A.	N.A.
1 11 6		N.A.	N.A.	N.A.	N.A.	N.A.
2 9 4		N.A.	N.A.	N.A.	N.A.	N.A.
1 14 5		0 13 0	0 12 4	0 13 2	0 12 8	0 12 4
1 12 10		N.A.	N.A.	1 0 5	N.A.	N.A.
2 3 0		1 7 0	0 14 5	0 15 8	0 14 10	0 14 6
N.A.		0 13 0	1 1 11	1 4 4	1 5 4	1 5 5
N.A.		1 4 0	N.A.	N.A.	N.A.	N.A.
N.A.		0 11 0	0 15 11	0 15 6	1 0 0	0 12 4
N.A.		N.A.	N.A.	N.A.	N.A.	N.A.
1 9 7		N.A.	N.A.	N.A.	N.A.	N.A.
1 13 0		0 11 0	1 2 9	1 15 11	N.A.	1 4 4
N.A.		2 6 0	2 6 3	N.A.	1 9 6	3 7 3
N.A.		1 10 0	1 8 6	1 8 4	1 8 2	1 6 6
N.A.		N.A.	N.A.	N.A.	N.A.	N.A.
N.A.		N.A.	2 9 5	1 13 9	1 14 6	1 15 4
2 5 6		N.A.	N.A.	N.A.	N.A.	N.A.

was not available.

# APPENDIX

TABLE I (b)—*Net average daily earnings of workers*

Serial no.	Centres		Banaras		Lucknow
	Mills	Occupations	Banaras Cotton and Silk Mills	Swadeshi Ribbon Mills	R. G. Cotton Mills Co. Ltd., Lucknow
1	2		23	24	25
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Drawing Framers .. ..	.. ..	1 2 2	N.A.	1 0 5
2	Slubbing Tenters .. ..	.. ..	1 0 10	N.A.	1 0 9
3	Inter Tenters .. ..	.. ..	0 15 3	N.A.	0 15 8
4	Roving Tenters .. ..	.. ..	1 0 9	N.A.	1 1 7
5	Ring Piecers .. ..	.. ..	N.A.	N.A.	0 15 7
6	Mule Piecers .. ..	.. ..	N.A.	N.A.	N.A.
7	Mule Spinners .. ..	.. ..	N.A.	N.A.	N.A.
8	Weavers (single loom) .. ..	.. ..	0 15 4	0 14 4	1 9 0
9	Winders .. ..	.. ..	0 11 10	0 9 9	N.A.
10	Universal Winder .. ..	.. ..	1 2 6	N.A.	N.A.
11	Cheese Winders .. ..	.. ..	N.A.	N.A.	N.A.
12	Warper .. ..	.. ..	N.A.	0 11 11	2 2 3
13	Back Sizers .. ..	.. ..	1 4 11	N.A.	0 14 1
14	Front Sizers .. ..	.. ..	1 6 0	N.A.	1 11 5
15	Reechers .. ..	.. ..	0 10 3	N.A.	0 9 2
16	Drawers .. ..	.. ..	1 1 9	N.A.	1 10 4
17	Doffers .. ..	.. ..	1 2 3	N.A.	N.A.
18	Bobbin Carrier .. ..	.. ..	1 0 11	N.A.	0 11 8
19	Lap Carrier .. ..	.. ..	N.A.	N.A.	0 11 10
20	Oilman .. ..	.. ..	1 3 4	N.A.	0 14 5
21	Mochi .. ..	.. ..	N.A.	N.A.	0 15 3
22	Sweeper .. ..	.. ..	0 11 1	N.A.	0 11 6
23	Dyer and Bleacher .. ..	.. ..	N.A.	0 11 1	N.A.
24	Folders .. ..	.. ..	N.A.	N.A.	1 2 9
25	Coolie .. ..	.. ..	0 14 5	N.A.	0 12 5
26	Fitters .. ..	.. ..	1 11 2	N.A.	1 14 8
27	Fireman .. ..	.. ..	1 4 2	N.A.	1 2 1
28	Hammerman .. ..	.. ..	N.A.	N.A.	N.A.
29	Turner .. ..	.. ..	N.A.	N.A.	N.A.
30	Weavers (double loom) .. ..	.. ..	1 10 5	N.A.	1 8 0

N. B.—N. A. means 'data'



F—(continued)

of Cotton Industry in the United Provinces in 1944—(concluded)

Gorakhpur	Hathras			Morad- abad	Mirzapur	Ujhani
Swadeshi Weaving Mills	Bijli Cotton Mills	Lallamal Hardeo Das Mills	Ram Chandra Weaving and Spinning Mills	Morad- abad Spinning and Weaving Mills	Radha Krishna Mills	Prem Spinning and Weaving Mills
26	27	28	29	30	31	32
Not Available	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
	1 10 7	1 9 3	1 8 9	N.A.	N.A.	N.A.
	1 12 6	1 11 4	1 9 8	1 13 6	N.A.	1 7 11
	1 6 0	1 7 0	1 8 6	N.A.	N.A.	N.A.
	1 7 0	1 2 5	1 4 0	1 0 7	N.A.	N.A.
	N.A.	1 6 3	1 6 1	1 8 3	N.A.	0 14 11
	N.A.	1 14 10	2 8 2	N.A.	N.A.	0 12 7
	N.A.	2 14 2	4 2 11	N.A.	N.A.	N.A.
	N.A.	N.A.	1 1 3	N.A.	0 9 10	N.A.
	N.A.	N.A.	0 15 5	1 8 2	N.A.	0 9 15
	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	N.A.	N.A.	1 8 4	N.A.	0 15 5	N.A.
	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	N.A.	N.A.	0 5 2	N.A.	0 8 9	N.A.
	N.A.	N.A.	1 0 11	1 10 0	0 12 4	1 7 3
	0 13 3	0 15 4	0 15 8	N.A.	N.A.	N.A.
	1 0 5	1 1 8	0 15 6	1 4 4	N.A.	N.A.
	1 0 6	1 0 7	1 8 3	1 3 5	N.A.	N.A.
	1 8 9	1 11 0	N.A.	1 12 8	0 8 2	0 13 2
	1 15 11	N.A.	1 6 9	1 7 3	N.A.	1 5 0
	1 1 7	0 15 7	N.A.	1 3 2	0 7 0	0 7 9
	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
	N.A.	N.A.	N.A.	N.A.	0 9 10	N.A.
	N.A.	1 1 9	0 15 10	N.A.	N.A.	0 10 0
	3 14 2	1 1 9	1 14 6	2 10 5	0 12 2	1 12 0
	N.A.	2 0 0	1 15 3	2 1 10	0 14 0	1 2
	N.A.	N.A.	N.A.	1 6 1	0 8 0	0 10 0
	N.A.	1 13 4	2 8 2	1 11 4	N.A.	2 1 7
	N.A.	N.A.	2 0 8	N.A.	0 15 6	N.A.

was not available

# APPENDIX

TABLE I (c) — *Net average daily earnings of workers*

Serial no.	Centres		Kanpur		
	Occupations	Mills	J. K. Cot- ton Manu- facturers.	Atherton West Mills	Narayan Cotton Mills.
1	2		3	4	5
			Rs. a. p.		
1	Drawing Framers .. ..	.. ..	0 15 10		
2	Slubbing Tenters .. ..	.. ..	1 5 4		
3	Inter Tenters .. ..	.. ..	0 11 10		
4	Roving Tenters .. ..	.. ..	1 2 7		
5	Ring Piecers .. ..	.. ..	0 10 9		
6	Mule Piecers .. ..	.. ..	N.A.		
7	Mule Spinners .. ..	.. ..	N.A.		
8	Weavers (single loom) .. ..	.. ..	N.A.		
9	Winders .. ..	.. ..	N.A.		
10	Universal Winders .. ..	.. ..	N.A.		
11	Cheese Winders .. ..	.. ..	0 7 8		
12	Warper .. ..	.. ..	N.A.		
13	Back Sizers .. ..	.. ..	N.A.		
14	Front Sizers .. ..	.. ..	N.A.		
15	Reecher .. ..	.. ..	N.A.		
16	Drawers .. ..	.. ..	N.A.		
17	Doffers .. ..	.. ..	0 7 2		
18	Bobbin Carrier .. ..	.. ..	0 9 6		
19	Lap Carrier .. ..	.. ..	0 11 6		
20	Oilman .. ..	.. ..	0 9 8		
21	Mochi .. ..	.. ..	N.A.		
22	Sweeper .. ..	.. ..	0 6 7		
23	Dyer and Bleacher .. ..	.. ..	N.A.		
24	Folders .. ..	.. ..	N.A.		
25	Coolie .. ..	.. ..	N.A.		
26	Fitter .. ..	.. ..	N.A.		
27	Firemen .. ..	.. ..	0 10 8		
28	Hammerman .. ..	.. ..	0 8 11		
29	Turner .. ..	.. ..	1 6 4		
30	Weavers (double loom) .. ..	.. ..	N.A.		

N. B.—N. A. means data

F—(continued)

of Cotton Industry in the United Provinces in 1939.

Kanpur Textile Mill	Kanpur Cotton Mill	Kanpur Cotton Mill (Juhi)	Laxmi Ratan Cotton Mills	Krishna Weaving Mills	Hari Krishna Das Vishnu Dayal Weaving Mills	New Victoria Mills
6	7	8	9	10	11	12
Rs. a. p.						Rs. a. p.
1 1 8						1 7 9
1 9 11						N.A.
1 2 11						1 2 1
0 15 11						0 14 0
0 13 9						0 13 4
N.A.						0 11 11
N.A.						N.A.
N.A.						1 0 5
1 2 3						1 5 8
N.A.						N.A.
N.A.						N.A.
0 11 7						1 12 4
0 13 1						N.A.
1 3 9						N.A.
0 11 7						N.A.
1 2 2						N.A.
0 9 3						0 7 2
0 12 8						0 7 2
N.A.						0 8 1
N.A.						0 10 10
0 12 8						0 11 3
0 8 11						0 7 2
N.A.						N.A.
N.A.						N.A.
0 10 0						0 11 0
1 14 5						1 10 7
0 12 4						0 13 2
N.A.						0 10 9
N.A.						1 2 3
N.A.						1 9 4

Was not available.

# APPENDIX

TABLE 1 (c) —Net average daily earnings of workers

Serial on	Centres		Kanpur	
	Mills	J. K. Cotton Spinning and Weaving Mills	Elgin Mills	Swadeshi Cotton Mills
1	2	13	14	15
			Rs. a. p.	Rs. a. p.
1	Drawing Framers .. .. .	Not available	1 1 1	1 1 3
2	Stubbing Tenters .. .. .		1 3 6	1 1 8
3	Inter Tenters .. .. .		N. A.	0 15 1
4	Roving Tenters .. .. .		0 15 6	0 12 8
5	Ring Piecers .. .. .		N. A.	0 10 9
6	Mule Piecers .. .. .		N. A.	N. A.
7	Mule Spinners .. .. .		N. A.	N. A.
8	Weavers (Single loom) .. .. .		N. A.	0 11 1
9	Winders .. .. .		N. A.	0 13 11
10	Universal Winders .. .. .		0 11 6	0 14 11
11	Cheese Winders .. .. .		N. A.	N. A.
12	Warper .. .. .		0 10 0	N. A.
13	Back Sizers .. .. .		N. A.	0 13 2
14	Front Sizers .. .. .		N. A.	1 2 0
15	Reecher .. .. .		0 12 6	N. A.
16	Drawers .. .. .		1 9 0	1 0 11
17	Doffers .. .. .		0 9 3	0 7 8
18	Bobbin Carrier .. .. .		0 13 5	N. A.
19	Lap Carrier .. .. .		N. A.	0 11 1
20	Oilman .. .. .		0 11 0	0 11 4
21	Mochi .. .. .		N. A.	N. A.
22	Sweeper .. .. .		N. A.	0 7 8
23	Dyer and Bleacher .. .. .		0 11 4	N. A.
24	Folder .. .. .		0 12 7	N. A.
25	Coolie .. .. .		0 11 0	N. A.
26	Fitter .. .. .		1 8 6	N. A.
27	Fireman .. .. .		0 12 8	N. A.
28	Hammerman .. .. .		N. A.	N. A.
29	Turner .. .. .		N. A.	N. A.
30	Weavers (double room) .. .. .		N. A.	1 5 6

N. B.—N. A. means data

F—(continued)

of Cotton Industry in the United Provinces in 1939—(continued)

			Agra			
Awasthi Cotton Mills	Sachendi Cotton Mills	Muir Mills	John Princoe of Wales' Mills	John Spinning and Weaving Mills no. 2.	John Coronation Mills	Indra Spinning and Weaving Mills
16	17	18	19	20	21	22
Not available	Not available	Rs. a. p. 1 1 7 1 0 3 0 15 5 0 13 2 0 11 9 0 13 10 1 0 8 N.A. 0 14 8 N.A. N.A. N.A. 0 10 10 0 14 8 0 8 4 N.A. 0 7 4 0 11 0 0 10 10 0 10 5 0 13 11 0 5 11 N.A. 0 10 5 0 12 2 1 1 8 N.A. N.A. N.A. N.A.	Not available	Not available	Not available	Rs. a. p. 0 13 4 N.A. 0 10 9 0 11 7 0 11 11 N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A. 0 5 9 0 9 2 0 8 11 0 10 5 0 11 0 0 5 11 N.A. N.A. 0 9 6 1 2 1 0 10 4 N.A. N.A. N.A. N.A.

was not available.

# APPENDIX

TABLE I (c)—*Net average daily earnings of workers*

Centres			Hathras		
Serial no.	<div>MillsOccupations</div>		Bijli Cotton Mills	Lallamal Hardeo Das Mills	Ram Chandra Spinning Mills
	1	2			
				Rs. a. p.	
1	Drawing Framers	.. ..	Not available.	0 13 10	Not available.
2	Slubbing Tenters	.. ..		0 15 1	
3	Inter Tenters	.. ..		0 13 11	
4	Roving Tenters	.. ..		0 10 11	
5	Ring Piecers ..	.. ..		0 12 5	
6	Mule Piecers	.. ..		0 13 2	
7	Mule Spinners	.. ..		1 0 5	
8	Weavers (single loom)	.. ..		N.A.	
9	Winders	.. ..		N.A.	
10	Universal Winders	.. ..		N.A.	
11	Cheese Winders	.. ..		N.A.	
12	Warper ..	.. ..		N.A.	
13	Back Sizers ..	.. ..		N.A.	
14	Front Sizers ..	.. ..		N.A.	
15	Reechers ..	.. ..		N.A.	
16	Drawers	.. ..		N.A.	
17	Doffers ..	.. ..		0 8 6	
18	Bobbin Carrier	.. ..		0 9 10	
19	Lap Carrier ..	.. ..		0 9 8	
20	Oilman ..	.. ..		0 14 7	
21	Mochi ..	.. ..		N.A.	
22	Sweeper ..	.. ..		0 8 0	
23	Dyer and Bleacher	.. ..		N.A.	
24	Folders ..	.. ..		N.A.	
25	Coolie ..	.. ..		N.A.	
26	Fitters ..	.. ..		N.A.	
27	Firemen ..	.. ..		1 3 2	
28	Hammerman ..	.. ..		N.A.	
29	Turner ..	.. ..		0 13 7	
30	Weavers (double loom)	.. ..		N.A.	

N. B.—N. A. means data

F—(continued)

of Cotton Industry in the United Provinces in 1939—(concluded.)

Banaras		Lucknow	Gorakhpur	Morad- abad	Mirzapur	Ujhani
Banaras Cotton and Silk Mills	Swadeshi Silk and Ribbon Mills	R. G. Cotton Mills Company Ltd.	Swadeshi Weaving Mills	Morad- abad Spinning and Weaving Mills	Radha Krishna Mills	Prem Spinning and Weaving Mills
26	27	28	29	30	31	32
Not available	Rs. a. p.	Rs. a. p.	Not available	Rs. a. p.	Not available	Rs. a. p.
	N. A.	0 10 6		0 14 0		0 14 7
	N. A.	0 10 6		0 15 9		0 15 7
	N. A.	0 8 7		0 14 2		0 12 4
	N. A.	0 9 9		0 10 9		0 10 8
	N. A.	0 8 11		0 7 10		0 7 3
	N. A.	N. A.		0 12 1		N. A.
	N. A.	N. A.		N. A.		N. A.
	0 10 5	1 1 10		N. A.		N. A.
	N. A.	0 8 0		0 5 11		0 4 8
	N. A.	0 6 0		N. A.		N. A.
	N. A.	N. A.		N. A.		N. A.
	0 7 1	1 5 4		N. A.		N. A.
	N. A.	0 8 2		N. A.		N. A.
	N. A.	1 2 1		N. A.		N. A.
	N. A.	0 6 2		N. A.		N. A.
	N. A.	N. A.		N. A.		N. A.
	N. A.	0 5 0		N. A.		N. A.
	N. A.	0 6 4		0 8 9		0 5 11
	N. A.	0 6 0		0 8 0		0 5 2
	N. A.	0 8 2		0 12 9		0 7 9
	N. A.	0 9 8		N. A.		0 10 4
	N. A.	0 6 5		0 7 9		0 4 5
	0 13 5	N. A.		N. A.		0 9 1
	N. A.	N. A.		N. A.		N. A.
	N. A.	0 5 0		0 8 0		0 5 7
	N. A.	1 0 2		1 8 9		0 14 2
	N. A.	0 11 9		1 0 5		0 9 8
	N. A.	0 10 7		0 10 4		0 6 2
	N. A.	0 12 4		N. A.		1 2 1
	N. A.	1 2 5		N. A.		N. A.

not available.

# APPENDIX F—(continued)

TABLE 2 (a)—*Net average daily earnings of workers in Cotton Waste Factories in the United Provinces in 1947*

Kanpur

Serial no.	Factories Occupations	The Garg Cotton Waste Factory	Matadin Harinath Cotton Waste Factory	Partmanand Yashoda- nand Cotton Waste Factory	Hem Raj & Co. Waste Factory	Northern India Trading Company
1	2	3	4	5	6	7
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Coolies (males)	1 2 0	1 3 2	1 2 11	1 2 6	1 2 0
2	Coolies (females)	N. A.	0 12 9	0 9 0	0 11 0	N. A.
3	Miningmen ..	N. A.	N. A.	N. A.	N. A.	N. A.
4	Oilmen ..	N. A.	N. A.	N. A.	N. A.	N. A.
5	Carpenter ..	N. A.	1 8 0	N. A.	N. A.	N. A.

N.B.—N. A. means data was not available.

सत्यमेव जयते



# APPENDIX F —(continued)

TABLE 2(b)—*Net average daily earnings of workers in Cotton Waste Factories in the United Provinces in 1946*

Kanpur						
Serial no.	Factories				The Garg Cotton Waste Factory	The Northern India Trading Company
	Occupations					
1	2				3	4
					Rs. a. p.	Rs. a. p.
1	Coolies (males)	..	..	..	0 12 3	N. A.
2	Coolies (females)	..	..	..	N. A.	N. A.
3	Miningmen	..	..	..	N. A.	0 13 0
4	Oilmen	..	..	..	N. A.	0 15 0
5	Carpenter	..	..	..	N. A.	N. A.

N.B.—N. A. means data was not available.

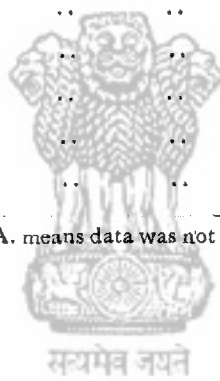
सत्यमेव जयते

# APPENDIX F—(continued)

TABLE 2(c)—*Net average daily earnings of workers in Cotton Waste Factories in the United Provinces in 1939*

Serial no.	Factory				The Garg Cotton Waste Factory, Kanpur
	Occupations				
1	2				
1	Coolies (males)	..	..	..	0 5 10
2	Coolies (females)	..	..	..	0 3 1
3	Miningmen ..	..	..	..	N. A.
4	Oilmen ..	..	..	..	N. A.
5	Carpenter ..	..	..	..	0 10 0

N.B.—N. A. means data was not available.



# APPENDIX F—(continued)

TABLE 3—Statement showing daily earnings of workers in Cotton Ginning and Pressing Industry in the United Provinces in 1947

Serial no.	Factories			Pooran Chand & Co., Agra	Balmakund Ginning and Pressing Factory, Aligarh	West Patent Press Co. Ltd., Hathras
	Occupations					
1	2			3	4	5
				Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fitter	..	..	2 11 1	2 3 11	1 15 0
2	Driver	..	..	2 12 5	2 2 3	0 15 6
3	Turner	..	..	3 12 11	N. A.	N. A.
4	Valveman	..	..	2 0 0	1 6 4	0 15 6
5	Pressman	..	..	3 4 0	N. A.	N. A.
6	Oilman	..	..	1 8 7	1 2 10	N. A.
7	Fireman	..	..	2 4 8	1 6 4	0 13 11
8	Coolie	..	..	1 13 1	N. A.	N. A.
9	Coalman	..	..	1 13 7	N. A.	0 12 10
10	Mochi	..	..	2 8 0	N. A.	N. A.
11	Sweeper	..	..	0 14 5	N. A.	N. A.
12	Assistant Valveman	..	..	N. A.	N. A.	0 13 11

NOTE—The information relating to the firm Messrs. Pooran Chand & Co. Agra, relates to the year 1946, and not to 1947.

N.B.—N. A. means data was not available.

Data for the years 1939 and 1944 was not available.

# APPENDIX F—(continued)

TABLE 4(a)—Net average daily earnings of workers in Jute Industry (important occupations only) in the United Provinces in 1947

Serial no.	Occupations	Piece or time	Kanpur		Gorakhpur
			J. K. Jute Mills Ltd.	Maheshwari Devi Jute Mills	Mahabir Jute Mills Ltd., Sahjanwa
1	2	3	4	5	6
	SPINNING DEPARTMENT		Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Doffers .. ..	T	1 5 10	N. A.	N. A.
2	Hessian Spinners .. ..	T	1 9 7	N. A.	N. A.
3	Sacking Spinners .. ..	T	1 11 4	N. A.	N. A.
4	Warp Spinners .. ..	T	N. A.	N. A.	1 3 7
	CARDING DEPARTMENT				
5	Breaker Card Feeders .. ..	T	1 6 4	1 5 4	0 14 9
6	Breaker Card Receivers (male) ..	T	1 5 10	N. A.	0 14 0
7	Finishing Card Receivers (male) ..	T	1 5 11	N. A.	0 14 9
8	Finishing Feeders (male) .. ..	T	1 5 10	1 5 2	0 14 9
	WEAVING DEPARTMENT				
9	Hessian Weavers .. ..	P	1 13 1	1 11 10	1 4 1
10	Sacking Weavers .. ..	P	0 13 4	1 15 7	1 2 2
11	Web Piecers .. ..	T	N. A.	N. A.	1 7 3
12	Warp Shaft Shifters .. ..	T	N. A.	N. A.	1 0 11
13	Beamers .. ..	P	N. A.	2 3 3	N. A.
	WINDING DEPARTMENT				
14	Role Winders .. ..	P	1 7 11	1 9 8	0 13 6
15	Cope Winders .. ..	P	1 0 10	1 9 4	0 12 3
	FINISHING DEPARTMENT				
16	Hand Sewers (men) .. ..	P	1 5 11	1 5 4	N. A.
17	Hand Sewers (women) .. ..	P	N. A.	1 5 9	N. A.
18	Hammerman .. ..	P	1 11 9	2 2 3	N. A.
	PREPARING DEPARTMENT				
19	Rovers .. ..	P	1 8 11	N. A.	1 0 7
20	Roving Frame Feeders (male) ..	P	1 6 11	1 5 2	N. A.
21	Drawing Frame Feeders (male) ..	T	1 5 10	N. A.	N. A.
22	Drawing Frame Feeders (female) ..	T	1 5 10	N. A.	N. A.
23	Roving Frame Feeders (female) ..	P	1 7 2	N. A.	N. A.
24	Coolies .. ..	..	1 6 0	1 5 3	0 15 0
	BATCHING DEPARTMENT				
25	Jute Assorters .. ..	P	1 14 8	1 6 8	0 12 4
26	Jute Cutters .. ..	T	1 8 4	1 6 5	1 1 0
27	Softener Feeders .. ..	T	1 8 5	N. A.	0 14 9
28	Softener Receivers .. ..	T	N. A.	1 5 2	0 14 9
29	Teaser Feeders .. ..	T	N. A.	N. A.	0 14 9
30	Breaker Card Receivers (female) ..	T	1 2 11	N. A.	N. A.

N.B.—N. A. means data was not available.

# APPENDIX F—(continued)

TABLE 4(b)—Net average daily earnings of workers in Jute Industry  
(important occupations only) in the United Provinces in 1944

Serial no.	Occupations	Piece or time	Kanpur		Gorakhpur
			J. K. Jute Mills Ltd.	Maheshwari Devi Jute Mills Ltd.	Mahabir Jute Mills Ltd., Sahjanwa
1	2	3	4	5	6
	SPINNING DEPARTMENT		Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Doffers .. ..	T	1 2 2	1 1 4	N. A.
2	Hessian Spinners .. ..	T	N. A.	N. A.	N. A.
3	Sacking Spinners .. ..	T	1 1 6	N. A.	N. A.
4	Warp Spinners .. ..	T	N. A.	N. A.	0 13 9
	CARDING DEPARTMENT				
5	Breaker Card Feeders .. ..	T	1 3 3	1 1 7	N. A.
6	Breaker Card Receivers (male)	T	1 1 10	N. A.	N. A.
7	Finishing Card Receivers ..	T	N. A.	1 1 6	N. A.
8	Finishing Card Feeders .. ..	T	N. A.	1 1 7	N. A.
	WEAVING DEPARTMENT				
9	Hessian Weavers .. ..	P	N. A.	N. A.	0 15 1
10	Sacking Weavers .. ..	P	N. A.	N. A.	0 15 6
11	Waft Piecers .. ..	T	N. A.	N. A.	N. A.
12	Warp Shaft Shifters .. ..	T	N. A.	N. A.	N. A.
13	Beamers .. ..	P	N. A.	1 14 10	N. A.
	WINDING DEPARTMENT				
14	Role Winders .. ..	P	1 4 8	1 4 3	0 9 6
15	Cope Winders .. ..	P	1 5 4	1 6 6	0 9 11
	FINISHING DEPARTMENT				
16	Hand Sewers (men) .. ..	P	1 2 1	1 3 6	N. A.
16	Hand Sewers (women) .. ..	P	1 2 3	1 0 5	N. A.
18	Hammerman .. ..	P	1 3 10	1 14 9	N. A.
	PREPARING DEPARTMENT				
19	Rovers .. ..	P	1 6 4	1 9 0	0 12 10
20	Roving Frame Feeders (male) ..	P	1 5 5	1 1 6	0 7 11
21	Drawing Frame Feeders (male)	T	1 2 0	N. A.	N. A.
22	Drawing Frame Feeders (female)	T	N. A.	N. A.	N. A.
23	Roving Frame Feeders (female)	P	1 2 10	N. A.	N. A.
24	Coolie .. ..	..	1 3 2	1 3 6	0 7 10
	BATCHING DEPARTMENT				
25	Jute Assorters .. ..	P	1 11 9	N. A.	0 11 8
26	Jute Cutters .. ..	T	1 3 11	1 3 1	0 9 0
27	Softener Feeder .. ..	T	1 4 0	1 1 6	0 9 0
28	Softener Receivers .. ..	T	1 0 10	1 1 6	N. A.
29	Teaser Feeders .. ..	T	N. A.	N. A.	N. A.
30	Break Card Receiver (female)	T	N. A.	N. A.	N. A.

N.B.—N. A. means data was not available.

# APPENDIX F—(continued)

TABLE 4(c)—*Net average daily earnings of workers in Jute Industry (important occupations only) in the United Provinces in 1939*

Serial no.	Occupations	Piece or time	Kanpur		Gorakhpur
			J. K. Jute Mill Ltd.	Maheshwari Devi Jute Mills Ltd.	Mahabir Jute Mills Ltd., Sahjanwa
1	2	3	4	5	6
	SPINNING DEPARTMENT		Rs. a. p.		
1	Doffers .. .. .	T	0 6 2		
2	Hessian Spinners .. .. .	T	0 9 5		
3	Sacking Spinners .. .. .	T	0 11 0		
4	Warp Spinners .. .. .	T	N. A.		
	CARDING DEPARTMENT				
5	Breaker Card Feeders .. .. .	T	0 6 7		
6	Breaker Card Receivers (male) .. .. .	T	0 6 2		
7	Finishing Card Receivers .. .. .	..	N. A.		
8	Finishing Feeders .. .. .	..	N. A.		
	WEAVING DEPARTMENT				
9	Hessian Weavers .. .. .	P	0 15 0		
10	Sacking Weavers .. .. .	P	0 15 0		
11	Woft Piecers .. .. .	..	N. A.		
12	Warp Shaft Shifters .. .. .	..	N. A.		
13	Beamers .. .. .	P	N. A.		
	WINDING DEPARTMENT				
14	Role Winders .. .. .	P	0 12 9		
15	Cope Winders .. .. .	P	0 8 11		
	FINISHING DEPARTMENT				
16	Hand Sewers (men) .. .. .	P	0 8 5		
17	Hand Sewers (women) .. .. .	..	N. A.		
18	Hammerman .. .. .	P	0 12 7		
	PREPARING DEPARTMENT				
19	Rovers .. .. .	P	N. A.		
20	Roving Frame Feeders (male) .. .. .	P			
21	Drawing Frame Feeders (male) .. .. .	T	0 8 8		
22	Drawing Frame Feeders (female) .. .. .	..	0 6 3		
23	Roving Frame Feeders (female) .. .. .	..	N. A.		
24	Coolies .. .. .	..	N. A.		
	BATCHING DEPARTMENT				
25	Jute Assorters .. .. .	P	1 0 1		
26	Jute Cutters .. .. .	T	0 8 0		
27	Softener Feeders .. .. .	T	0 8 0		
28	Softener Receivers .. .. .	T	0 8 0		
29	Teaser Feeders .. .. .	T	N. A.		
30	Breaker Card Receiver (female) .. .. .	T	N. A.		

Not available

Not available

N.B.—N. A. means data was not available.

# APPENDIX F—(continued)

TABLE 5 (a)—*Net average daily earnings of workers in Woollen Industries in the United Provinces in 1947*

Serial no.	Occupations	Piece or time	Centres				
			Kanpur		Mirzapur	Allahabad	Gorakhpur
			Kanpur Woollen Mills	J. K. Woollen Mills (Industries)	E. Sefton & Co.	Allahabad Woollen Mills	Shri Laxmi Carding, Spinning and Weaving Mills
			4	5	6	7	8
1	2	3	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	
1	Warpers ..	P	N. A.	1 14 0	N. A.	N. A.	Not available
2	Winders ..	T	N. A.	N. A.	N. A.	N. A.	
3	Weavers (male) ..	..	N. A.	2 8 11	1 11 1	N. A.	
4	Coolies ..	T	1 13 5	1 9 4	1 1 7	0 14 4	
5	Piecers ..	T	N. A.	1 9 3	1 7 9	1 0 8	
6	Reelers ..	..	2 3 5	N. A.	1 1 6	0 14 3	
7	Millers ..	..	2 13 3	N. A.	1 1 0	N. A.	
8	Drawers ..	T	N. A.	1 15 9	N. A.	N. A.	
9	H. L. Weavers ..	..	2 9 4	N. A.	N. A.	N. A.	
10	P. L. Machine Tailors.	..	3 1 1	N. A.	N. A.	N. A.	
11	Walting Machine Tailors.	..	3 1 8	N. A.	N. A.	N. A.	
12	Singer Machine Tailors.	..	2 10 0	N. A.	N. A.	N. A.	
13	B. M. Machine Tailors.	..	2 15 6	N. A.	N. A.	N. A.	
14	Chain Machine Tailors.	..	2 7 3	N. A.	N. A.	N. A.	
15	Menders ..	..	3 6 4	N. A.	N. A.	N. A.	
16	Feeders ..	..	1 13 4	N. A.	N. A.	N. A.	
17	Carders ..	..	1 14 1	N. A.	N. A.	N. A.	
18	Wool Picker (boy).	..	1 12 10	N. A.	N. A.	N. A.	
19	Wool Picker (man).	..	2 2 8	N. A.	N. A.	N. A.	
20	Wool Picker (woman).	..	1 12 8	N. A.	N. A.	N. A.	
21	Spinners ..	P	N. A.	N. A.	N. A.	N. A.	
22	Spinners ..	T	N. A.	N. A.	N. A.	N. A.	
23	Twisters ..	P	N. A.	N. A.	N. A.	N. A.	
24	Twisters ..	T	N. A.	N. A.	N. A.	N. A.	
25	Minders ..	P	N. A.	N. A.	N. A.	N. A.	
26	Drawers ..	P	N. A.	N. A.	N. A.	N. A.	
27	Finisher ..	..	3 2 5	N. A.	N. A.	N. A.	
28	Fitter ..	..	2 10 10	2 1 11	2 10 8	0 15 10	

N.B.—N. A. means data was not available.

# APPENDIX F—(continued)

TABLE 5(b)—Net average daily earnings of workers in Woollen Industries in the United Provinces in 1944

Serial no.	Occupations	Piece or time	Centres				
			Kanpur		Mirzapur	Allahabad	Gorakhpur
			Kanpur Woollen Mills	J. K. Woollen Mills (Industries)	E. Sifton & Co.	Allahabad Woollen Mills	Shri Laxmi Carding, Spinning and Weaving Mills
1	2	3	4	5	6	7	8
			Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Warpers ..	P	2 2 3		2 6 3	N A	N. A.
2	Winders ..	T	1 8 3		0 10 0	N. A.	N. A.
3	Weavers (male) ..	..	N. A.		0 6 0	N. A.	0 7 0
4	Coolies ..	T	1 7 11		0 13 4	0 11 8	0 10 0
5	Piecers ..	T	1 8 6		0 15 8	0 11 7	N. A.
6	Reelers ..	..	N. A.		N. A.	N. A.	N. A.
7	Millers ..	..	N. A.		N. A.	N. A.	1 3 5
8	Drawers ..	T	1 15 9		N. A.	N. A.	N. A.
9	H. L. Weavers ..	..	2 0 5		N. A.	N. A.	N. A.
10	P. L. Machine Tailors. ..	..	N. A.		N. A.	N. A.	N. A.
11	Waltling Machine Tailors. ..	..	N. A.		N. A.	N. A.	N. A.
12	Singer Machine Tailors. ..	..	4 0 10		N. A.	N. A.	N. A.
13	B. M. Machine Tailors. ..	..	N. A.		N. A.	N. A.	N. A.
14	Chain Machine Tailors. ..	..	N. A.		N. A.	N. A.	N. A.
15	Menders ..	..	2 5 2		N. A.	N. A.	N. A.
16	Feeders ..	..	1 8 8		N. A.	N. A.	N. A.
17	Carders ..	..	1 9 4		N. A.	N. A.	N. A.
18	Wool Picker (boy). ..	..	1 8 8		N. A.	N. A.	N. A.
19	Wool Picker (man). ..	..	N. A.		N. A.	N. A.	N. A.
20	Wool Picker (woman). ..	..	N. A.		N. A.	N. A.	N. A.
21	Spinners ..	P	1 12 10		N. A.	N. A.	N. A.
22	Spinners ..	T	1 8 4		N. A.	N. A.	N. A.
23	Twisters ..	P	1 14 8		N. A.	N. A.	N. A.
24	Twisters ..	T	1 8 3		N. A.	N. A.	N. A.
25	Minders ..	P	1 9 9		N. A.	N. A.	N. A.
26	Drawers ..	P	2 0 5		N. A.	N. A.	N. A.
27	Finisher ..	..	3 8 2		N. A.	N. A.	N. A.
28	Fitter ..	..	2 3 3		0 15 1	1 1 8	N. A.

N.B.—N. A. means data was not available.



# APPENDIX F—(continued)

TABLE 5(c)—*Net average daily earnings of workers in Woollen Industries in the United Provinces in 1939*

Serial no.	Occupations	Piece or time	Centres				
			Kanpur		Mirzapur	Allahabad	Gorakhpur
			Kanpur Woollen Mills	J. K. Woollen Mills	E. Sefton & Co.	Allahabad Woollen Mills	Shri Laxmi Carding Spinning and Weaving Mills
1	2	3	4	5	6	7	8
			Rs. a. p.				
	Warpers ..	P	2 2 8				
1	Winders ..	T	0 13 10				
2	Weavers (male) ..	..	N. A.				
3	Coolies ..	T	0 7 11				
4	Piecers ..	T	0 9 11				
5	Reelers ..	..	0 14 11				
6	Millers ..	..	0 13 10				
7	Drawers ..	T	0 9 8				
8	H. L. Weavers ..	..	N. A.				
9	P. L. Machine ..	..	0 14 8				
10	Tailors.	..	1 14 1				
11	Walting Machine Tailors.	..	1 14 1				
12	Singer Machine Tailors.	..	0 13 7				
13	B.M. Machine Tailors.	..	1 12 0				
14	Chain Machine Tailors.	..	1 9 8				
15	Menders ..	..	1 8 11				
16	Feeders ..	..	0 10 2				
17	Carders ..	..	0 9 3				
18	Wool Picker (boy).	..	N. A.				
19	Wool Picker (man).	..	0 7 0				
20	Wool Picker (woman).	..	N. A.				
21	Spinners ..	P	0 11 11				
22	Spinners ..	T	N. A.				
23	Twisters ..	P	0 14 8				
24	Twisters ..	T	N. A.				
25	Minders ..	P	1 2 3				
26	Drawers ..	P	0 14 4				
27	Finisher ..	..	1 1 0				
28	Fitter ..	..	N. A.				

N.B.—N. A. means data was not available.

# APPENDIX

TABLE 6(a)—*Net average daily earnings of workers in important*

Serial no.	Occupations	Piece or time	Kanpur			
			Misra Hosiery	Pucka Hosiery	J. K. Hosiery	Dyeing and Bleaching Company
			Rs. a. p.	Rs. a. p.	Rs. a. p.	
1	2	3	4	5	6	7
1	Knitters ..	T	0 5 3	1 11 0	N. A.	Not available
2	Overlockers ..	P	0 15 11	N. A.	1 2 7	
3	Tailors ..	T	N. A.	1 2 9	N. A.	
4	Cutters ..	P	0 12 11	1 6 4	1 1 9	
5	Neck Cutters ..	P	0 5 4	N. A.	0 7 8	
6	Winders ..	P	N. A.	0 12 5	N. A.	
7	Pressers ..	P	0 15 6	1 0 2	1 6 2	
8	Calender men ..	T	N. A.	N. A.	N. A.	
9	Sock Knitters ..	P	0 11 7	0 14 7	N. A.	
10	Examiners ..	T	0 6 1	N. A.	0 6 10	
11	Coolies ..	T	0 6 9	0 6 8	0 6 2	
12	Rafugers ..	P	N. A.	N. A.	N. A.	
13	Loopers ..	P	1 1 5	1 1 3	N. A.	

N. B.—N. A. means

F—(continued)

*occupations of Hosiery Industry in the United Provinces in 1939*

Agra			Banaras		Allah- abad	Kanpur		Lucknow
Dayal- bagh Hosiery	Khan- delwal Hosiery	Agra Hosiery	Banaras Hosiery	Paddy Hosiery	Standard Mills	Kanpur Woollen Mills	Kanpur Textiles	R. G. Cotton Mills
8	9	10	11	12	13	14	15	16
			Rs. a. p.			Rs. a. p.	Rs. a. p.	Rs. a. p.
			0 10 2			N. A.	N. A.	0 15 0
			N. A.			N. A.	1 6 2	1 5 5
			N. A.			N. A.	1 6 4	N. A.
			N. A.			N. A.	N. A.	1 0 7
			N. A.			N. A.	0 15 1	0 7 8
			N. A.			0 12 9	N. A.	0 7 3
			0 8 10			1 0 3	N. A.	0 11 5
			N. A.			N. A.	0 12 10	0 8 6
			N. A.			1 6 2	N. A.	N. A.
			N. A.			N. A.	0 13 11	N. A.
			N. A.			0 9 3	0 10 6	N. A.
			N. A.			N. A.	N. A.	0 7 9
			N. A.			N. A.	2 13 9	N. A.

data was not available.

# APPENDIX

TABLE 6(b)—*Net average daily earnings of workers in important*

Serial no.	Occupations	Piece or time	Kanpur			
			Misra Hosiery	Pucka Hosiery	J. K. Hosiery	Dyeing and Bleach- ing Company
			Rs. a. p.	Rs. a. p.	Rs. a. p.	
1	2	3	4	5	6	7
1	Knitters .. ..	T	1 5 1	1 10 3	1 14 0	Not available
2	Overlockers .. ..	P	1 8 11	2 4 6	2 4 4	
3	Tailors .. ..	T	N. A.	2 7 8	2 9 9	
4	Cutters .. ..	P	1 1 10	N. A.	1 12 4	
5	Neck Cutters .. ..	P	1 0 11	N. A.	1 6 11	
6	Winders .. ..	P	N. A.	1 4 4	N. A.	
7	Pressers .. ..	P	N. A.	1 12 5	1 14 0	
8	Calender men .. ..	T	N. A.	N. A.	1 6 11	
9	Socks Knitters .. ..	P	1 3 8	2 7 5	N. A.	
10	Examiners .. ..	T	0 11 11	0 15 0	1 11 2	
11	Coolies .. ..	T	0 13 6	0 11 8	1 7 9	
12	Rafugers .. ..	P	N. A.	N. A.	1 9 0	
13	Loopers .. ..	P	1 9 0	N. A.	N. A.	

N. B.—N. A. means

F—(continued)

*occupations of Hosiery Industry in the United Provinces in 1944*

Agra			Banaras		Allah- abad	Kanpur		Lucknow
Dayal- bagh Hosiery	Khan- delwal Hosiery	Agra Hosiery	Banaras Hosiery	Paddy Hosiery	Standard Mills	Kanpur Woollen Mills	Kanpur Textiles	R. G. Cotton Mills
8	9	10	11	12	13	14	15	16
Rs. a. p.	Not available	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Not available	Rs. a. p.
1 4 7		1 9 5	0 13 10	1 0 8	0 12 6	N. A.		0 13 10
N. A.		N. A.	N. A.	N. A.	N. A.	N. A.		1 8 9
1 4 8		N. A.	N. A.	0 12 0	N. A.	N. A.		N. A.
1 10 9		1 10 8	N. A.	N. A.	1 3 6	N. A.		1 10 3
N. A.		N. A.	N. A.	N. A.	0 12 0	N. A.		0 10 2
N. A.		N. A.	N. A.	N. A.	0 12 1	N. A.		N. A.
N. A.		0 9 3	0 11 3	0 14 6	0 12 11	2 8 2		1 9 5
N. A.		1 2 0	N. A.	N. A.	0 9 3	N. A.		N. A.
N. A.		N. A.	N. A.	N. A.	N. A.	2 4 2		N. A.
N. A.		N. A.	N. A.	N. A.	N. A.	N. A.		N. A.
N. A.		0 10 5	N. A.	N. A.	0 7 10	N. A.		N. A.
N. A.		N. A.	N. A.	N. A.	N. A.	N. A.		0 13 12
N. A.		N. A.	N. A.	N. A.	N. A.	N. A.		N. A.

data was not available.

# APPENDIX

TABLE 6(c)—*Net average daily earnings of workers in important*

Serial no.	Occupations	Piece or time	Kanpur			
			Misra Hosiery	Pucka Hosiery	J. K. Hosiery	Dyeing and Bleach- ing Com- pany
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	2	3	4	5	6	7
1	Knitters .. ..	P	1 7 9	N. A.	2 3 10	2 11 2
2	Overlockers .. ..	P	2 9 1	3 1 7	N. A.	N. A.
3	Tailors .. ..	T	N. A.	5 2 5	2 7 8	N. A.
4	Cutters .. ..	P	1 3 9	2 10 3	2 7 6	2 8 6
5	Neck Cutters .. ..	P	0 15 6	N. A.	1 7 11	1 1 4
6	Winders .. ..	P	N. A.	1 4 0	1 15 4	N. A.
7	Pressers .. ..	P	1 9 5	2 9 5	N. A.	1 14 6
8	Calender men .. ..	T	N. A.	1 9 6	2 0 3	N. A.
9	Socks Knitters .. ..	P	N. A.	1 4 0	1 15 9	N. A.
10	Examiners .. ..	T	1 12 3	1 2 1	2 2 2	1 10 9
11	Coolies .. ..	T	1 1 9	0 10 4	1 12 4	N. A.
12	Rafugers .. ..	P	N. A.	1 10 1	1 12 0	N. A.
13	Loopers .. ..	P	N. A.	N. A.	2 4 3	N. A.

N. B.—N. A. means

F—(continued)

*occupations of Hosiery Industry in the United Provinces in 1947*

Agra			Banaras		Allah- abad	Kanpur		Lucknow
Dayal- bagh Hosiery	Khan- delwal Hosiery	Agra Hosiery	Banaras Hosiery	Paddy Hosiery	Standard Mills	Kanpur Woollen Mills	Kanpur Textiles	R. G. Cotton Mills
8	9	10	11	12	13	14	15	16
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
0 15 2	2 9 3	N. A.	1 11 1	1 13 6	0 13 8	2 2 4	2 13 7	1 4 10
2 12 7	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	2 15 2	2 4 0
1 13 1	N. A.	2 1 6	N. A.	2 3 9	N. A.	N. A.	N. A.	1 3 11
3 5 9	3 3 2	2 0 4	N. A.	N. A.	1 4 6	N. A.	N. A.	2 13 5
N. A.	N. A.	N. A.	N. A.	N. A.	1 4 9	N. A.	1 5 5	1 3 11
0 8 9	N. A.	0 10 5	N. A.	N. A.	1 0 0	2 4 8	N. A.	1 3 11
0 15 3	1 7 6	1 8 7	1 7 6	1 6 4	1 11 0	2 3 5	2 1 5	2 14 9
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	1 14 11	N. A.
0 8 9	N. A.	0 10 5	N. A.	N. A.	1 0 0	2 7 4	N. A.	N. A.
0 13 9	N. A.	1 7 8	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
0 13 2	1 7 11	N. A.	N. A.	N. A.	0 11 6	1 13 6	1 13 6	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	1 9 2
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	2 8 3	N. A.

data was not available.

# APPENDIX

TABLE 7(a)—*Net average daily earnings of workers in Leather Industry*

Kanpur							
Serial no.	Occupations	Piece or time	Grand Trunk Tannery	Central Tannery	Indian National Tannery	Ashfaq Tannery	Eastern Tanneries Ltd.
1	2	3	4	5	6	7	8
	<b>A—TANNERY</b>				Rs. a. p.		Rs. a. p.
	<b>LIME-HOUSE</b>						
1	Flesher ..	T			1 4 9		N. A.
2	Pitman ..	T			N. A.		N. A.
	<b>VEGETABLE TANNING</b>						
3	Pitman ..	T			N. A.		N. A.
	<b>CURRIER</b>						
4	Hangers ..				N. A.		N. A.
5	Drummers ..	T			N. A.		1 0 3
6	Scourers ..	T			1 1 8		1 1 1
7	Setters ..	T			1 2 6		1 1 3
8	Stainers ..				N. A.		N. A.
	<b>CHROME</b>						
9	Liming ..				N. A.		N. A.
10	Fleshing ..				N. A.		N. A.
11	Sendeling ..				N. A.		N. A.
12	Stacking ..	T			N. A.		N. A.
13	Dyeing ..	T			1 2 8		1 0 4
14	Hanging ..				N. A.		N. A.
15	Glazing ..	T			N. A.		N. A.
	<b>B—BOOT MAKING</b>						
16	Lasting ..				N. A.		N. A.
17	Preparation ..				N. A.		N. A.
18	General Coolies ..				N. A.		N. A.
	<b>ENGINEERING</b>						
19	Carpenter ..				N. A.		N. A.
20	Blacksmith ..				N. A.		N. A.
21	Hammerman ..				N. A.		N. A.
22	Mistry ..	T			N. A.		N. A.
23	Trimmer ..				N. A.		N. A.
24	Seasoner ..	T			N. A.		1 0 3
25	Sorter ..				N. A.		N. A.
26	Examiner ..				N. A.		N. A.
27	Skiver ..				N. A.		N. A.
28	Stitcher ..				N. A.		N. A.
29	Healer ..				N. A.		N. A.
30	Miscellaneous ..				N. A.		N. A.

N. B.—Data for 1939

N. A. means data was



(important occupations only) in the United Provinces in 1944

not available.  
not available.

# APPENDIX

TABLE 7(b)—*Net average daily earnings of workers in Leather*

Serial no.	Occupations	Piece or time	Kanpur				
			Grand Trunk Tannery	Central Tannery	Indian National Tannery	Ashfaq Tannery	Eastern Tanneries Ltd.
α	2	3	4	5	z	7	8
	A—TANNERY LIME-HOUSE		Rs. a. p.		Rs. a. p.		Rs. a. p.
1	Flesher ..	..	1 6 3		1 11 7		N. A.
2	Pitman ..	..	N. A.		N. A.		N. A.
	VEGETABLE TANNING						
3	Pitman ..	..	N. A.		N. A.		N. A.
	CURRIER						
4	Hangers ..	..	N. A.		N. A.		N. A.
5	Drummers ..	..	1 3 2		N. A.		1 3 8
6	Scourers ..	..	N. A.		N. A.		1 4 2
7	Setters ..	..	N. A.		1 7 7		1 4 8
8	Stainer ..	..	N. A.		N. A.		N. A.
	CHROME						
9	Liming ..	..	N. A.		1 5 5		1 5 1
10	Fleshing ..	..	N. A.		N. A.		N. A.
11	Sendeling ..	..	N. A.		N. A.		N. A.
12	Stacking ..	..	N. A.		N. A.		N. A.
13	Dyeing ..	..	1 1 4		1 7 11		1 3 7
14	Hanging ..	..	N. A.		N. A.		N. A.
15	Glazing ..	..	N. A.	Not available	N. A.	Not available	N. A.
	B—BOOT MAKING						
16	Lasting ..	..	N. A.		N. A.		N. A.
17	Preparation ..	..	N. A.		N. A.		N. A.
18	General Coolies ..	..	N. A.		N. A.		N. A.
	ENGINEERING						
19	Carpenter ..	..	N. A.		N. A.		N. A.
20	Blacksmith ..	..	N. A.		N. A.		N. A.
21	Hammerman ..	..	N. A.		N. A.		N. A.
22	Mistry ..	..	N. A.		N. A.		N. A.
23	Trimmer ..	..	N. A.		N. A.		N. A.
24	Seasoner ..	..	N. A.		N. A.		N. A.
25	Sorter ..	..	N. A.		N. A.		N. A.
26	Examiner ..	..	N. A.		N. A.		N. A.
27	Skiver ..	..	N. A.		N. A.		N. A.
28	Stitcher ..	..	N. A.		N. A.		N. A.
29	Healer ..	..	N. A.		N. A.		N. A.

N. B.—N. A. means

F—(continued)

*Industry (important occupations only) in the United Provinces in 1947*

						Agra		
U. P. Tan- neries Co. Ltd.	Saghir Tannery Ltd.	North West Tannery Co.	Kanpur Tannery	Hindus- tan Tannery	Cooper Allen and Co. Ltd.	Dayal- bagh Taj Tannery	Dayal- bagh Co- operative Chrome Leather Tannery	Harijan Boot and Shoe Factory
9	10	11	12	13	14	15	16	17
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
N. A.	N. A.	2 5 7	0 11 5	1 10 9	2 10 11	N. A.	N. A.	N. A.
N. A.	N. A.	2 0 5	N. A.	1 5 5	2 0 4	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	2 0 7	0 7 7	N. A.	N. A.	N. A.	N. A.	N. A.
1 8 10	N. A.	2 0 1	1 7 5	1 5 10	N. A.	1 2 1	N. A.	N. A.
N. A.	N. A.	N. A.	0 8 4	N. A.	N. A.	N. A.	N. A.	N. A.
1 7 5	N. A.	N. A.	0 8 10	1 5 0	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
1 5 7	1 6 8	1 15 9	N. A.	N. A.	N. A.	1 3 5	1 14 4	N. A.
N. A.	N. A.	2 3 2	0 9 0	N. A.	N. A.	1 0 7	N. A.	N. A.
N. A.	N. A.	2 3 6	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	2 9 0	0 11 0	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	0 9 5	1 5 4	N. A.	1 1 4	1 14 5	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
1 6 4	N. A.	1 15 9	1 5 0	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	4 0 10	N. A.	N. A.	1 14 3
N. A.	N. A.	N. A.	N. A.	N. A.	2 12 1	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	0 7 0	N. A.	N. A.	1 0 8
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	3 1 3	N. A.	N. A.	4 3 4
N. A.	N. A.	N. A.	N. A.	N. A.	2 3 8	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	1 12 7	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	2 10 4	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	2 13 1	N. A.	N. A.	N. A.
N. A.	N. A.	N. A.	N. A.	N. A.	2 11 3	N. A.	N. A.	2 1 3
N. A.	N. A.	N. A.	N. A.	N. A.	2 8 10	N. A.	N. A.	N. A.

data was not available.

# APPENDIX

TABLE 8(a)—*Net average daily earnings of workers in Oil Industry*

Serial no.	Occupations	Piece or time	Saharanpur	Ghaziabad	Ha-
			Radha Krishna Oil Mills	Chatur bhuj Jagdish Chand Oil Mills	Tara Oil Mills
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	2	2(a)	3	4	5
1	Electricians .. ..	T	..	..	..
2	Fireman .. ..	T	..	1 8 4	1 11 8
3	Coalman .. ..	T	..	1 1 3	..
4	Oilman .. ..	T	1 6 2	1 5 6	1 13 1
5	Coolies .. ..	T	1 3 11	..	1 9 1
6	Linedar .. ..	T	2 4 11	1 8 6	..
7	Palledar .. ..	T	..	..	1 11 11
8	Turner .. ..	T	..	..	2 5 8
9	Fitter .. ..	T	..	1 2 6	2 4 2
10	Mochi .. ..	T	..	2 6 4	..
11	Blacksmith .. ..	T	..	..	2 4 9
12	Hammerman .. ..	T	..	..	..
13	Carpenter .. ..	T	..	2 2 2	2 14 8
14	Misiri .. ..	T	4 13 5	2 13 11	..
15	Engine Driver .. ..	T	..	..	..
16	Reja (female coolie) .. ..	..	..	..	..
17	Moulder .. ..	T	..	..	3 0 4
18	Dandidar .. ..	..	..	..	2 10 1
19	Expellerman .. ..	T	..	1 3 .5	1 9 2
20	Lineman .. ..	T	..	1 3 .0	..
21	Filterman .. ..	T	..	..	..
22	Welder .. ..	T	..	..	4 0 0
23	Mate .. ..	T	..	..	..
24	Solderer .. ..	T	..	..	1 11 10
25	Beltman .. ..	T	..	..	..
26	Khallasi .. ..	T	..	..	..

F—(continued)

(important occupations only) in the United Provinces in March, 1947

Centres						
pur	Modinagar	Khurja		Aligarh		Hathras
Moti Dal and Oil Mills	Modi Oil Mills	Shree Gconka Oil Mills	Jugal Kishore Mukat Lal Oil Mills	Tika Ram and Sons Oil Mills	Prag Ice and Oil Mills	Basant Lal Hira Lal Oil Mills
6	7	8	9	10	11	12
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
..	4 7 1	2 14 3	..	..	..	..
1 10 11	2 2 6	1 11 10	..	1 14 5	1 0 11	1 11 1
..	..	..	..	1 2 7	0 10 4	..
1 6 3	1 11 7	1 6 0	1 14 1	1 7 0	..	1 4 8
1 8 7	1 10 9	..	1 13 4	1 1 11	0 9 7	..
..	2 8 1	..	..	1 12 9	0 9 6	1 13 7
1 13 2	1 15 2	..	..	..	..	1 9 0
..	3 1 1	3 0 0	..	1 6 0	..	2 8 0
..	3 4 6	1 6 3	..	1 8 9	..	1 13 5
..	..	1 15 4	3 5 4	1 14 3	..	1 3 7
..	3 0 3	0 10 4	3 0 2	2 13 2	..	2 3 0
..	..	..	2 2 5	1 7 3	..	1 4 8
2 10 5	..	3 0 0	3 4 0	2 12 0	..	2 12 0
..	..	3 7 4	4 5 5	5 2 7	1 8 3	3 7 6
..	2 9 11	..	3 9 1	2 4 8	..	2 12 3
3 12 8	3 12 8	..	..	..	..	0 10 5
..	..	..	..	..	..	2 7 9
..	..	..	..	..	..	1 8 0
1 13 9	..	1 6 1	..	..	..	..
..	..	1 14 4	2 7 6	..	..	..
..	..	..	..	..	..	..
..	2 3 1	..	..	..	..	..
..	2 0 0	..	..	..	..	..
..	..	..	..	..	1 4 8	..
..	2 2 4	..	..	..	..	..

# APPENDIX

TABLE 8(a)—*Net average daily earnings of workers in the United Provinces in*

Serial no.	Occupation	Piece or time	Hathras		Agra
			Matroomal Dhannamal Oil Mills	Shankar Ice and Oil Mills	Bansidhar Premasukh Das Oil Mills
			13	14	15
1	2	2(a)	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Electricians .. ..	T	2 11 1	..	1 4 8
2	Fireman .. ..	T	1 14 11	1 15 7	1 8 5
3	Coalman .. ..	T	1 5 1	1 6 4	..
4	Oilman .. ..	T	1 5 8	1 8 6	2 8 0
5	Coolies.. ..	T	1 5 3	1 9 10	1 6 0
6	Linedar .. ..	T	1 14 2	1 6 1	1 5 9
7	Palledar .. ..	T	..	1 13 8	..
8	Turner.. ..	T	1 13 3	2 11 9	2 4 10
9	Fitter .. ..	T	1 9 7	2 0 2	1 9 9
10	Mochi .. ..	T	..	1 15 5	..
11	Blacksmith .. ..	T	..	3 5 2	2 4 10
12	Hammerman .. ..	T	..	1 10 10	1 4 6
13	Carpenter .. ..	T	2 3 4	2 11 3	1 3 10
14	Mistri .. ..	T	2 9 1	2 13 7	2 6 0
15	Engine Driver .. ..	T	2 11 10	3 1 9	3 2 1
16	Reja (female coolie) .. ..	..	0 11 0	..	..
17	Moulder .. ..	T	..	..	2 4 2
18	Dandidar .. ..	..	..	1 5 4	..
19	Expellerman .. ..	T	..	..	..
20	Lineman .. ..	T	..	..	..
21	Filterman .. ..	T	1 4 1	1 11 4	..
22	Welder .. ..	T	3 8 9	..	1 8 10
23	Mate .. ..	T	..	..	..
24	Solderer .. ..	T	..	..	..
25	Beltman .. ..	T	1 5 8	..	..
26	Khallasi .. ..	T	..	..	1 5 8

F—(continued)

in Oil Industry (important occupations only)  
March, 1947—(continued)

Centres						
Ferozabad	Shikohabad		Etawah		Chandausi	
Madan Mohan Dhannamal Oil Mills	Bansidhar Radha Ballabh Oil Mills	Ramanand Dwarkan Das Oil Mills	Nihal Chand Kishori Lal Oil Mills	Tulsiram Maharam Oil Mills	Govind Ram Seva Ram Oil Mills	Bisham- bhar Nath Oil Mills
16	17	18	19	20	21	22
Rs. a. p.	Rs. a. p.	Not available	Rs. a. p.	Rs. a. p.	Not available	Rs. a. p.
..	..		1 14 9	..		1 11 4
1 12 4	1 14 11		1 11 4	1 13 11		1 10 8
1 4 7	1 3 7		1 0 7	1 0 9		..
..	1 3 7		1 0 7	1 3 0		2 4 4
1 2 1	1 3 1		1 0 4	..		1 8 1
..	2 1 7		1 11 0	1 14 3		..
..	1 7 2		1 2 9	1 1 7		..
..	3 1 0		..	..		3 11 7
3 6 2	2 11 3		..	..		2 0 10
..	..		..	2 1 6		..
2 4 1	1 0 2		2 1 5	2 4 1		3 10 11
..	..		1 1 1	1 0 0		1 12 9
..	2 1 2		..	1 15 2		..
3 3 7	3 15 2		4 5 9	2 14 8		4 2 8
1 7 2	1 7 11		2 9 2	1 9 9		..
..	..		..	..		2 15 8
..	1 14 3		..	..		..
..	1 4 8		..	..		..
..	..		..	..		..
..	..		..	..		..
..	..		..	..		..
..	..		..	..		..
..	..		..	..		..
..	1 9 9		..	..		..
..	..		..	..		..

# APPENDIX

TABLE 8(a)—*Net average daily earnings of workers in the United Provinces in*

Serial no.	Occupations	Piece or time	Chandausi	Barcilly	Hargaon
			Chandausi Industries Ltd.	Victoria Oil Industries Ltd.	Hargaon Oil Products
1	2	3(a)	23	24	25
			Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Electricians .. ..	T	..	..	..
2	Fireman .. ..	T	2 3 4	0 15 7	..
3	Coalman .. ..	T	1 10 0	..	..
4	Oilman .. ..	T	..	..	1 7 8
5	Coolies .. ..	T	1 5 0	1 1 2	1 7 6
6	Linedar .. ..	T	..	..	..
7	Palledar .. ..	T	..	..	1 7 1
8	Turner .. ..	T	2 5 0	2 5 9	..
9	Fitter .. ..	T	..	2 13 5	3 8 1
10	Mochi .. ..	T	..	..	..
11	Blacksmith .. ..	T	2 15 9	2 0 10	..
12	Hammerman .. ..	T	1 8 0	..	..
13	Carpenter .. ..	T	2 8 0	..	4 6 8
14	Mistri .. ..	T	2 9 6	..	6 2 1
15	Engine Driver .. ..	T	1 15 1	..	..
16	Reja (female coolie) .. ..	..	..	..	..
17	Moulder .. ..	T	3 2 0	..	..
18	Dandidar .. ..	..	..	..	..
19	Expellerman .. ..	T	1 7 7	1 14 11	1 9 6
20	Lineman .. ..	T	..	..	2 7 5
21	Filterman .. ..	T	..	..	..
22	Welder .. ..	T	..	..	..
23	Mate .. ..	T	..	..	..
24	Solderer .. ..	T	..	..	..
25	Beltman .. ..	T	..	..	2 0 9
26	Khallasi .. ..	T	..	..	..



F—(continued)

in Oil Industry (important occupations only)  
March, 1947—(continued)

Centres						
Sitapur	Allahabad		Kanpur			
Shri Shyamnath Oil Mills	Shri Rameshwar Oil Mills	New Agarwal Oil Mills	Matadin Bhagwan Das Oil Mills	Jagan-nath Brij Ra Ganga Oil Mills	Northern Oil Industri	Nihal hand Kishorilal Oil Mills
26	27	28	29	30	31	32
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
..	..	..	..	1 5 4	1 12 9	1 11 1
..	..	..	..	1 3 11	..	1 5 3
..	..	..	..	1 0 2	..	..
..	1 14 0	1 7 10	0 15 3	1 0 5	1 0 11	1 2 8
0 15 0	1 2 6	1 5 1	1 0 5	1 0 8	0 14 11	0 14 3
..	1 10 1	..	1 7 2	1 5 7	1 5 1	1 4 10
..	1 3 10	..	0 15 7	1 0 5	1 1 1	..
4 4 3	..	1 15 0	1 15 0	2 8 4	2 5 1	2 7 1
2 2 0	..	1 13 8	..	1 12 2	1 12 11	1 5 0
..	..	..	1 3 8	1 7 9	1 2 11	1 6 6
..	..	..	..	1 14 6	2 1 0	1 9 8
..	2 8 0	..	..	1 2 0	1 1 6	0 15 4
..	1 14 0	1 15 6	1 9 11	1 9 8	1 14 3	1 12 10
3 9 2	2 11 8	..	3 5 10	2 1 9	..	1 14 2
..	..	..	..	1 6 10	..	1 0 8
..	0 12 10	0 11 1	0 7 5	0 12 0	0 13 7	..
..	..	..	..	..	..	..
..	..	..	..	1 5 5	..	..
..	..	1 3 0	..	..	..	..
0 14 1	..	..	..	..	..	..
..	1 5 6	..	..	1 0 8	1 4 6	1 0 3
..	..	3 6 4	..	..	2 13 4	..
..	..	..	..	..	1 5 8	1 8 2
..	2 10 5	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..

# APPENDIX

TABLE 8(a)—*Net average daily earnings of workers in the United Provinces in*

Serial no.	Occupations	Piece or time	Kanpur		
			J. K. Oil Mills	Shri Govind Oil Mills	Shri Krishna Pressing and Ginning Oil Mills
			33	34	35
1	2	2(a)	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Electricians .. ..	T	3 2 6	..	..
2	Fireman .. ..	T	1 4 0	1 4 5	1 3 3
3	Coalman .. ..	T	0 15 6	..	..
4	Oilman .. ..	T	1 0 6	1 2 6	1 2 4
5	Coolies .. ..	T	0 13 8	0 15 5	1 2 11
6	Linedar .. ..	T	..	1 6 5	1 7 8
7	Palledar .. ..	T	1 0 9	1 2 11	0 15 11
8	Turner .. ..	T	2 11 11	2 8 5	..
9	Fitter .. ..	T	1 4 8	1 10 1	3 7 1
10	Mochi .. ..	T	1 4 0	..	..
11	Blacksmith .. ..	T	2 0 4	1 8 6	1 9 5
12	Hammerman .. ..	T	0 12 4	1 3 1	1 8 5
13	Carpenter .. ..	T	2 5 1	2 1 10	..
14	Mistri .. ..	T	3 2 6	2 8 4	..
15	Engine Driver .. ..	T	..	..	..
16	Reja (female coolie) .. ..	..	0 9 6	0 12 1	..
17	Moulder .. ..	T	..	..	..
18	Dandidar .. ..	..	..	1 7 5	1 6 3
19	Expellerman .. ..	T	..	..	..
20	Lineman .. ..	T	..	..	..
21	Filterman .. ..	T	..	..	..
22	Welder .. ..	T	..	..	..
23	Mate .. ..	T	..	..	..
24	Solderer .. ..	T	..	..	..
25	Beltman .. ..	T	..	..	..
26	Khallasi .. ..	T	..	..	..

F—(continued)

in Oil Industry (important occupations only)  
March, 1947—(concluded)

Centres						
Jhansi	Barhaj Bazar	Banaras	Bahraich	Ghaziabad		Modinagar
Sewa Ram Oil Mill	Shri Hanuman Oil Mills	Shri Annapurna Oil Mills	Shco Rice and Oil Mills	Banaspati Industries Ltd.	Amrit Banaspati Factory	Modi Banaspati Factory
36	37	38	39	40	41	42
Rs. a. p.	Rs. a. p.	Rs. a. p.	Not available	Rs. a. p.	Rs. a. p.	Rs. a. p.
1 0 10	0 14 8	1 8 5		2 8 4	..	3 9 1
..	..	..		..	..	2 5 6
..	0 11 4	0 15 6		..	..	..
0 12 9	0 11 9	1 0 8		1 5 7	1 4 7	1 14 8
..	..	..		..	..	..
2 7 0	1 6 8	..		..	..	..
..	1 6 0	1 15 0		2 2 7	2 9 10	5 7 8
..	..	..		..	..	3 12 5
1 10 8	1 1 5	1 12 1		..	..	..
..	..	..		..	..	..
1 10 8	..	..		..	..	3 2 2
3 7 6	..	..		3 6 0	2 5 6	4 12 6
0 15 9	0 12 6	1 9 10		..	..	..
..	..	0 8 1		..	..	..
..	..	..		..	..	4 3 3
..	..	..		..	..	..
..	..	..		..	..	..
..	..	..		..	..	..
..	0 12 5	..		..	1 10 10	5 2 7
..	..	..		..	2 10 8	..
..	..	..		1 15 5	..	..

# APPENDIX

TABLE 8(b)—*Net average daily earnings of workers in the United*

Serial no.	Occupations	Piece or time	Saharanpur	Ghaziabad	Ha-
			Radha Krishna Oil Mills	Chaturbhuj Jagdish Chandra Oil Mills	Tara Oil Mills
1	2	2 (a)	3	4	5
					Rs. a. p.
1	Electricians ..	T	Data incomplete.	Not available	..
2	Fireman ..	T			1 4 3
3	Coalman ..	T			..
4	Oilman ..	T			1 8 1
5	Coolies ..	T			1 4 11
6	Linedar ..	T			1 6 1
7	Palledar ..	T			1 7 3
8	Turner ..	T			..
9	Fitter ..	T			..
10	Mochi ..	T			..
11	Blacksmith ..	T			1 14 7
12	Hammerman ..	T			..
13	Carpenter ..	T			..
14	Mistri ..	T			1 14 10
15	Engine Driver ..	T			..
16	Reja (female coolie) ..	T			..
17	Moulder ..	T			2 8 9
18	Dandidar ..	T			1 12 11
19	Expellerman ..	T			1 5 2
20	Lineman ..	T			..
21	Filterman ..	T			..
22	Welder ..	T			3 11 5
23	Mate ..	T			..
24	Solderer ..	T			1 13 3
25	Beltman ..	T			..
26	Khallasi ..	T			..

F—(continued)

in Oil Industry (important occupations only)  
Provinces in 1944

Centres						
pur	Modinagar	Khurja		Aligarh		Hathras
Moti Dal Oil Mills	Modi Oil Mills	Shri Goenka Oil Mills	Jugal Kishore Mukat Lal Oil Mills	Tika Ram and Sons Oil Mills	Prag Ice and Oil Mills	Basant Lal Hira Lal Oil Mills
6	7	8	9	10	11	12
	Rs. a. p.				Rs. a. p.	
Not available	1 7 7	Not available	Not available	Did not exist	0 12 0	Data submitted in Anti-corruption
	..				0 8 0	
	..				..	
	1 0 4				..	
	1 13 5				0 9 0	
	1 8 6				..	
	..				..	
	2 12 11				..	
	..				..	
	2 1 0				..	
	..				..	
	..				1 6 7	
	..				..	
	..				..	
	..				..	
	3 10 5				..	
	..				..	
	2 3 6				..	
	4 1 6				..	
	..				..	
	..				..	
	..				0 8 0	
	1 9 2				..	

# APPENDIX

TABLE 8(b)—*Net average daily earnings of workers in Oil Industry*

Serial no.	Occupations	Piece or time	Hathras		Agra
			Matroomal Dhanna-m Mills	Shankar Ice and Oil Mills	Bansidhar Premasukh Das Oil Mills
1	2	2 (a)	13	14	15
			Rs. a. p.		
1	Electricians ..	T	1 5 5	Not Available	Data sent to Head Office, Calcutta
2	Fireman ..	T	1 3 7		
3	Coalman ..	T	0 12 10		
4	Oilman ..	T	0 13 5		
5	Coolies ..	T	0 12 0		
6	Linedar ..	T	1 3 6		
7	Palledar ..	T	.. ..		
8	Turner ..	T	1 3 3		
9	Fitter ..	T	0 15 7		
10	Mochi ..	T	.. ..		
11	Blacksmith ..	T	.. ..		
12	Hammerman ..	T	.. ..		
13	Carpenter ..	T	1 5 10		
14	Mistri ..	T	1 11 3		
15	Engine Driver ..	T	1 7 8		
16	Reja (female coolie)	T	0 7 0		
17	Moulder ..	T	.. ..		
18	Dandidar ..	T	.. ..		
19	Expellerman ..	T	.. ..		
20	Lineman ..	T	.. ..		
21	Filterman ..	T	0 12 9		
22	Welder ..	T	.. ..		
23	Mate ..	T	.. ..		
24	Solderer ..	T	.. ..		
25	Beltman ..	T	0 13 5		
26	Khallasi ..	T	.. ..		

F—(continued)

(important occupations only) in the United Provinces in 1944—(continued)

Centres						
Ferozabad	Shikohabad		Etawah		Chandausi	
Madan Mohan Dhannamal Oil Mills	Bansidhar Radha Ballabh Oil Mills	Ramanand Dwarka Das Oil Mills	Nihal Chand Kishorilal Oil Mills	Tulsiram Maharam Oil Mills	Govindram Sevaram Oil Mills	Bisham- bhar Nath Oil Mills
16	17	18	19	20	21	22
Rs. a. p.					Rs. a. p.	
..	Not available	Not available	Not available	Did not exist	Not available	..
1 4 7						1 0 0
0 15 5						..
..						..
0 15 5						1 3 8
1 4 4						..
0 15 5						..
..						..
..						1 0 0
1 9 9						1 10 8
..						..
2 4 9						2 4 11
1 3 3						4 5 1
..						..
..						2 8 10
..						..
..						..
..						..
..						..
..						..

# APPENDIX

TABLE 8(b)—*Net average daily earnings of workers in Oil Industry*

Serial no.	Occupations	Piece or time	Chandausi	Bareilly	Hargaon
			Chandausi Oil Industries Ltd.	Victoria Oil Industries Ltd.	Hargaon Oil Products
		2 (a)	23	24	25
					Rs. a. p.
1	Electricians ..	T	Not available	Not available	..
2	Fireman ..	T			..
3	Coalman ..	T			..
4	Oilman ..	T			..
5	Coolies ..	T			0 10 9
6	Linedar ..	T			0 11 4
7	Palledar ..	T			..
8	Turner ..	T			..
9	Fitter ..	T			..
10	Mochi ..	T			1 15 9
11	Blacksmith ..	T			..
12	Hammmrman ..	T			..
13	Carpenter ..	T			1 9 9
14	Mistri ..	T			..
15	Engine Driver ..	T			..
16	Reja (female coolie)	T			..
17	Moulder ..	T			..
18	Dandidar ..	T			..
19	Expellerman ..	T			..
20	Lineman ..	T			1 0 8
21	Filterman ..	T			..
22	Welder ..	T			..
23	Mate ..	T			..
24	Solderer ..	T			1 3 9
25	Beltman ..	T			..
26	Khallasi ..	T			..



F—(continued)

(important occupations only) in the U. P. in 1944 —(continued)

Centres

Sitapur	Allahabad		Kanpur			
Shri Shyamnath Oil Mills	Shri Rameshwar Oil Mills	New Agarwal Oil Mills	Matadin Bhagwan Das Oil Mills	Jagan-nath Brijraj Ganga Oil Mills	Northern India Oil Industries	Nihal Chand Kishorilal Oil Mills
26	27	28	29	30	31	32
Rs. a. p.	Records submitted to the Income-tax Officer	Records submitted to the Income-tax Officer	Not available	Rs. a. p.	Rs. a. p.	Not available
..				1 5 11	1 10 7	
..				1 0 9	1 1 8	
..				0 13 5	0 13 4	
..				0 14 6	0 15 11	
0 12 6				0 12 6	0 12 8	
1 0 9				1 2 9	1 2 6	
..				0 13 4	0 15 11	
..				1 7 10	1 11 10	
1 15 5				1 15 5	1 13 9	
..				1 3 10	1 1 10	
0 14 2				1 9 8	1 10 7	
..				0 15 6	0 15 8	
..				1 3 3	1 8 1	
3 8 2				2 15 4	..	
..				1 4 8	..	
..				0 9 0	0 8 6	
..				..	..	
..				1 4 0	..	
..				..	..	
..				..	0 14 3	
..				..	..	
..				..	1 3 4	
..				..	..	
..				..	..	

# APPENDIX

TABLE 8(b)—Net average daily earnings of workers in Oil Industry

Serial no.	Occupations	Piece or time	Kanpur		
			J. K. Oil Mills	Shri Govind Oil Mills	Shri Krishna Pressing and Ginning Oil Mills
			33	34	35
1	2	2(a)	Rs. a. p.	Rs. a. p.	
1	Electricians ..	T	..	2 3 7	Did not exist.
2	Fireman ..	T	1 3 5	1 1 11	
3	Coalman ..	T	0 13 5	..	
4	Oilman ..	T	0 13 5	1 0 5	
5	Coolies ..	T	0 12 5	0 12 6	
6	Linedar ..	T	..	..	
7	Palledar ..	T	..	1 3 10	
8	Turner ..	T	..	2 6 10	
9	Fitter ..	T	..	1 5 6	
10	Mochi ..	T	1 6 7	1 2 0	
11	Blacksmith ..	T	..	..	
12	Hammerman ..	T	..	..	
13	Carpenter ..	T	..	1 15 8	
14	Mistri ..	T	..	2 0 10	
15	Engine Driver ..	T	..	..	
16	Reja (female coolie) ..	T	..	..	
17	Moulder ..	T	..	..	
18	Dandidar ..	T	..	1 0 10	
19	Expellerman ..	T	..	..	
20	Lineman ..	T	..	..	
21	Filterman ..	T	..	..	
22	Welder ..	N	..	..	
23	Mate ..	T	..	..	
24	Solderer ..	T	..	..	
25	Beltman ..	T	..	..	
26	Khrallasi ..	T	..	..	

F—(continued)

(important occupations only) in the United Provinces in 1944—(concl'd)

Centres						
Jhansi	Barhaj Bazar	Banaras	Bahraich	Ghaziabad		Modinagar
Sewaram Oil Mills	Shri Hanuman Oil Mills	Shri Annapurna Oil Mills	Shiva Rice and Oil Mills	Banaspoti Industries Ltd.	Amrit Banaspoti Factory	Modi Banaspoti Factory
36	37	38	39	40	41	42
Rs. a. p.					Rs. a. p.	Rs. a. p.
..					..	1 3 8
0 11 1					..	..
..					..	..
0 7 6					0 12 6	0 9 7
..					..	0 10 0
..					..	..
..					1 4 9	1 7 6
..					..	2 2 3
..					..	..
1 9 10					..	..
0 10 10					2 1 8	1 2 11
..					..	..
..					..	..
..					..	..
..					..	..
..					..	..
..					..	..
..					1 1 1	0 12 9
..					..	..
..					..	..

# APPENDIX

TABLE 8 (c) — *Net average daily earnings of workers in Oil Industry*

Serial no.	Occupations	Piece or time	Saharanpur	Ghaziabad	Ha-
			Radha Krishna Oil Mills	Ghaturbhuj Jagdish Chandra Oil Mills	Tara Oil Mills
1	2	2(a)	3	4	5
1	Electricians ..	T	Not available	Did not exist	Not available
2	Fireman ..	T			
3	Coalman ..	T			
4	Oilman ..	T			
5	Coolies ..	T			
6	Linedar ..	T			
7	Palledar ..	T			
8	Turner ..	T			
9	Fitter ..	T			
10	Mochi ..	T			
11	Blacksmith ..	T			
12	Hammerman ..	T			
13	Carpenter ..	T			
14	Mistry ..	T			
15	Engine Driver	T			
16	Reja (female coolie)	T			
17	Moulder ..	T			
18	Dandidar ..	T			
19	Expellerman ..	T			
20	Lineman ..	T			
21	Filterman ..	T			
22	Welder ..	T			
23	Mate ..	T			
24	Solderer ..	T			
25	Beltman ..	T			
26	Khalasi ..	T			

**F—(continued)**

*(important occupations only) in the United Provinces in 1939*

Centres						
pur	Modinagar	Khurja		Aligarh		Hathras
Moti Dal and Oil Mills	Modi Oil Mills	Shri Goenka Oil Mills	Jugal Kishore Mukat Lal Oil Mills	Tika Ram and Sons Oil Mills	Prag Ice and Oil Mills	Basant Lal Hira Lal Oil Mills
6	7	8	9	10	11	12
Did not exist	Did not exist	Not available	Not available	Rs. a. p.	Rs. a. p.	Did not exist
				0 9 11	1 2 7	
				0 5 8	0 12 9	
				0 5 1	0 7 8	
				0 7 3	0 7 2	
				..	..	
				..	..	
				..	..	
				..	..	
				..	..	
				..	..	
				0 8 7	2 1 4	
				..	..	
				..	..	
				..	0 7 0	
				..	..	
				..	0 9 2	
				..	..	

# APPENDIX

TABLE 8(c)—*Net average daily earnings of workers in the United Provinces*

Serial no.	Occupations	Piece or time	Hathras		Agra
			Matroomal Dhannamal Oil Mills	Shankar Ice and Oil Mills	Bansidhar Premsookh Das Oil Mills
1	2	2(a)	13	14	15
1	Electricians	T	Not available	Did not exist	Sent to Calcutta
2	Fireman ..	T			
3	Coalman ..	T			
4	Oilman ..	T			
5	Coolies ..	T			
6	Linedar ..	T			
7	Palledar ..	T			
8	Turner ..	T			
9	Fitter ..	T			
10	Mochi ..	T			
11	Blacksmith ..	T			
12	Hammerman ..	T			
13	Carpenter ..	T			
14	Mistry ..	T			
15	Engine Driver ..	T			
16	Reja (female coolie) ..	T			
17	Moulder ..	T			
18	Dandidar ..	T			
19	Expellerman ..	T			
20	Lineman ..	T			
21	Filterman ..	T			
22	Welder ..	T			
23	Mate ..	T			
24	Solderer ..	T			
25	Beltman ..	T			
26	Khalasi ..	T			

F—(continued)

in Oil Industry (important occupations only)  
in 1939—(continued)

Centres						
Ferozabad	Shikohabad		Etawah		Chandausi	
Madan Mohan Dhannamal Oil Mills	Bansidhar Radha Ballabh Oil Mills	Ramanand Dwarka Das Oil Mills	Nihal Chand Kishori Lal Oil Mills	Tulsiram Maharam Oil Mills	Govindram Sevaram Oil Mills	Bisham- bhar Nath Oil Mills
16	17	18	19	20	21	22
Did not exist	Not available	Refused to give muster rolls	Not available	Did not exist	Not available	Did not exist

## APPENDIX

TABLE 8(c)—*Net average daily earnings of workers in the United Provinces*

Serial no.	Occupations	Piece or time	Chandausi	Bareilly	Hargaon
			Chandausi Oil Industries Ltd.	Victoria Oil Industries Ltd.	Hargaon Oil Products
1	2	2(a)	23	24	25
1	Electricians ..	T	Did not exist	Did not exist	Did not exist
2	Fireman ..	T			
3	Coalman ..	T			
4	Oilman ..	T			
5	Coolies ..	T			
6	Linedar ..	T			
7	Palledar ..	T			
8	Turner ..	T			
9	Fitter ..	T			
10	Mochi ..	T			
11	Blacksmith..	T			
12	Hammerman	T			
13	Carpenter ..	T			
14	Mistry ..	T			
15	Engine Driver	T			
16	Reja (female coolie)	T			
17	Moulder ..	T			
18	Dandidar ..	T			
19	Expellerman	T			
20	Lineman ..	T			
21	Filterman ..	T			
22	Welder ..	T			
23	Mate ..	T			
24	Solderer ..	T			
25	Beltman ..	T			
26	Khallasi ..	T			



F—(continued)

in Oil Industry, (important occupations only)  
in 1939—(continued)

Centres						
Sitapur	Allahabad		Kanpur			
Shri Shyamnath Oil Mills	Shri Rameshwar Oil Mills	New Agarwal Oil Mills	Matadin Bhagwan Das Oil Mills	Jagan-nath Brijraj Ganga Oil Mills	Northern India Oil Industries	Nihal Chand Kishori Lal Oil Mills
26	27	28	29	30	31	32
Not available	Not available	Did not exist	Not available	Not available	Not available	Not available

# APPENDIX

TABLE 8(c)—*Net average daily earnings of workers in the United Provinces*

Serial no.	Occupations	Piece or time	Kanpur		
			J. K. Oil Mills	Shri Govind Oil Mills	Shri Krishna Pressing and Ginning Oil Mills
1	2	2(a)	33	34	35
1	Electrician ..	.. T	Not available	Not available	Did not exist
2	Fireman ..	.. T			
3	Coalman ..	.. T			
4	Oilman ..	.. T			
5	Coolies ..	.. T			
6	Linedar ..	.. T			
7	Palledar ..	.. T			
8	Turner ..	.. T			
9	Fitter ..	.. T			
10	Mochi ..	.. T			
11	Blacksmith ..	.. T			
12	Hammerman ..	.. T			
13	Carpenter ..	.. T			
14	Mistry ..	.. T			
15	Engine Driver ..	.. T			
16	Reja (female coolie) ..	.. T			
17	Moulder ..	.. T			
18	Dandidar ..	.. T			
19	Expellerman ..	.. T			
20	Lineman ..	.. T			
21	Filterman ..	.. T			
22	Welder ..	.. T			
23	Mate ..	.. T			
24	Solderer ..	.. T			
25	Beltman ..	.. T			
26	Khallasi ..	.. T			

F—(continued)

in Oil Industry (important occupations only)  
in 1939—(concluded)

Centres						
Jhansi	Barhaj Bazar	Banaras	Bahraich	Ghaziabad		Modinagar
Sewaram Oil Mills	Shri Hanuman Oil Mills	Shri Annapurna Oil Mills	Sheo Rice and Oil Mills	Banaspati Industries Ltd.	Amrit Banaspati Factory	Modi Banaspati Factory
36	37	38	39	40	41	42
Mill was not under this management	Not available	Not available	Not available	Did not exist	Did not exist	Did not exist

# APPENDIX F—(continued)

TABLE 9(a)—Statement showing net average monthly earnings of workers in Electric and Engineering Industry (Engineering Undertakings) in the United Provinces for March, 1939—important occupations only.

Serial no.	Firms Occupations	Haji Ghulam Hussain and Sons, Roorkee	Delta Engineering Co. Ltd., Meerut	Haji Abdul Rahman and Sons, Meerut	Rohilkhand Industries Ltd., Bareilly	Ghaziabad Engineering Co. Ltd., Ghaziabad	New Motor Agency, Allahabad	Kohinoor Works, Banaras	Singh Electric Co., Lucknow	Bharat Engineering Works, Kanpur	Municipal Workshop, Kanpur
1	2	3	4	5	6	7	8	9	10	11	12
1	Turner and Fitter.	Rs. a. p. 21 8 0	N. A.	Rs. a. p. 30 0 0	N. A.	N. E.	N. A.	N. A.	N. A.	N. E.	N. A.
2	Wireman	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. A.	N. E.
3	Moulder	17 1 7	N. A.	N. E.	N. A.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
4	Clerk	30 0 0	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.	N. A.
5	Blacksmith	17 1 7	N. A.	N. E.	N. E.	N. E.	N. A.	N. E.	N. E.	N. E.	N. A.
6	Carpenter	15 4 0	N. A.	N. E.	N. A.	N. E.	N. A.	N. A.	N. E.	N. E.	N. A.
7	Coolie	7 3 2	N. E.	N. E.	N. A.	N. E.	N. A.	N. A.	N. E.	N. E.	N. A.
8	Menial Staff	12 0 0	N. A.	N. E.	N. E.	N. A.	N. A.	N. E.	N. A.	N. E.	N. A.

N. B.—N. A. means information not available.

N. E. means not employed.

**APPENDIX F—(continued)**  
**TABLE 9 (b)—Statement showing net average monthly earnings of workers in Electric and Engineering Industry (Water Works) in the United Provinces for March, 1939—Important occupations only.**

Industries		Occupations		Electric and Water Department, Municipal Board, Haulwar		Agra Municipal Water-Works, Agra		Water-Works, Banaras		Allahabad Water-Works, Allahabad		Faizabad Water-Works, Faizabad		Lucknow Water-Works, Lucknow		Kanpur Water-Works, Kanpur	
I		2		3		4		5		6		7		8		9	
		Rs. a. p.		N. E.		Rs. a. p.		Rs. a. p.		Rs. a. p.		N. E.		Rs. a. p.		Rs. a. p.	
1	Foreman	..	N. A.	..	N. E.	..	N. E.	..	N. A.	..	N. E.	..	N. E.	..	90 0 0	..	N. A.
2	Inspector	..	N. E.	..	N. A.	..	N. E.	..	41 8 0	..	78 9 0	..	N. A.	..	69 3 0	..	101 0 0
3	Mistri—Meter Repairer and Reader.	..	27 0 0	..	N. A.	..	28 0 0	..	32 0 0	..	35 0 0	..	N. A.	..	46 0 0	..	N. A.
4	Fitters and Turners	..	38 0 0	..	N. E.	..	32 0 0	..	27 0 0	..	24 0 0	..	N. A.	..	27 0 0	..	36 0 0
5	Driver and Fireman	..	18 0 0	..	N. E.	..	24 12 0	..	N. E.	..	72 0 0	..	N. E.	..	N. E.	..	25 0 0
6	Joiners	..	20 0 0	..	N. E.	..	N. E.	..	N. E.	..	N. E.	..	N. A.	..	N. E.	..	24 0 0
7	Blacksmith	..	N. E.	..	N. E.	..	36 0 0	..	30 0 0	..	35 0 0	..	N. A.	..	35 0 0	..	36 0 0
8	Carpenter	..	N. A.	..	N. E.	..	36 0 0	..	25 0 0	..	35 0 0	..	N. E.	..	30 0 0	..	35 0 0
9	Mates..	..	N. E.	..	N. E.	..	16 0 0	..	N. E.	..	N. E.	..	N. E.	..	21 0 0	..	25 0 0
10	Mason	..	N. E.	..	N. E.	..	20 0 0	..	23 0 0	..	25 0 0	..	N. E.	..	N. E.	..	27 0 0
11	Hammerman and Coalman	..	N. E.	..	N. E.	..	12 0 0	..	17 0 0	..	N. A.	..	N. A.	..	15 0 0	..	N. A.
12	Greasers and Cleaners	..	12 0 0	..	N. E.	..	15 0 0	..	19 0 0	..	21 7 0	..	N. E.	..	N. A.	..	16 15 0
13	Attendant	..	21 0 0	..	N. E.	..	20 0 0	..	37 0 0	..	N. E.	..	N. A.	..	49 0 0	..	25 0 0
14	Khalasi, Coolie and Beldar	..	17 0 0	..	N. A.	..	11 0 0	..	16 0 0	..	15 0 0	..	N. A.	..	13 0 0	..	17 0 0
15	Clerk I.	..	103 0 0	..	N. A.	..	N. A.	..	65 0 0	..	120 0 0	..	N. E.	..	76 0 0	..	80 0 0
16	Clerk II	..	41 0 0	..	N. A.	..	39 0 0	..	32 0 0	..	45 0 0	..	N. A.	..	33 0 0	..	28 0 0
17	Menial staff	..	13 0 0	..	N. A.	..	10 0 0	..	11 0 0	..	15 0 0	..	N. A.	..	18 0 0	..	18 0 0

N. B.—N. A. means information not available.  
N. E. means not employed.

# APPENDIX

TABLE 9(c)—Statement showing net average monthly earnings of  
in the United Provinces for March, 1939—

Serial no.	Firms Occupations	The U. P. Electric Supply Co. Ltd., Allahabad	Banaras Electric Light and Power Co. Ltd., Banaras	U. P. Electric Supply Co. Ltd., Lucknow	Bareilly Electric Supply Co. Ltd., Bareilly	Agra Electric Supply Co. Ltd., Agra
1	2	3	4	5	6	7
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Attendant (Switch Board.)	25 0 0	26 0 0	23 0 0	19 0 0	20 0 0
2	Attendant (Boiler, Turbine and Engine Room).	51 7 0	33 0 0	38 0 0	36 0 0	N. A.
3	Coolie ..	13 0 0	15 0 0	14 0 0	N. A.	14 0 0
4	Chowkidar ..	16 0 0	N. A.	15 8 0	13 0 0	15 0 0
5	Clerk ..	28 0 0	25 0 0	30 0 0	25 0 0	33 0 0
6	Lineman ..	21 0 0	23 0 0	27 0 0	21 0 0	22 0 0
7	Meter Reader and Repairer.	25 0 0	25 0 0	26 0 0	29 0 0	25 0 0
8	Motor Driver ..	N. E.	46 0 0	40 0 0	N. E.	37 0 0
9	Mason ..	N. E.	36 0 0	28 0 0	29 0 0	30 0 0
10	Peon ..	15 0 0	13 0 0	18 0 0	12 8 0	16 0 0
11	Storekeeper ..	74 0 0	85 0 0	37 0 0	40 0 0	56 0 0
12	Turner, Fitter and Mechanic.	45 4 0	58 0 0	35 4 0	30 0 0	41 0 0
13	Sub-Station Attendant.	20 0 0	N. E.	25 0 0	18 0 0	N. E.
14	Shift Engineer and Supervisor.	70 0 0	71 0 0	50 0 0	59 0 0	80 0 0
15	Head Clerk ..	N. A.	45 0 0	N. A.	55 0 0	100 0 0

N. B.—N. A means information

N. E. means not

F—(continued)

workers in Electric and Engineering Industry (Electric Supply Co.)  
Important occupations only.

Mathura Electric Supply Co. Ltd., Mathura	Upper Jamauna Valley Electric Supply Co. Ltd., Meerut	Upper Ganges Valley Electric Supply Co. Ltd., Moradabad	The Jaunpur Electric Licence, 1934, Jaunpur	The Faizabad Electric Licence, 1933, Faizabad	Kishore Electric Supply Corpora- tion, Budaun	Farrukh- abad Electric Supply Co. Ltd., Fatehgarh
8	9	10	11	12	13	14
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
16 0 0	N. E.	N. E.	15 0 0	N. E.	N. E.	27 0 0
N. E.	N. E.	N. E.	42 4 0	N. E.	N. E.	47 8 0
16 0 0	12 0 0	13 0 0	12 0 0	11 0 0	9 0 0	10 0 0
24 0 0	N. A.	N. A.	11 0 0	10 0 0	N. E.	10 0 0
23 0 0	29 0 0	21 0 0	43 0 0	42 0 0	36 0 0	27 0 0
49 0 0	23 0 0	32 0 0	37 0 0	45 0 0	28 0 0	26 0 0
22 0 0	25 0 0	25 0 0	N. E.	N. E.	N. E.	N. E.
N. E.	26 0 0	N. A.	42 0 0	30 0 0	N. E.	N. E.
N. A.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
15 4 0	13 0 0	14 0 0	12 0 0	11 0 0	11 0 0	10 0 0
40 0 0	44 0 0	80 0 0	25 0 0	50 0 0	N. E.	25 0 0
52 0 0	N. E.	N. E.	N. E.	N. E.	N. E.	40 0 0
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. A.
50 0 0	44 0 0	53 0 0	N. A.	N. A.	N. A.	80 0 0

not available.  
employed.

# APPENDIX

TABLE 9 (c)—Statement showing net average monthly earnings of  
in the United Provinces for March, 1939—

Serial no.	Firms Occupations	Eastern U. P. Electric Supply Co. Ltd., Ghaziपुर	The Shahjahan- pur Elec- tric Supply Co. Ltd., Shahjahan- pur	Balrampur Raj Electric Supply Depart- ment, Balrampur, Gonda	The Municipal Electric Supply, Khurja	Seth Ram Gopal and Partners Electric Supplies, Etah
		15	16	17	18	19
1	2	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Attendant (Switch Board.)	N. E.	N. A.	18 0 0	N. E.	N. E.
2	Attendant (Boiler, Turbine and Engine Room).	N. A.	29 5 0	N. A.	N. E.	N. E.
3	Coolie ..	N. A.	15 0 0	8 0 0	12 0 0	N. A.
4	Chowkidar ..	N. E.	13 0 0	N. A.	12 0 0	N. A.
5	Clerk ..	N. A.	35 0 0	27 0 0	28 0 0	N. A.
6	Lineman ..	N. A.	34 0 0	55 0 0	21 0 0	15 0 0
7	Meter Reader and Repairer.	25 0 0	25 0 0	76 0 0	33 0 0	N. E.
8	Motor Driver ..	N. A.	N. A.	N. A.	N. E.	15 0 0
9	Mason ..	N. E.	25 0 0	N. A.	N. E.	N. E.
10	Peon ..	N. A.	16 0 0	11 0 0	12 0 0	15 0 0
11	Store-keeper ..	N. E.	39 0 0	20 0 0	20 0 0	30 0 0
12	Turner, Fitter and Mechanic.	N. A.	47 0 0	N. A.	N. E.	N. E.
13	Sub-Station Attendant.	N. E.	N. E.	N. E.	N. E.	N. E.
14	Shift Engineer and Supervisor.	N. E.	N. A.	76 0 0	N. E.	N. E.
15	Head Clerk	N. A.	69 0 0	60 0 0	N. A.	N. A.

N. B.—N. A. means information  
N. E. means not



F—(continued)

*workers in Electric and Engineering Industry (Electric Supply Co.)*  
*Important occupations only—(concluded).*

The Municipal Electric Supply Under- taking, Roorkee	Saharanpur Electric Supply Co. Ltd., Saharanpur	City Board, Mussoorie	Mirzapur Electric Supply Co. Ltd., Mirzapur	Sitapur Electric Supply Power House, Sitapur	The Lower Ganges Jamuna Electric Distributing Co. Ltd., Aligarh	Kanpur Supply Corpora- tion, Kanpur
20	21	22	23	24	25	26
Rs. a. p.	Rs. a. p.		Rs. a. p.		Rs. a. p.	Rs. a. p.
N. E.	N. A.	N. E.	31 0 0	N. A.	N. E.	55 0 0
N. E.	N. E.	N. E.	18 0 0	N. A.	N. E.	51 0 0
13 0 0	N. A.	N. A.	12 0 0	N. A.	10 0 0	16 0 0
N. E.	N. A.	N. E.	13 0 0	N. E.	N. E.	38 0 0
27 0 0	6 0 0	N. E.	35 0 0	N. A.	28 0 0	33 0 0
15 0 0	N. A.	N. E.	32 0 0	N. A.	32 0 0	24 0 0
N. E.	N. E.	N. E.	35 0 0	N. E.	N. E.	94 0 0
N. A.	N. E.	N. E.	26 0 0	N. E.	N. E.	33 0 0
N. E.	N. E.	N. E.	18 0 0	N. E.	N. E.	37 0 0
12 0 0	N. A.	N. A.	13 0 0	N. A.	10 0 0	17 0 0
N. E.	N. A.	N. A.	40 0 0	N. E.	N. E.	56 0 0
N. E.	N. E.	N. E.	42 0 0	N. A.	N. E.	37 0 0
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	27 0 0
N. E.	N. E.	N. E.	N. E.	N. A.	N. E.	90 0 0
N. A.	N. E.	N. E.	88 0 0	N. A.	121 0 0	161 0 0

not available.  
employed.

# APPENDIX F—(continued)

TABLE 9 (d)—Statement showing net average monthly earnings of workers in Electric and Engineering Industry (Engineering Undertakings) in the United Provinces for March, 1944—Important occupations only

Serial no.	Firms Occupations	Haji Ghulam Husain and Sons, Roorkee	Delta Engineering Co Ltd., Meerut	Haji Abdul Rahman and Sons, Meerut	Rohilkhand Industries Ltd., Bareilly	Ghaziabad Engineering Co. Ltd., Ghaziabad	New Motor Agency, Allahabad	Messrs. Kohinoor Works, Banaras	Singh Electric Co., Lucknow	Bharat Engineering Works, Kanpur	Municipal Work-shop, Kanpur
1	2	3	4	5	6	7	8	9	10	11	12
1	Turner and Fitter	Rs. a. p. 42 0 0	N. A.	Rs. a. p. 45 0 0	Rs. a. p. 42 0 0	N. E.	Rs. a. p. 29 7 0	N. A.	Rs. a. p. 46 0 0	N. E.	Rs. a. p. 36 4 0
2	Wireman	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	48 0 0	N. E.	N. E.
3	Moulder	95 12 9	N. A.	N. E.	73 0 0	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
4	Clerk	36 0 0	N. A.	N. E.	29 0 0	N. E.	38 0 0	N. E.	35 0 0	N. E.	39 8 0
5	Blacksmith	48 12 9	N. A.	N. E.	N. E.	N. E.	42 8 0	N. E.	N. E.	N. E.	49 6 0
6	Carpenter	38 14 5	N. A.	N. E.	38 0 0	N. E.	33 12 0	N. A.	N. E.	N. E.	50 0 0
7	Coolie	17 8 0	N. E.	28 0 0	16 0 0	N. E.	32 0 0	N. E.	48 0 0	N. E.	11 8 0
8	Menial staff	27 0 0	N. A.	N. E.	N. E.	N. A.	18 12 0	N. E.	20 0 0	N. E.	24 8 0

N.B.—N. A. means information not available.  
N. E. means not employed.

# APPENDIX F—(continued)

TABLE 9 (c)—*Net average monthly earnings of workers in Electric and Engineering Industry (Water Works) in the United Provinces for March, 1944—Important occupations only.*

Serial no.	Firms	Occupations									
		1	2	3	4	5	6	7	8	9	10
		Hydro-Electric and Water Works Undertaking, Municipal Board, Naini Tal	Electric and Water Works Department, Municipal Board, Haridwar	Agra Municipal Works, Agra	Water Works, Banaras	Allahabad Water Works, Allahabad	Faizabad Water Works, Faizabad	Lucknow Water Works, Lucknow	Kanpur Water Works, Kanpur		
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.		
1	Foreman	80 0 0	N. E.	N. E.	N. A.	N. E.	N. E.	99 0 0	84 0 0*		
2	Inspector	N. E.	70 0 0	N. E.	55 11 0	87 9 0	110 0 0	76 0 0	69 0 0		
3	Mistries—Meter Repairer and Reader.	42 0 0	46 12 0	36 0 0	41 0 0	59 0 0	N. A.	66 0 0	N. A.		
4	Fitter and Turner	51 0 0	N. E.	41 0 0	30 0 0	50 0 0	39 6 0	36 0 0	50 0 0		
5	Driver and Foreman	30 0 0	N. E.	30 2 0	N. E.	84 0 0	N. E.	N. E.	40 0 0		
6	Joiner	23 0 0	N. E.	N. E.	N. E.	N. E.	42 0 0	N. E.	N. E.		
7	Blacksmith	N. E.	N. E.	42 0 0	38 0 0	57 0 0	27 0 0	41 0 0	45 0 0		
8	Carpenter	N. A.	N. E.	54 0 0	36 0 0	59 0 0	N. E.	41 0 0	N. A.		
9	Mates	N. E.	N. E.	24 0 0	N. E.	N. E.	N. E.	32 0 0	29 0 0		
10	Mason	N. E.	N. E.	28 0 0	29 0 0	40 0 0	N. E.	N. E.	39 0 0		
11	Hammerman and Coalman	N. E.	N. E.	20 0 0	28 0 0	20 0 0	N. A.	20 0 0	28 0 0		
12	Greasers and Cleaners	24 0 0	N. E.	22 0 0	25 0 0	29 4 0	N. E.	26 0 0	N. A.		
13	Attendant	25 0 0	N. E.	28 0 0	36 0 0	N. E.	38 0 0	51 0 0	32 0 0		
14	Khalasi, Coolie and Beldar	22 0 0	20 0 0	17 13 0	21 0 0	20 0 0	19 0 0	17 8 0	23 0 0		
15	Clerk I	105 0 0	64 0 0	39 10 0	67 8 0	96 0 0	N. E.	89 0 0	95 0 0		
16	Clerk II	46 0 0	N. A.	39 10 0	37 10 0	N. A.	33 12 0	37 0 0	42 0 0		
17	Menial staff	20 0 0	19 0 0	18 0 0	16 0 0	20 0 0	14 0 0	28 0 0	20 0 0		

N.B.—N. A. means information not available.

N. E. means not employed.

\*Including dearness allowance.

## APPENDIX

TABLE 9(f)—Statement showing net average monthly earnings\* of  
in the United Provinces for

Sl. no.	Occupations	Firms				
		The U. P. Electric Supply Co. Ltd., Allahabad	Banaras Electric Light and Power Co. Ltd., Banaras	U. P. Electric Supply Co. Ltd., Lucknow	Bareilly Electric Supply Co. Ltd., Bareilly	Agra Electric Supply Co. Ltd., Agra
1	2	3	4	5	6	7
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Attendant (Switch Board).	44 0 0	39 12 0	41 0 0	37 0 0	27 0 0
2	Attendant (Boiler, Turbine and Engine Room).	58 0 0	45 11 0	72 0 0	51 0 0	42 0 0
3	Coolie ..	25 0 0	25 0 0	32 0 0	N. A.	22 0 0
4	Chowkidar ..	22 0 0	24 0 0	28 0 0	24 0 0	22 0 0
5	Clerk ..	39 0 0	41 0 0	75 0 0	53 0 0	52 0 0
6	Lineman ..	34 0 0	35 0 0	52 0 0	33 0 0	35 0 0
7	Meter Reader and Repairer.	45 0 0	49 0 0	62 0 0	59 0 0	39 0 0
8	Motor Driver ..	N. E.	43 0 0	66 0 0	N. E.	44 0 0
9	Mason ..	N. E.	43 0 0	72 0 0	49 2 0	46 0 0
10	Peons ..	25 0 0	24 0 0	37 0 0	25 0 0	23 0 0
11	Store-keeper ..	113 0 0	45 0 0	106 0 0	94 0 0	89 0 0
12	Turner, Fitter and Mechanic.	65 0 0	88 0 0	61 12 0	46 8 0	61 0 0
13	Sub-Station Attendant.	37 0 0	N. E.	46 3 0	31 0 0	N. E.
14	Shift Engineer and Supervisor.	123 0 0	98 0 0	154 0 0	90 0 0	153 0 0
15	Head Clerk ..	N. A.	82 0 0	N. A.	87 0 0	69 0 0

N. B.—N. A. means information

N. E. means not

\*Figures include dearness allowance.

F—(continued)

workers in Electric and Engineering Industry (Electric Supply Companies)  
March, 1944—Important occupations only

Mathura Electric Supply Co. Ltd., Mathura	Upper Jamuna Valley E. S. Co. Ltd., Meerut	Upper Ganges Valley E. S. Co. Ltd., Moradabad	The Jaunpore Electric Licence, 1934, Jaunpore	The Faizabad Electric Licence, 1933, Faizabad	Kishore Electric Supply Corpora- tion, Badaun	Farrukh- abad Electric Supply Co. Ltd., Fatchgarh
8	9	10	11	12	13	14
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
30 0 0	N. E.	N. E.	29 0 0	N. E.	N. E.	37 0 0
N. E.	N. E.	N. E.	46 8 0	N. E.	N. E.	39 0 0
27 0 0	24 0 0	25 0 0	24 0 0	23 0 0	18 0 0	22 0 0
21 0 0	20 0 0	N. A.	25 0 0	23 0 0	N. E.	N. A.
42 0 0	40 0 0	51 0 0	60 0 0	61 0 0	64 0 0	44 0 0
51 0 0	55 0 0	62 0 0	51 0 0	62 0 0	48 0 0	47 0 0
33 0 0	46 0 0	52 0 0	N. E.	N. E.	N. E.	N. E.
N. E.	44 0 0	N. A.	36 0 0	41 0 0	N. E.	N. E.
41 0 0	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
26 0 0	21 0 0	23 0 0	25 0 0	22 0 0	21 0 0	18 0 0
70 0 0	67 0 0	125 0 0	46 0 0	84 0 0	N. E.	52 0 0
63 0 0	N. E.	N. E.	N. E.	N. E.	N. E.	96 0 0
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	98 0 0
N. A.	72 0 0	90 0 0	N. A.	N. A.	N. A.	N. A.

not available.  
employed.  
bonus and other allowances.

# APPENDIX

TABLE 9(f)—Statement showing net average monthly earnings\* of  
in the United Provinces for

Sl. no.	Firms Occupations	The Eastern U. P. Electric Supply Co. Ltd., Ghazipur	The Shahjahan- pur Electric Supply Co. Ltd., Shahjahan- pur	Balrampur Raj Electric Supply Depart- ment, Balrampur Gon la	The Municipal Electric Supply, Khurja	Seth Ram Gopal and Partners Electric Supplies, Etah
1	2	15	16	17	18	19
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Attendant (Switch Board).	N. E.	27 0 0	17 0 0	N. E.	N. E.
2	Attendant (Boiler, Turbine and Engine Room).	N. A.	30 0 0	N. A.	N. E.	N. E.
3	Coolie ..	N. A.	19 0 0	11 0 0	20 0 0	19 0 0
4	Chowkidar ..	N. E.	N. A.	N. A.	16 0 0	12 8 0
5	Clerk ..	65 0 0	45 0 0	32 0 0	36 0 0	35 0 0
6	Lineman ..	14 0 0	33 0 0	49 0 0	30 0 0	40 0 0
7	Meter Reader and Repairer.	35 0 0	16 0 0	76 0 0	41 0 0	N. E.
8	Motor Driver ..	15 0 0	31 0 0	N. A.	N. E.	N. A.
9	Mason ..	N. E.	35 0 0	N. A.	N. E.	N. E.
10	Peon ..	N. A.	20 0 0	11 0 0	18 8 0	21 0 0
11	Store-keeper ..	N. E.	54 0 0	39 0 0	29 0 0	43 0 0
12	Turner, Fitter and Mechanic.	45 0 0	31 0 0	21 0 0	N. E.	N. E.
13	Sub-Station Attendant,	N. E.	N. E.	N. E.	N. E.	N. E.
14	Shift Engineer and Supervisor.	N. E.	N. E.	76 0 0	N. E.	N. E.
15	Head Clerk ..	N. A.	123 0 0	76 0 0	N. A.	60 0 0

N. B.—N. A. means information  
N. E. means not

\*Figures include dearness allowance,

F—(continued)

workers in Electric and Engineering Industry (Electric Supply Companies)  
March, 1944—Important occupations only—(concluded).

The Municipal Electric Supply Under- taking, Roorkee	Saharanpur Electric Supply Co. Ltd., Saharanpur	City Board, Mussoorie	Mirzapur Electric Supply Co. Ltd., Mirzapur	Sitapur Electric Supply Power House, Sitapur	The Lower Ganges Jamuna Electric Distribu- tors Co. Ltd., Aligarh	Kanpur Electric Supply Corpora- tion, Kanpur
20	21	22	23	24	25	26
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
N. E.	N. A.	N. E.	46 0 0	26 8 0	N. E.	113 0 0
N. E.	N. E.	N. A.	44 0 0	46 0 0	N. E.	59 0 0
20 0 0	24 0 0	N. A.	19 0 0	13 0 0	16 0 0	44 0 0
N. E.	N. A.	N. E.	23 0 0	N. E.	N. E.	40 0 0
54 0 0	67 0 0	N. A.	49 0 0	49 0 0	38 0 0	67 0 0
43 0 0	58 0 0	N. A.	42 0 0	53 0 0	37 0 0	52 0 0
N. E.	N. E.	N. E.	43 0 0	N. E.	N. E.	62 0 0
N. A.	N. E.	N. A.	36 0 0	N. E.	N. E.	56 0 0
N. E.	N. E.	N. A.	30 0 0	N. E.	N. E.	66 0 0
21 0 0	25 0 0	N. A.	23 0 0	16 0 0	16 0 0	43 0 0
N. E.	N. A.	N. A.	57 0 0	N. E.	N. E.	55 0 0
N. E.	N. E.	N. A.	54 0 0	69 0 0	N. E.	55 0 0
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	53 0 0
N. E.	N. E.	N. E.	N. E.	90 0 0	N. E.	163 0 0
N. A.	N. A.	N. A.	116 0 0	N. A.	73 0 0	190 0 0

not available.

employed.

bonus and other allowances.

# APPENDIX F—(continued)

TABLE 9(g)—Statement showing the net average monthly earnings\* of workers in Electric and Engineering Industry (Engineering Undertakings) in the United Provinces for March, 1947—Important occupations only.

Serial no.	Firm	Haji Ghulam Husain and Sons, Roorkee	Delta Engineering Co. Ltd., Meerut	Haji Abdur Rahman and Sons, Meerut	Rohilkhand Industries Bareilly	Ghaziabad Engineering Co. Ltd., Ghaziabad	New Motor Agency, Allahabad	Messrs. Kohnoor Works, Banaras	Singh Electric Co., Lucknow	Bharat Engineering Works, Kanpur	Municipal Workshop, Kanpur
Occupations											
1	2	3	4	5	6	7	8	9	10	11	12
1	Turners and Fitters.	Rs. a. p. 59 8 0	Rs. a. p. 69 12 0	Rs. a. p. 70 0 0	Rs. a. p. 37 0 0	Rs. a. p. N. E.	Rs. a. p. 59 0 0	Rs. a. p. 33 0 0	Rs. a. p. 47 0 0	N. E.	Rs. a. p. 48 12 0
2	Wireman	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	47 0 0	N. E.	N. E.
3	Moulder	72 4 10	45 0 0	N. E.	88 0 0	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
4	Clerk	N. E.	105 0 0	N. E.	63 0 0	N. E.	70 0 0	N. E.	50 0 0	N. E.	65 0 0
5	Blacksmith	66 0 0	70 0 0	N. E.	N. E.	N. E.	51 9 0	N. E.	N. E.	N. E.	65 6 0
6	Carpenter	62 11 2	81 0 0	N. E.	42 0 0	N. E.	37 9 0	42 0 0	N. E.	N. E.	61 6 0
7	Coolie	31 8 0	N. E.	45 0 0	24 0 0	N. E.	45 0 0	N. E.	48 0 0	N. E.	41 0 0
8	Menial staff	35 0 0	32 10 0	N. E.	N. E.	36 11 0	33 0 0	N. E.	30 0 0	N. E.	36 8 0

N.B.—N. E. means not employed.

N. A. means information not available.

\*Includes dearness allowance, bonus and other allowances.



# APPENDIX F—(continued)

TABLE 9 (H)—Statement showing net average monthly earnings\* of workers in Electric and Engineering Industry (Water Works) in the United Provinces for March, 1947—Important occupations only

Serial No.	Firms	Occupations	3		4		5		6		7		8		9		10	
			Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.
1	..	Foreman	106	0 0	N. E.	98	0 0	N. E.	107	0 0	N. E.	112	14 0	N. E.	118	0 0	82	0 0
2	..	Inspector	N. E.	58	0 0	75	0 0	N. E.	98	14 0	112	14 0	148	0 0	107	0 0	85	10 0
3	..	Mistries—Meter Readers,	58	0 0	75	0 0	54	0 0	51	0 0	71	0 0	71	0 0	72	0 0	72	0 0
4	..	Fitter and Turner	68	0 0	N. E.	N. E.	53	0 0	53	0 0	67	0 0	66	0 0	57	0 0	64	0 0
5	..	Driver and Fireman	42	0 0	N. E.	N. E.	47	3 0	N. E.	N. E.	93	0 0	N. E.	N. E.	N. E.	N. E.	64	0 0
6	..	Joiners	32	0 0	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	63	9 0	N. E.	N. E.	N. E.	N. E.
7	..	Blacksmith	N. E.	..	N. E.	N. E.	49	0 0	59	0 0	71	0 0	36	0 0	56	0 0	64	0 0
8	..	Carpenter	52	0 0	N. E.	N. E.	48	0 0	58	0 0	71	0 0	N. E.	N. E.	58	0 0	64	0 0
9	..	Mates ..	N. E.	..	N. E.	N. E.	31	0 0	N. E.	N. E.	61	0 0	N. E.	N. E.	42	0 0	31	0 0
10	..	Mason	N. E.	..	N. E.	N. E.	21	0 0	51	0 0	61	0 0	N. E.	N. E.	N. E.	N. E.	31	0 0
11	..	Hammerman and Coalman	N. E.	..	N. E.	N. E.	35	0 0	30	0 0	33	0 0	23	0 0	38	0 0	42	0 0
12	..	Greasers and Cleaners	32	0 0	N. E.	N. E.	34	0 0	34	0 0	42	0 0	N. E.	N. E.	39	0 0	N. E.	N. E.
13	..	Attendant	34	0 0	N. E.	N. E.	45	0 0	56	0 0	N. E.	N. E.	53	0 0	77	0 0	39	0 0
14	..	Khalasi, Coolie and Beldar	33	0 0	31	0 0	31	8 0	28	0 0	33	0 0	19	10 0	34	0 0	36	0 0
15	..	Clerk I	118	10 0	120	0 0	82	0 0	98	8 0	126	8 0	N. E.	N. E.	118	0 0	107	8 0
16	..	Clerk II	69	10 0	53	0 0	54	10 0	58	6 0	72	0 0	45	8 0	64	0 0	51	0 0
17	..	Menial staff	31	0 0	26	0 0	30	0 0	30	0 0	33	0 0	23	0 0	33	0 0	31	0 0

N. E.—N. E. means not employed.

\*Includes dearness allowance, bonus and other allowances.

# APPENDIX

TABLE 9(i)—*Net average monthly earnings\* of workers in in the United Provinces*

Sl. no.	Firms Occupations	The U. P. Electric Supply Co. Ltd., Allahabad	Banaras Electric Light and Power Co. Ltd., Banaras	U. P. Electric Supply Co. Ltd., Lucknow	Bareilly Electric Supply Co. Ltd., Bareilly	Agra Electric Supply Co. Ltd., Agra
1	2	3	4	5	6	7
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Attendant (Switch Board).	68 0 0	53 0 0	77 0 0	45 0 0	57 0 0
2	Attendant (Boiler, Turbine and Engine Room).	93 0 0	83 12 0	83 4 0	56 0 0	87 7 0
3	Coolie ..	37 0 0	39 0 0	42 0 0	N. A.	41 0 0
4	Chowkidar ..	35 0 0	34 0 0	38 8 0	33 7 0	35 0 0
5	Clerk ..	54 0 0	56 0 0	100 0 0	65 0 0	65 0 0
6	Lineman ..	56 11 0	62 0 0	84 0 0	44 0 0	57 0 0
7	Meter Readers and Repairers.	61 0 0	62 0 0	80 0 0	70 0 0	69 0 0
8	Motor Driver ..	N. E.	60 0 0	78 0 0	N. E.	78 0 0
9	Mason ..	N. E.	51 0 0	71 0 0	50 0 0	69 0 0
10	Peons ..	36 8 0	35 0 0	43 0 0	34 0 0	33 0 0
11	Store-keeper ..	159 0 0	87 0 0	119 0 0	127 0 0	142 0 0
12	Turner, Fitter and Mechanic.	94 0 0	101 0 0	83 12 0	52 8 0	90 0 0
13	Sub-Station Attendant.	67 7 0	N. E.	71 12 0	37 10 0	N. E.
14	Shift Engineer and Supervisor.	159 0 0	187 0 0	201 0 0	141 0 0	243 0 0
15	Head Clerk ..	N. A.	115 0 0	N. A.	110 0 0	115 0 0

N. B.—N. E. means

N. A. means

\*Includes dearness allowance.

F—(continued)

*Electric and Engineering Industry (Electric Supply Companies)  
for March, 1947—Important occupations only*

Mathura Electric Supply Co. Ltd., Mathura	Upper Jamuna Valley Electric Supply Co. Ltd., Meerut	Upper Ganges Electric Supply Co. Ltd., Moradabad	The Jaunpur Electric Licence, 1934, Jaunpur	The Faizabad Supply Licence, 1933, Faizabad	Kishore Electric Supply Corpora- tion, Badaun	Farrukha- bad Electric Supply Co. Ltd., Fatehgarh
8	9	10	11	12	13	14
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
50 0 0	N. E.	N. E.	45 0 0	N. E.	N. E.	47 0 0
N. E.	N. E.	N. E.	56 12 0	N. E.	N. E.	55 0 0
38 0 0	26 0 0	37 0 0	37 0 0	37 0 0	30 0 0	35 0 0
33 0 0	32 0 0	N. A.	46 0 0	38 0 0	N. E.	33 0 0
59 0 0	82 0 0	70 0 0	111 0 0	96 0 0	98 0 0	66 0 0
54 0 0	63 0 0	74 0 0	72 0 0	85 0 0	66 0 0	75 0 0
48 0 0	75 0 0	59 0 0	N. E.	N. E.	N. E.	N. E.
N. E.	54 0 0	N. A.	53 0 0	83 0 0	N. E.	N. E.
52 8 0	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
35 0 0	34 0 0	35 0 0	42 0 0	40 0 0	29 0 0	32 0 0
120 0 0	118 0 0	167 0 0	85 0 0	176 0 0	N. E.	76 0 0
94 0 0	N. E.	N. E.	N. E.	N. E.	N. E.	100 0 0
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	N. E.
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	86 0 0
120 0 0	123 0 0	132 0 0	N. A.	N. A.	N. A.	114 0 0

not employed.  
information not available.  
bonus and other allowances.

APPENDIX

TABLE 9 (i) —*Net average monthly earnings \*of workers in  
in the United Provinces*

Sl. no.	Firms Occupations	Eastern U. P. Electric Supply Co. Ltd., Ghazipur	The Shahjahan- pur Electric Supply Co. Ltd., Shahjahan- pur	Balrampur Raj Electric Supply Depart- ment, Balrampur, Gonda	The Municipal Electric Supply, Khurja	Seth Ram Gopal and Partners Electric Supply Etah
1	2	15	16	17	18	19
		Rs a. p.	Rs a p	Rs a p.	Rs. a. p.	Rs. a. p.
1	Attendant (Switch Board).	N. E.	56 0 0	26 0 0	N. E.	N. E.
2	Attendant (Boiler, Turbine and Enginl Room).	N. A.	53 0 0	N. A.	N. E.	N. E.
3	Coalic ..	23 0 0	35 0 0	16 0 0	29 0 0	26 0 0
4	Chowkidar ..	N. E.	N. A.	16 0 0	29 0 0	12 8 0
5	Clerk ..	100 0 0	51 0 0	36 0 0	55 0 0	47 0 0
6	Lineman ..	25 0 0	49 0 0	49 0 0	47 0 0	52 0 0
7	Meter Readers and Rep airers.	53 0 0	47 0 0	91 0 0	58 0 0	N. E.
8	Motor Driver ..	25 0 0	55 0 0	N. E.	N. E.	60 0 0
9	Mas on ..	N. E.	52 0 0	39 0 0	N. E.	N. E.
10	Peons ..	N. A.	38 0 0	N. A.	29 0 0	30 0 0
11	Store-keeper ..	N. E.	81 0 0	51 0 0	50 0 0	45 0 0
12	Turner, Fitter and Mechanic,	53 0 0	60 0 0	35 0 0	N. E.	N. E.
13	Sub-Station Attendant.	N. E.	N. E.	N. E.	N. E.	N. E.
14	Shift Engineer and Supervisor.	N. E.	N. E.	91 0 0	N. E.	N. E.
15	Head Clerk ..	N. A.	116 0 0	78 0 0	N. A.	78 0 0

N. B.—N. E. means

N. A. means

\*Includes dearness allowances,

F—(continued)

*Electric and Engineering Industry (Electric Supply Companies)  
for March, 1947—Important occupations only—(concluded)*

The Municipal Electric Supply Under- taknig, Roorkee	Saharanpur Electric Supply Co. Ltd., Saharanpur	City Board, Mussoorie	Mirzapur Electric Supply Co. Ltd., Mirzapur	Sitapur Electric Supply Power House, Sitapur	The Lower Ganges Jamuna Electric Distribu- tion Co. Ltd., Aligarh	Kanpur Electric Supply Corpora- tion, Kanpur
20	21	22	23	24	25	26
Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
N. E.	N. A.	N. E.	70 0 0	35 0 0	N. E.	141 0 0
N. E.	N. E.	N. E.	48 0 0	50 0 0	N. E.	100 0 0
30 0 0	71 0 0	N. A.	35 0 0	24 0 0	36 0 0	51 0 0
N. E.	40 0 0	N. E.	43 0 0	N. E.	N. E.	44 0 0
74 0 0	79 0 0	N. A.	58 0 0	49 0 0	68 0 0	72 0 0
68 0 0	N. A.	N. A.	61 0 0	64 0 0	59 0 0	57 0 0
N. E.	N. E.	N. E.	68 0 0	N. E.	N. E.	70 0 0
N. A.	N. E.	N. A.	57 0 0	N. E.	N. E.	63 0 0
N. E.	N. E.	N. E.	48 0 0	N. E.	N. E.	63 0 0
32 0 0	64 0 0	N. A.	41 0 0	26 0 0	36 0 0	49 0 0
N. E.	N. A.	N. A.	84 0 0	N. E.	N. E.	104 0 0
N. E.	N. E.	N. A.	90 0 0	109 0 0	N. E.	75 0 0
N. E.	N. E.	N. E.	N. E.	N. E.	N. E.	59 0 0
N. E.	N. E.	N. E.	N. E.	90 0 0	N. E.	199 0 0
N. A.	N. A.	N. A.	153 0 0	N. A.	111 0 0	216 0 0

not employed.  
information not available.  
bonus and other allowances.

**APPENDIX**

**TABLE 10(a)—Net average daily earnings of workers in Glass Industry**

Hollowware

Serial no.	Firms		Narayan Glass Works	Kaycee Glass Works	Jain Glass Works	B. M. Glass Works	U. P. Glass Works
	Occupation						
1	2	3	4	5	6	7	
				Rs. a. p.	Rs. a. p.	Rs. a. p.	
1	Fireman ..	..	..	1 5 11	1 5 5	0 6 8	
2	Fireman Helper ..	..	..	0 8 7	0 12 4	0 7 5	
3	Mixer ..	..	..	..	0 12 4	0 3 6	
4	Blower ..	..	..	1 3 8	1 5 5	0 8 10	
5	Blower Helper ..	..	..	0 10 8	0 12 4	..	
6	Bubble Maker ..	..	..	0 6 2	..	..	
7	Bubble Cooler ..	..	..	0 6 0	0 12 4	..	
8	Packer ..	..	..	0 6 10	..	0 2 1	
9	Coolie ..	..	..	0 4 5	0 7 5	0 5 5	
10	Pahalwala ..	..	..	..	..	..	
11	Ghundeywala ..	..	..	..	..	..	
12	Sikaiya ..	..	..	..	..	..	
13	Battiwala ..	..	..	..	..	..	
14	Safaiya ..	..	..	..	..	..	
15	Jagaiya ..	..	..	..	..	0 5 11	
16	Cutter ..	..	..	..	0 12 4	0 3 8	
17	Grinder ..	..	..	0 5 4	0 12 4	..	
18	Carpenter ..	..	..	..	..	..	
19	Blacksmith ..	..	..	..	..	..	
20	Jhukaiya ..	..	..	..	..	..	
21	Lom Maker ..	..	..	..	..	..	
22	Lom Cooler ..	..	..	..	..	..	
23	Gulliwala ..	..	..	..	..	..	
24	Belanwala ..	..	..	..	..	..	
25	Tarwala ..	..	..	..	..	..	
26	Muttheywala ..	..	..	..	..	..	
27	Cuttaiya ..	..	..	..	..	..	
28	Ginaiya ..	..	..	..	..	..	
29	Bagharwali ..	..	..	..	..	..	
30	Karchawale ..	..	..	..	..	..	
31	Churi Glasswala ..	..	..	..	..	..	
32	Rakhwale ..	..	..	..	..	..	

## Factories

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# APPENDIX

**TABLE 10(a) —Net average daily earnings of workers in Glass Industry in Block Glass Factories**

Serial no.	Occupations	Corona- tion Glass Works	Hanuman Glass Works	Hailey Glass Works	Friends Glass Works	Girdhar Glass Works	Dhanamal Nanhooma Glass Works	Average
1	2	15	16	17	18	19	20	21
		Rs. a. p.	Rs. a. p.					Rs. a. p.
1	Fireman ..	0 14 9	0 12 3	..	..	..	..	0 13 6
2	Fireman Helper ..	0 6 2	0 5 6	..	..	..	..	0 5 10
3	Mixer ..	0 11 8	0 10 6	..	..	..	..	0 11 1
4	Blower ..	..	..	..	..	..	..	..
5	Blower Helper ..	..	..	..	..	..	..	..
6	Bubble Maker ..	..	..	..	..	..	..	..
7	Bubble Cooler ..	..	..	..	..	..	..	..
8	Packer ..	..	..	..	..	..	..	..
9	Coolie ..	..	..	..	..	..	..	..
10	Pahalwala ..	..	..	..	..	..	..	..
11	Ghundeywala ..	..	..	..	..	..	..	..
12	Sikaiya ..	..	..	..	..	..	..	..
13	Battiwala ..	..	..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..	..	..
15	Jagaiya ..	..	..	..	..	..	..	..
16	Cutter ..	..	..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..	..	..
20	Jhukaiya ..	..	..	..	..	..	..	..
21	Lom Maker ..	..	..	..	..	..	..	..
22	Lom Cooler ..	..	..	..	..	..	..	..
23	Gulliwala ..	..	..	..	..	..	..	..
24	Belanwala ..	..	..	..	..	..	..	..
25	Tarwala ..	..	..	..	..	..	..	..
26	Muttheywala ..	..	..	..	..	..	..	..
27	Cuttaiya ..	..	..	..	..	..	..	..
28	Ginaiya ..	..	..	..	..	..	..	..
29	Bagharwali ..	..	..	..	..	..	..	..
30	Karchawale ..	0 9 10	0 8 6	..	..	..	..	0 9 2
31	Churi Glasswala ..	0 8 0	0 6 9	..	..	..	..	0 7 5
32	Rakhwale ..	0 10 2	0 9 3	..	..	..	..	0 9 9



*the United Provinces, in 1939—(Important occupations only—(contd.)*  
Bangla Manufacturing Factories

[illegible]

# APPENDIX

TABLE 10(a)—*Net average daily earnings of workers in Glass Industry*

Bangle

Serial no.	Occupations	Mirza Glass Works	Nanak Glass Works	Welcome Glass Works	Irfan Glass Works	Madanlal Ram-Swarup Glass Works
1	2	29	30	31	32	33
					Rs. a. p.	
1	Fireman ..	..	..	..	1 2 6	..
2	Fireman Helper ..	..	..	..	0 12 4	..
3	Mixer ..	..	..	..	0 11 1	..
4	Blower ..	..	..	..	..	..
5	Blower Helper ..	..	..	..	..	..
6	Bubble Maker ..	..	..	..	..	..
7	Bubble Cooler ..	..	..	..	..	..
8	Packer ..	..	..	..	..	..
9	Coolie ..	..	..	..	..	..
10	Pahalwala ..	..	..	..	..	..
11	Ghundeywala ..	..	..	..	0 6 0	..
12	Sikaiya ..	..	..	..	1 0 0	..
13	Battiwala ..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..
15	Jagaiya ..	..	..	..	1 0 0	..
16	Cutter ..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..
20	Jhukaiya ..	..	..	..	0 8 0	..
21	Lom Maker ..	..	..	..	0 14 0	..
22	Lom Cooler ..	..	..	..	..	..
23	Gulliwala ..	..	..	..	0 14 0	..
24	Belanwala ..	..	..	..	1 0 0	..
25	Tarwala ..	..	..	..	2 0 0	..
26	Muttheywala ..	..	..	..	0 14 0	..
27	Cuttaiya ..	..	..	..	0 14 0	..
28	Ginaiya ..	..	..	..	0 8 0	..
29	Bagharwali ..	..	..	..	0 4 0	..
30	Kerchhawale ..	..	..	..	..	..
31	Churi Glasswala ..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..

F—(continued)

in the United Provinces in 1939—Important occupations only—(contd.)

Manufacturing Factories

Shree Satya Narain Glass Works	Manohar Lal Glass Works	Shree Ganga Glass Works	Shree Durga Glass Works	Nadir Bux and Co. Glass Works	Ghulam Ahmad Mushtaq Ahmad Glass Works	Sikandar Bux Nadir Bux Glass Works
34	35	36	37	38	39	40
					Rs. a. p.	
..	..	..	..	..	1 8 6	..
..	..	..	..	..	0 12 3	..
..	..	..	..	..	0 11 0	..
..	..	..	..	..	..	..
..	..	..	..	..	0 11 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	0 6 0	..
..	..	..	..	..	0 15 0	..
..	..	..	..	..	..	..
..	..	..	..	..	1 2 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	0 10 0	..
..	..	..	..	..	..	..
..	..	..	..	..	0 5 0	..
..	..	..	..	..	0 14 0	..
..	..	..	..	..	1 0 9	..
..	..	..	..	..	2 4 0	..
..	..	..	..	..	1 0 0	..
..	..	..	..	..	0 12 0	..
..	..	..	..	..	0 8 0	..
..	..	..	..	..	0 4 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..

# APPENDIX

TABLE 10(a)—*Net average daily earnings of workers in Glass Industry*

Bangle

Serial no.	Occupations	Shree Ram Glass Works	Vaishya Glass Works	Hindu Glass Works	Lakshmi Glass Works	Himalaya Glass Works
1	2	41	42	43	44	45
1	Fireman ..	..	..	..	..	..
2	Fireman Helper ..	..	..	..	..	..
3	Mixer ..	..	..	..	..	..
4	Blower ..	..	..	..	..	..
5	Blower Helper ..	..	..	..	..	..
6	Bubble Maker ..	..	..	..	..	..
7	Bubble Cooler ..	..	..	..	..	..
8	Packer ..	..	..	..	..	..
9	Coolie ..	..	..	..	..	..
10	Pahalwala ..	..	..	..	..	..
11	Ghundeywala ..	..	..	..	..	..
12	Sikaiya ..	..	..	..	..	..
13	Battiwala ..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..
15	Jagaiya ..	..	..	..	..	..
16	Cutter ..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..
20	Jhukaiya ..	..	..	..	..	..
21	Lom Maker ..	..	..	..	..	..
22	Lom Cooler ..	..	..	..	..	..
23	Gulliwala ..	..	..	..	..	..
24	Belanwala ..	..	..	..	..	..
25	Tarwala ..	..	..	..	..	..
26	Muttheywala ..	..	..	..	..	..
27	Cuttaiya ..	..	..	..	..	..
28	Ginaiya ..	..	..	..	..	..
29	Bagharwali ..	..	..	..	..	..
30	Karchhawale ..	..	..	..	..	..
31	Churi Glass wala ..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..

F—(continued)

in the United Provinces in 1939—Important occupations only—(contd.)

Manufacturing Factories

Parasnath Glass Works	Savitri Glass Works	Golden Glass Works	Hajjaj Glass Works	Govind Glass Works	Gauri Shanker Ram Gopal Glass Works	New Agarwal Glass Works
46	47	48	49	50	51	52
	Rs. a. p.		Rs. a. p.		Rs. a. p.	
..	1 5 6	..	1 11 0	..	1 2 6	..
..	1 2 0	..	0 10 9	..	0 9 3	..
..	0 12 11	..	..	..	..	..
..	..	..	..	..	..	..
..	0 8 0	..	0 11 0	..	0 8 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	0 6 0	..	0 8 0	..
..	0 12 0	..	0 14 0	..	0 14 0	..
..	..	..	..	..	..	..
..	1 2 0	..	..	..	0 14 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	1 0 0	..	1 0 0	..
..	0 12 0	..	0 6 4	..	0 14 0	..
..	0 6 0	..	0 5 6	..	0 6 0	..
..	0 14 0	..	0 14 0	..	0 14 0	..
..	1 2 0	..	1 0 0	..	1 0 0	..
..	2 4 0	..	2 0 0	..	2 0 0	..
..	0 14 0	..	0 14 0	..	0 14 0	..
..	0 12 0	..	0 12 0	..	0 14 0	..
..	0 8 0	..	0 8 0	..	0 8 0	..
..	0 4 0	..	0 4 0	..	0 4 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..

# APPENDIX

**TABLE 10(a)—Net average daily earnings of workers in Glass Industry in the United Provinces in 1939—Important occupations only—(concl'd.)**

Bangle Manufacturing Factories

Serial no.	Occupations	Ram Harihar Glass Works	Sabri Glass Works	Gopal Glass Works	Average
1	2	53	54	55	56
		Rs. a. p.		Rs. a. p.	Rs. a. p.
1	Fireman ..	1 11 8	..	1 2 6	1 6 4
2	Fireman Helper ..	0 11 8	..	0 9 3	0 11 11
3	Mixer ..	0 11 1	..	..	0 11 4
4	Blower ..	..	..	..	..
5	Blower Helper ..	..	..	..	..
6	Bubble Maker ..	..	..	0 8 0	0 9 2
7	Bubble Cooler ..	..	..	..	..
8	Packer ..	..	..	..	..
9	Coolie ..	..	..	..	..
10	Pahalwala ..	..	..	..	..
11	Ghundeywala ..	0 8 0	..	0 8 0	0 7 0
12	Sikaiya ..	..	..	..	0 14 2
13	Battiwala ..	..	..	..	..
14	Safaiya ..	..	..	..	..
15	Jagaiya ..	1 4 0	..	0 14 0	1 0 8
16	Cutter ..	..	..	..	..
17	Grinder ..	..	..	..	..
18	Carpenter ..	..	..	..	..
19	Blacksmith ..	..	..	..	..
20	Jhukaiya ..	1 2 0	..	1 0 0	0 14 0
21	Lom Maker ..	1 0 6	..	0 6 4	0 11 6
22	Lom Cooler ..	..	..	..	0 5 8
23	Gulliwala ..	1 3 2	..	..	0 14 10
24	Belanwala ..	0 10 0	..	..	0 15 6
25	Tarwala ..	2 12 5	..	..	2 3 5
26	Muttheywala ..	1 3 7	..	..	0 15 3
27	Cuttaiya ..	1 5 9	..	0 14 0	0 14 3
28	Ginaiya ..	..	..	0 8 0	0 8 0
29	Bagharwali ..	0 6 0	..	0 4 0	0 4 3
30	Karchawale ..	..	..	..	..
31	Churi Glasswala ..	..	..	..	..
32	Rakhwale ..	..	..	..	..

F—(continued)

TABLE 10(b)—*Net average daily earnings of workers in Glass Industry in the United Provinces in 1944—Important occupations only*

Holloware Factories

Serial no.	Occupations	Narain Glass Works	Kayce Glass Works	Ganga Glass Works	Jain Glass Works	B. M. Glass Work	U. P. Glass Works
1	1	3	4	5	6	7	8
		Rs. a. p.	Rr. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.
1	Fireman ..	1 15 10	1 8 4	1 5 9	..	2 11 0	0 12 6
2	Fireman Helper ..	1 2 6	..	..	..	1 8 7	..
3	Mixer ..	1 10 2	0 14 7	0 15 0	..	1 2 6	..
4	Blower	2 2 7	2 3 7	1 15 11	..	2 14 2	1 11 9
5	Blower Helper	1 2 6	1 6 3	1 8 4	..	1 8 7	0 15 7
6	Bubble Maker	0 15 5	..	1 0 8	..	1 8 7	..
7	Bubble Cooler	0 12 7	..	0 14 5	..	1 2 6	..
8	Packer ..	1 2 1	..	0 14 4	..	1 8 7	0 12 0
9	Coolie ..	0 15 5	..	0 13 3	..	0 12 4	0 13 5
10	Pahalwala	..	..	..	..	..	..
11	Ghundeywala	..	..	..	..	..	..
12	Sikaiya ..	..	..	..	..	..	..
13	Battiwala	..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..	..
15	Jagaiya ..	..	..	..	..	..	..
16	Cutter ..	..	..	0 13 2	..	1 2 6	0 11 0
17	Grinder ..	0 15 5	..	0 11 1	..	1 2 6	0 11 4
18	Carpenter ..	..	1 9 2	1 5 8	..	..	..
19	Blacksmith ..	..	1 10 8	1 14 9	..	..	..
20	Jhukaiya ..	..	..	..	..	..	..
21	Lom Maker ..	..	..	..	..	..	..
22	Lom Cooler ..	..	..	..	..	..	..
23	Gulliwala ..	..	..	..	..	..	..
24	Belanwala ..	..	..	..	..	..	..
25	Tarwala ..	..	..	..	..	..	..
26	Muttheywala ..	..	..	..	..	..	..
27	Cuttaiya ..	..	..	..	..	..	..
28	Ginaiya ..	..	..	..	..	..	..
29	Bagharwali ..	..	..	..	..	..	..
30	Karchawale ..	..	..	..	..	..	..
31	Churi Glasswala	..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..	..

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TABLE 10(b)—*Net average daily earnings of workers in Glass Industry*  
Hollow ware Factories

Serial no.	Occupations	Khandel-wal Glass Works	Paliwal Glass Works	Maha-bir Glass Works	Capital Glass Works	Allah-abad Glass Works	Average
1	2	9	10	11	12	13	14
		Rs. a. p.	Rs. a. p.		Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fireman ..	1 4 1	1 6 2	..	1 14 6	1 6 0	1 10 6
2	Fireman Helper ..	0 14 9	..	..	0 14 9	1 1 6	1 2 0
3	Mixer ..	0 14 4	0 15 1	..	0 13 0	1 4 3	1 0 11
4	Blower ..	2 4 7	1 9 2	..	2 5 0	..	2 2 2
5	Blower Helper ..	1 2 6	0 14 10	..	1 14 3	..	1 5 1
6	Bubble Maker ..	0 14 9	0 10 11	..	1 0 3	..	1 0 5
7	Bubble Cooler ..	0 12 4	0 9 1	..	0 13 3	..	0 13 4
8	Packer ..	0 13 2	0 12 3	..	1 0 0	..	0 15 9
9	Coolie ..	..	0 8 7	..	1 4 0	0 10 9	0 13 5
10	Pahalwala ..	..	..	..	..	..	..
11	Ghundeywala ..	..	..	..	..	..	..
12	Sikaiya ..	..	..	..	..	..	..
13	Battiwala ..	..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..	..
15	Jagaiya ..	..	..	..	..	..	..
16	Cutter ..	0 11 10	0 11 2	..	..	1 12 2	0 15 8
17	Grinder ..	0 13 6	..	..	1 1 9	..	0 14 7
18	Carpenter ..	1 5 6	1 4 11	..	1 12 0	..	1 7 5
19	Blacksmith ..	1 13 9	..	..	1 14 9	1 10 0	1 12 9
20	Jhukaiya ..	..	..	..	..	..	..
21	Lom Maker ..	..	..	..	..	..	..
22	Lom Cooler ..	..	..	..	..	..	..
23	Gulliwala ..	..	..	..	..	..	..
24	Belanwala ..	..	..	..	..	..	..
25	Tarwala ..	..	..	..	..	..	..
26	Muttheywala ..	..	..	..	..	..	..
27	Cuttaiya ..	..	..	..	..	..	..
28	Ginaiya ..	..	..	..	..	..	..
29	Bagharwali ..	..	..	..	..	..	..
30	Karchawale ..	..	..	..	..	..	..
31	Churi Glass wala ..	..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..	..



*in the United Provinces in 1944—Important occupations only—(contd.)*

[illegible]

# APPENDIX

TABLE 10(b) — *Net average daily earnings of workers in Glass Industry in*

Bangle Manufacturing

Serial no.	Occupations	Star Glass Works	Gopinath Glass Works	Central Sabri Glass Works	Madina Glass Works	Bhoory Khan Glass Works
1	2	22	23	24	25	26
		Rs. a. p.				
1	Fireman	.. ..	..	..	..	..
2	Fireman Helper	.. ..	..	..	..	..
3	Mixer ..	.. ..	..	..	..	..
4	Blower	.. ..	..	..	..	..
5	Blower Helper	.. ..	..	..	..	..
6	Bubble Maker	.. ..	..	..	..	..
7	Bubble Cooler	.. ..	..	..	..	..
8	Packer	.. ..	..	..	..	..
9	Coolie ..	.. ..	..	..	..	..
10	Pahalwala	.. ..	..	..	..	..
11	Ghundeywala	.. 2 4 0	..	..	..	..
12	Sikaiya	.. 6 0 0	..	..	..	..
13	Battiwala	.. ..	..	..	..	..
14	Safaiya	.. ..	..	..	..	..
15	Jagaiya	.. 6 0 0	..	..	..	..
16	Cutter	.. ..	..	..	..	..
17	Grinder	.. ..	..	..	..	..
18	Carpenter	.. ..	..	..	..	..
19	Blacksmith	.. ..	..	..	..	..
20	Jhukaiya	.. 5 0 0	..	..	..	..
21	Lom Maker	.. 6 0 0	..	..	..	..
22	Lom Cooler	.. ..	..	..	..	..
23	Gulliwala	.. ..	..	..	..	..
24	Belanwala	.. ..	..	..	..	..
25	Tarwala	.. ..	..	..	..	..
26	Muttheywala	.. 7 0 0	..	..	..	..
27	Cuttaiya	.. ..	..	..	..	..
28	Ginaiya	.. ..	..	..	..	..
29	Bagharwalli	.. 1 8 0	..	..	..	..
30	Karchawale	.. ..	..	..	..	..
31	Churi Glass wala	.. ..	..	..	..	..
32	Rakhwale	.. ..	..	..	..	..

F—(continued)

the United Provinces in 1944—Important occupations only—(continued)  
Factories.

Shiva Glass Works	Adarsh Glas Works	Mirza Glas Works	Nanak Glass Works	Welcome Glass Works	Irfan Glass Works	Madan Lal Ram Swarup Glass Works	Sri Satya Narain Glass Works
27	28	29	30	31	32	33	34
Rs. a. p.		Rs. a. p.		Rs. a. p.	Rs. a. p.		
3 5 4	..	..	..	1 14 0	1 14 9	..	..
1 11 8	..	..	..	1 2 6	1 2 6	..	..
..	..	..	..	..	1 5 6	..	..
..	..	..	..	..	..	..	..
1 10 0	..	1 9 0	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
1 5 0	..	1 4 0	..	1 6 0	1 4 0	..	..
2 6 0	..	2 4 0	..	2 4 0	2 4 0	..	..
..	..	..	..	..	..	..	..
4 4 0	..	..	..	..	2 0 0	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
4 0 0	..	..	..	2 0 0	2 8 0	..	..
2 6 0	..	2 4 0	..	..	2 4 0	..	..
..	..	..	..	..	2 6 0	..	..
2 8 0	..	2 7 0	..	2 6 0	2 12 0	..	..
..	..	2 12 0	..	1 12 0	5 8 0	..	..
7 0 0	..	5 8 0	..	4 10 8	2 6 0	..	..
..	..	2 6 0	..	2 6 0	2 4 0	..	..
2 5 0	..	5 0 0	..	2 6 0	1 8 0	..	..
1 1 9	..	..	..	1 8 0	0 14 0	..	..
0 14 0	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..

**APPENDIX**

**TABLE 10(b) —Net average daily earnings of workers in Glass Industry**

Bangle Manufacturing

Serial no.	Occupations	Vaishya Glass Works	Manohar Lal Glass Works	Shree Ganga Glass Works	Shree Durga Glass Works
1	2	35	36	37	38
1	Fireman .. ..	..	..	..	..
2	Fireman Helper .. ..	..	..	..	..
3	Mixer .. ..	..	..	..	..
4	Blower .. ..	..	..	..	..
5	Blower Helper .. ..	..	..	..	..
6	Bubble Maker .. ..	..	..	..	..
7	Bubble Cooler .. ..	..	..	..	..
8	Packer .. ..	..	..	..	..
9	Coolie .. ..	..	..	..	..
10	Pahalwala .. ..	..	..	..	..
11	Ghundeywala .. ..	..	..	..	..
12	Sikaiya .. ..	..	..	..	..
13	Battiwala .. ..	..	..	..	..
14	Safaiya .. ..	..	..	..	..
15	Jagaiya .. ..	..	..	..	..
16	Cutter .. ..	..	..	..	..
17	Grinder .. ..	..	..	..	..
18	Carpenter .. ..	..	..	..	..
19	Blacksmith .. ..	..	..	..	..
20	Jhukaiya .. ..	..	..	..	..
21	Lom Maker .. ..	..	..	..	..
22	Lom Cooler .. ..	..	..	..	..
23	Gulliwala .. ..	..	..	..	..
24	Belanwala .. ..	..	..	..	..
25	Tarwala .. ..	..	..	..	..
26	Muttheywala .. ..	..	..	..	..
27	Cuttaiya .. ..	..	..	..	..
28	Ginaiya .. ..	..	..	..	..
29	Bagharwali .. ..	..	..	..	..
30	Karchawale .. ..	..	..	..	..
31	Churi Glasswala .. ..	..	..	..	..
32	Rakhwale .. ..	..	..	..	..

F—(continued)

in the United Provinces in 1944 (Important occupations only)—(contd).

Factories.

Nadir Bux & Co. Glass Works	Ghulam Ahmad Mushtaq Ahmad Glass Works	Sikandar Bux Nadir Bux Glass Works	Shri Ram Glass Works	Hindu Glass Works	Lakshmi Glass Works	Himalaya Glass Works	Paras Nath Glass Works
39	40	41	42	43	44	45	46
	Rs. a. p.		Rs. a. p.		Rs. a. p.		
..	2 4 9	..	2 14 2	..	2 0 0	..	..
..	1 11 0	..	1 11 8	..	1 0 0	..	..
..	1 2 3	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	2 0 0	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	1 4 0	..	1 6 0	..	1 4 0	..	..
..	2 4 0	..	2 4 0	..	2 4 0	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	3 0 0	..	3 0 0	..	1 4 0	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	2 8 0	..	2 12 0	..	3 0 0	..	..
..	..	..	..	..	2 6 0	..	..
..	1 4 0	..	..	..	..	..	..
..	2 6 0	..	2 6 0	..	..	..	..
..	2 12 0	..	1 12 0	..	3 0 0	..	..
..	5 0 0	..	5 0 0	..	6 0 0	..	..
..	2 6 0	..	2 6 0	..	2 6 0	..	..
..	2 4 0	..	2 4 0	..	1 8 0	..	..
..	1 8 0	..	1 8 0	..	1 8 0	..	..
..	0 14 0	..	0 14 0	..	0 14 0	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..

# APPENDIX

TABLE 10(b) Net average daily earnings of workers in Glass Industry

Bangle Manufacturing

Serial no.	Occupations	Savitri Glars Works	Golden Glass Works	Hajaj Glass Works	Govind Glass Works
1	2	47	48	49	50
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fireman	3 7 5	3 12 0	2 8 5	3 13 6
2	Fireman Helper ..	1 7 8	2 1 10	1 8 7	1 11 9
3	Mixer ..	1 11 9	1 0 0	..	..
4	Blower ..	..	..	..	..
5	Blower Helper ..	..	..	..	..
6	Bubble Maker ..	2 4 0	2 8 0	1 11 0	3 0 0
7	Bubble Cooler ..	..	..	..	..
8	Packer ..	..	..	..	..
9	Coolie ..	..	..	..	..
10	Pahalwala ..	..	..	..	..
11	Ghundeywala ..	1 5 0	1 6 0	1 4 0	0 12 0
12	Sikaiya ..	..	2 8 0	2 4 0	2 12 0
13	Battiwala ..	..	..	..	..
14	Safaiya ..	..	..	..	..
15	Jagaiya ..	4 0 0	2 12 0	..	5 0 0
16	Cutter ..	..	..	..	..
17	Grinder ..	..	..	..	..
18	Carpenter ..	..	..	..	..
19	Blacksmith ..	..	..	..	..
20	Jhukaiya ..	4 0 0	4 4 0	2 12 0	1 8 0
21	Lom Maker ..	4 8 0	..	..	2 2 0
22	Lom Cooler ..	..	1 6 0	1 4 0	..
23	Gulliwala ..	4 12 0	2 10 0	2 6 0	3 6 0
24	Belanwala ..	5 8 0	4 0 0	2 12 0	2 0 0
25	Tarwala ..	11 0 0	8 0 0	5 0 0	10 0 0
26	Muttheywala ..	4 12 0	3 0 0	2 8 0	3 0 0
27	Cuttaiya ..	4 8 0	2 8 0	2 4 0	..
28	Ginaiya ..	1 8 0	2 0 0	1 8 0	..
29	Bagharwali ..	1 8 0	1 0 0	0 14 0	1 0 0
30	Karchawala ..	..	..	..	..
31	Churi Glass wala ..	..	..	..	..
32	Rakhwale ..	..	..	..	..

F—(continued)  
in the U. P. in 1944—Important occupations only—(concl'd).  
Factories.

Gauri Shanker Ramgopal Glass Works	New Agarwal Glass Works	Ram Harihar Glass Works	Sabri Glass Works	Gopal Glass Works	Average
51	52	53	54	55	56
Rs. a. p.		Rs. a. p.		Rs. a. p.	Rs. a. p.
2 11 0	..	3 13 6	..	2 11 0	2 13 8
1 8 7	..	1 8 0	..	1 8 6	1 7 9
..	..	1 8 0	..	..	1 5 6
..	..	..	..	..	..
..	..	..	..	..	..
1 8 0	..	..	..	1 8 0	1 15 4
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
1 4 0	..	1 2 0	..	1 4 0	1 4 11
2 4 0	..	2 4 0	..	2 4 0	2 9 3
..	..	..	..	..	..
..	..	..	..	..	..
2 0 0	..	2 0 0	..	2 0 0	3 1 8
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..
3 0 0	..	3 0 0	..	3 8 0	3 2 0
2 4 0	..	..	..	..	3 0 0
..	..	..	..	..	..
2 12 0	..	..	..	2 12 0	1 14 0
2 6 0	..	2 5 0	..	2 6 0	2 10 7
2 12 0	..	2 3 0	..	2 12 0	2 13 2
..	..	..	..	..	..
5 8 0	..	5 0 0	..	5 8 0	6 5 4
2 6 0	..	2 6 0	..	2 6 0	3 7 7
2 4 0	..	5 0 0	..	2 4 0	2 13 2
..	..	..	..	..	..
1 8 0	..	..	..	1 8 0	1 5 3
0 14 0	..	0 14 0	..	0 14 0	0 15 10
..	..	..	..	..	..
..	..	..	..	..	..
..	..	..	..	..	..

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TABLE 10 (c)—*Net average daily earnings of workers in Glass Hollowware*

Serial no.	Occupations	Narayan Glass Works	Kaycee Glass Works	Ganga Glass Works	Jain Glass Works	B. M. Glass Works
1	2	3	4	5	6	7
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fireman ..	4 3 8	4 3 8	1 14 10	4 9 9	5 3 0
2	Fireman Helper ..	2 11 1	2 3 1	..	3 0 4	2 14 2
3	Mixer ..	4 12 11	1 10 0	1 7 10	1 15 8	2 4 11
4	Blower ..	5 2 8	2 13 4	2 13 3	4 14 6	5 12 4
5	Blower Helper ..	3 1 3	1 13 5	1 12 3	..	3 1 2
6	Bubble Maker ..	2 5 8	1 15 0	1 9 9	2 5 3	3 1 2
7	Bubble Cooler ..	1 10 11	..	1 5 6	1 15 8	1 14 9
8	Packer ..	1 8 1	..	1 2 5	2 4 11	2 11 0
9	Coolie ..	1 6 5	1 7 3	1 5 5	1 6 11	1 3 7
10	Pahalwala ..	..	..	..	..	..
11	Ghundeywala ..	..	..	..	..	..
12	Sikaiya ..	..	..	..	..	..
13	Battiwala ..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..
15	Jagaiya ..	..	..	..	..	..
16	Cutter ..	1 9 5	..	1 5 7	..	2 4 11
17	Grinder ..	1 8 7	..	1 5 7	..	1 14 9
18	Carpenter ..	..	3 13 8	1 14 5	..	..
19	Blacksmith ..	..	1 9 6	3 1 2	..	..
20	Jhukaiya ..	..	..	..	..	..
21	Lom Maker ..	..	..	..	..	..
22	Lom Cooler ..	..	..	..	..	..
23	Gulliwala ..	..	..	..	..	..
24	Belanwala ..	..	..	..	..	..
25	Tarwala ..	..	..	..	..	..
26	Muttheywalas ..	..	..	..	..	..
27	Cuttaiya ..	..	..	..	..	..
28	Ginaiya ..	..	..	..	..	..
29	Bagharwali ..	..	..	..	..	..
30	Karchhawale ..	..	..	..	..	..
31	Churi Glasswala ..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..



*Industry in the United Provinces in 1947.—Important Occupations only*  
Factories

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TABLE 10 (c)—*Net average daily earnings of workers in Glass*

Block Glass

Serial no.	Occupations	Corona- tion Glass Works	Hanuman Glass Works	Hailey Glass Works	Friends Glass Works	Girdhar Glass Works
1	2	15	16	17	18	19
		Rs. a. p.	Rs a. p.	Rs. a. p.	Rs a. p.	Rs. a. p.
1	Fireman ..	3 10 6	..	5 12 4	6 8 7	6 8 6
2	Fireman Helper ..	..	2 4 7	2 14 2	..	2 7 3
3	Mixer ..	3 7 4	3 13 6	..	3 14 9	3 13 6
4	Blower ..	..	..	..	..	..
5	Blower Helper ..	..	..	..	..	..
6	Bubble Maker ..	..	..	..	..	..
7	Bubble Cooler ..	..	..	..	..	..
8	Packer ..	..	..	..	..	..
9	Coolie ..	..	..	..	..	..
10	Pahalwala ..	..	..	..	..	..
11	Ghundeywala ..	..	..	..	..	..
12	Sikaiya ..	..	..	..	..	..
13	Battiwala ..	..	..	..	..	..
14	Safaiya ..	..	..	..	..	..
15	Jagaiya ..	..	..	..	..	..
16	Cutter ..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..
20	Jhukaiya ..	..	..	..	..	..
21	Lom Maker ..	..	..	..	..	..
22	Lom Cooler ..	..	..	..	..	..
23	Gulliwala ..	..	..	..	..	..
24	Belanwala ..	..	..	..	..	..
25	Tarwala ..	..	..	..	..	..
26	Muttheywala ..	..	..	..	..	..
27	Cuttaiya ..	..	..	..	..	..
28	Ginaiya ..	..	..	..	..	..
29	Bagharwali ..	..	..	..	..	..
30	Kerchhawale ..	2 8 0	2 11 0	..	3 1 3	..
31	Churi Glass wala ..	2 1 10	2 1 6	..	2 11 1	2 7 9
32	Rakhwale ..	2 4 11	2 4 9	..	2 11 1	..

F—(continued)

Industry in the United Provinces in 1947—Important occupations only

Factories		Bangle Manufacturing Factories				
Dhannamal Nanhoomal Glass Works	Average	Star Glass Works	Gopinath Glass Works	Central Sabri Glass Works	Madina Glass Works	Bhoore Khan Glass Works
20	21	22	23	24	25	26
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
5 12 4	5 10 5	5 12 4	5 12 3	5 12 4	5 12 4	4 6 9
2 11 1	2 9 3	3 1 3	3 1 3	3 1 3	3 1 3	2 11 1
3 13 6	3 12 6	..	6 0 0	2 4 11	5 12 4	2 4 11
..	..	12 0 0	12 0 0	12 0 0	12 0 0	12 0 0
..	..	6 0 0	6 0 0	5 4 0	6 0 0	5 12 0
..	..	3 0 0	3 0 0	3 0 0	3 0 0	3 0 0
..	..	..	..	..	..	..
..	..	..	..	..	2 0 0	..
..	..	4 0 0	4 4 0	4 4 0	4 0 0	4 4 0
..	..	2 4 0	2 0 0	2 4 0	2 0 0	1 4 0
..	..	4 8 0	4 8 0	5 12 0	4 8 0	4 8 0
..	..	..	..	8 0 0	..	..
..	..	7 0 0	..	4 0 0	..	4 0 0
..	..	6 0 0	8 0 0	9 0 0	16 0 0	6 0 0
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	5 0 0	6 0 0	3 0 0	3 12 0	5 0 0
..	..	..	..	..	..	..
..	..	2 4 0	2 0 0	2 0 0	1 12 0	2 0 0
..	..	7 0 0	7 0 0	8 0 0	7 0 0	6 8 0
..	..	8 0 0	9 0 0	9 0 0	9 0 0	8 0 0
..	..	20 0 0	20 0 0	21 0 0	20 0 0	20 0 0
..	..	6 0 0	7 0 0	7 0 0	6 12 0	6 10 7
..	..	..	4 0 0	5 0 0	5 8 0	5 0 0
..	..	..	..	..	3 0 0	3 0 0
..	..	1 8 0	1 8 0	1 8 0	1 12 0	1 8 0
..	2 12 1	..	..	..	..	..
..	2 5 7	..	..	..	..	..
..	2 6 11	..	..	..	..	..

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TABLE 10(c)—*Net average daily earnings of workers in Glass Industry*  
Bangle Manufacturing

Serial no.	Occupations	Shiva Glass Works	Adarsh Glass Works	Mirza Glass Works	Nanak Glass Works	Welcome Glass Works
1	2	27	28	29	30	31
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fireman ..	5 12 4	5 12 3	..	..	3 13 6
2	Fireman Helper ..	..	3 1 3	..	..	2 4 11
3	Mixer ..	..	..	..	..	1 14 9
4	Blower ..	..	..	..	..	..
5	Blower Helper ..	..	..	..	..	..
6	Bubble Maker ..	..	..	3 0 0	3 0 0	..
7	Bubble Cooler ..	..	..	..	..	..
8	Packer ..	..	..	..	..	..
9	Coolie ..	..	..	..	..	..
10	Pahalwala ..	..	..	..	5 0 0	..
11	Ghundeywala ..	2 0 0	2 0 0	2 2 0	2 0 0	1 8 0
12	Sikaiya ..	6 0 0	6 0 0	5 8 0	5 8 0	5 4 0
13	Battiwala ..	7 12 0	8 0 0	8 0 0	6 0 0	..
14	Safaiya ..	..	..	..	..	..
15	Jagaiya ..	6 8 0	12 0 0	..	..	5 0 0
16	Cutter ..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..
20	Jhukaiya ..	5 0 0	7 8 0	..	..	5 0 0
21	Lom Maker ..	6 0 0	..	5 0 0	5 0 0	..
22	Lom Cooler ..	..	..	..	..	..
23	Gulliwala ..	6 8 7	6 8 0	6 0 0	6 0 0	6 8 0
24	Belanwala ..	4 1 0	2 4 0	9 0 0	9 8 0	..
25	Tarwala ..	22 4 7	20 0 0	21 0 0	25 0 0	20 6 10
26	Muttheywala ..	6 3 0	6 4 0	..	6 12 0	5 0 0
27	Cuttaiya ..	..	7 8 0	3 4 0	..	4 0 0
28	Ginaiya ..	..	..	..	..	2 4 0
29	Bagharwali ..	1 8 0	2 0 0	..	..	..
30	Karchhawale ..	..	..	..	..	..
31	Churi Glasswala ..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..

F—(continued)

in the United Provinces 1947—Important occupations only.

Factories.

Irfan Glass Works	Madanlal Ram Swaroop Glass Works	Sri Satya Narain Glass Works	Vaishya Glas Works	Manoharlal Glas Works	Shri Ganga Glass Works	Shri Durga Glass Works
32	33	34	35	36	37	38
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
5 12 4	4 10 6	5 12 4	5 6 2	5 12 3	5 12 4	5 6 0
2 14 2	3 0 6	..	3 1 3	3 1 3	3 1 3	2 14 0
2 4 11	..	..	2 11 1	3 1 3	2 4 11	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	3 0 0	..	..	3 0 0	3 8 0	3 0 0
..	..	..	..	..	..	..
..	1 8 0	..	2 4 11	1 13 3	1 15 6	..
..	..	..	..	..	..	..
2 8 0	2 0 0	..	1 14 0	5 0 0	5 4 0	8 0 0
6 12 0	5 0 0	6 6 0	5 12 0	2 0 0	2 0 0	2 0 0
..	..	..	10 0 0	5 8 0	6 0 0	5 8 0
5 8 0	..	..	7 0 0	..	6 0 0	6 0 0
6 0 0	..	3 0 0	6 0 0	10 0 0	7 0 0	7 0 0
..	..	..	..	..	14 0 0	12 0 0
..	..	..	..	..	..	..
..	..	..	..	..	..	..
2 8 0	..	..	..	6 0 0	7 0 0	6 0 0
5 14 3	5 0 0	..	..	5 0 0	5 8 5	5 0 0
..	..	..	..	..	..	..
7 12 0	6 0 0	6 8 0	6 8 0	6 8 0	6 12 0	6 8 0
5 5 4	9 0 0	3 0 0	2 4 0	9 0 0	..	9 4 0
20 0 0	24 0 0	21 0 0	24 8 0	27 0 0	27 9 7	25 0 0
6 6 3	6 0 0	..	5 12 0	6 8 0	7 8 0	6 8 0
5 12 0	5 0 0	5 0 0	7 14 8	5 8 0	..	..
3 4 0	2 12 0	2 3 0	..	3 0 0	..	..
1 8 0	..	..	1 12 0	2 0 0	2 0 0	1 8 0
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..

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TABLE 10(c)—*Net average daily earnings of workers in Glass Industry*

Bangle Manufacturing

Serial no.	Occupations	Nadir Bux and Co., Glass Works	Ghulam Ahmad Mustaq Ahmad Glass Works	Sikandar Bux Nadir Bux Glass Works	Shri Rama Glass Works	Hindu Glass Works
1	2	39	40	41	42	43
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fireman ..	6 14 9	5 12 3	5 12 4	5 12 4	5 12 4
2	Fireman Helper ..	3 1 3	3 1 3	3 1 3	3 1 3	3 1 3
3	Mixer ..	..	1 11 9	2 4 0	..	..
4	Blower ..	..	12 0 0	12 0 0	..	..
5	Blower Helper ..	..	..	..	..	..
6	Bubble Maker ..	..	6 0 0	6 0 0	3 0 0	..
7	Bubble Cooler ..	..	3 0 0	3 0 0	..	..
8	Packer ..	..	..	..	..	..
9	Coolie ..	..	..	..	..	..
10	Pahalwala ..	..	..	4 0 0	..	..
11	Ghundeywala ..	2 0 0	1 12 0	1 12 0	2 4 0	1 12 0
12	Sikaiya ..	6 12 0	4 8 0	5 0 0	..	..
13	Battiwala ..	..	..	..	9 8 0	6 8 0
14	Safaiya ..	7 12 0	..	4 0 0	..	..
15	Jagaiya ..	7 11 0	6 12 0	..	12 0 0	4 0 0
16	Cutter ..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..
20	Jhukaiya ..	..	5 0 0	6 0 0	..	5 0 0
21	Lom Maker ..	5 12 0	..	..	5 4 0	..
22	Lom Cooler ..	..	1 12 0	2 0 0	..	..
23	Gulliwala ..	7 12 0	6 4 0	7 0 0	..	5 8 0
24	Belanwala ..	9 8 0	9 0 0	9 0 0	9 0 0	2 0 0
25	Tarwala ..	24 0 0	20 0 0	22 0 0	24 0 0	20 0 0
26	Mutheywala ..	7 8 0	6 12 0	7 0 0	..	6 0 0
27	Cuttaiya ..	5 12 0	..	5 4 0	5 0 0	2 0 0
28	Ginaiya ..	3 12 0	..	3 4 0	2 0 0	2 0 0
29	Bagharwali ..	2 0 0	1 8 0	1 8 0	1 12 4	2 0 0
30	Kerchhawale ..	..	..	..	..	..
31	Churi Glasswala ..	..	..	..	..	..
32	Rakhwale ..	..	..	..	..	..

F—(continued)

in the United Provinces in 1947—Important occupations only  
Factories.

Laxmi Glass Work	Himalva Glass Works	Parasnath Glass Works	Savitri Glass Works	Golden Glass Works	Hajjaj Glass Works	Govind Glass Works
44	45	46	47	48	49	50
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a.
4 0 0	5 12 4	4 12 11	5 0 0	5 12 4	5 12 4	7 11 0
2 0 0	3 1 3	2 11 1	3 1 3	3 1 3	3 1 3	3 1 3
..	..	3 1 3	2 0 0	5 0 0	10 0 0	2 5 0
..	..	..	..	..	12 4 0	..
..	3 0 0	..	..	3 0 0	6 0 0	3 0 0
..	..	..	..	3 0 0	3 0 0	..
..	..	2 0 0	..	..	..	2 8 0
..	..	..	..	..	4 8 0	..
5 8 0	6 0 0	1 14 0	..	1 12 0	2 2 0	2 8 0
..	8 0 0	5 12 0	5 12 0	..	4 8 0	..
..	10 0 0	10 0 0	8 0 0	3 0 0	..	..
6 0 0	10 0 0	7 0 0	8 0 0	8 0 0	..	10 0 0
..	..	..	..	..	..	..
..	..	..	..	..	..	..
6 0 0	6 8 0	7 0 0	8 0 0	..	4 8 0	4 0 0
5 8 0	5 0 0	..	..	..	..	6 0 0
..	..	..	1 12 0	..	2 0 0	..
7 0 0	7 0 0	6 10 11	6 4 0	7 0 0	7 0 0	6 8 0
8 0 0	3 12 0	2 4 0	2 0 0	2 8 0	9 0 0	9 0 0
24 0 0	20 0 0	26 4 0	18 0 0	25 0 0	20 0 0	20 0 0
6 0 0	6 3 2	5 12 5	6 0 0	7 0 0	6 12 0	7 0 0
3 0 0	5 0 0	5 0 0	4 8 0	..	4 10 0	..
..	..	..	..	..	3 3 0	..
1 8 0	2 0 0	1 12 0	1 12 0	1 8 0	1 6 0	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..

# APPENDIX F—(continued)

TABLE 10(c)—*Net average daily earnings of workers in Glass Industry in the U. P. in 1947—(Important Occupations only—(concluded))*

Bangle Manufacturing Factories

Serial no.	Occupations	Gaurai Shankar Ram Gopal Glass Works	New Agarwal Glass Works	Ram Harihar Glass Works	Sabri Glass Works	Gopal Glass Works	Average
1	2	51	52	53	54	55	56
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Fireman ..	5 12 4	5 2 1	5 12 4	5 4 7	5 12 4	5 8 11
2	Fireman Helper ..	3 1 3	3 1 3	3 1 8	3 1 3	3 1 3	2 14 1
3	Mixer ..	..	1 13 3	3 13 6	2 8 0	..	3 5 3
4	Blower ..	..	..	..	..	..	12 0 6
5	Blower Helper ..	..	..	..	..	..	..
6	Bubble Maker ..	3 0 0	..	3 0 0	..	3 0 0	4 1 11
7	Bubble Cooler ..	..	..	..	..	..	3 0 0
8	Packer ..	..	..	..	..	..	..
9	Coolie ..	..	2 0 0	2 11 8	..	..	2 1 4
10	Pahalwala ..	5 0 0	..	6 0 0	..	5 0 0	5 6 0
11	Ghundaywala ..	2 0 0	..	2 0 0	3 4 0	2 0 0	1 15 4
12	Sikaiyas ..	5 0 0	6 0 0	6 0 0	6 12 0	5 0 0	5 8 2
13	Battiwala ..	6 0 0	7 8 0	..	..	6 0 0	7 14 3
14	Safaiya ..	6 ..	..	..	7 12 0	3 0 0	6 3 5
15	Jagaiya ..	10 0 0	5 12 0	10 0 0	..	10 0 0	8 7 2
16	Cutter ..	..	..	..	..	..	..
17	Grinder ..	..	..	..	..	..	..
18	Carpenter ..	..	..	..	..	..	..
19	Blacksmith ..	..	..	..	..	..	..
20	Jhukaiya ..	6 0 0	6 12 0	5 8 0	7 0 0	6 0 0	5 9 3
21	Lom Maker ..	5 0 0	..	5 8 0	5 12 0	5 0 0	5 5 9
22	Lom Cooler ..	2 0 0	..	..	..	2 0 0	1 15 3
23	Gulliwal ..	6 0 0	6 8 0	6 12 0	7 12 0	6 0 0	6 10 10
24	Belanwala ..	9 0 0	2 4 0	8 0 0	9 8 0	9 0 0	6 7 0
		25 0 0	20 8 0	16 0 0	24 0 0	25 0 0	22 2 1
25	Tarwala ..	6 12 0	5 12 0	6 6 8	7 12 0	7 0 0	6 8 2
26	Muttheywala ..	..	..	..	..	..	..
27	Kataiya ..	5 0 0	4 8 0	..	5 12 0	5 0 0	4 15 2
28	Ginaiya ..	2 12 0	2 8 0	..	3 12 0	2 12 0	2 13 8
29	Bagherwali ..	2 0 0	1 8 0	1 12 0	1 8 0	2 0 0	1 11 0
30	Kerchhawale ..	..	..	..	..	..	..
31	Churi Glasswale ..	..	..	..	..	..	..
32	Rakhwala ..	..	..	..	..	..	..



# APPENDIX F—(continued)

TABLE II (a)—*Net average daily earnings of workers in Shellac Industry in the United Provinces in 1947*

Shellac Factories at Mirzapur

Serial no.	Occupations	Time or piece	Rate	Day's work
1	2	3	4	5
			Rs. a. p.	
1	Chakrahi.. ..	P	1 0 6	1½ mds. to 1½ Mds.
2	Rangkaraiya ..	P	1 13 0	2 mds.
3	Danahi .. ..	P	1 0 6	1½ mds. to 1½ Mds.
4	Darzi .. ..	P	0 5 9	Per Bhatta 3 thailis } 5 to 6 bhattas per day
5	Dhobi .. ..	P	0 3 9	Per bhatta.
6	Karigar .. ..	P	3 5 6	1 md.
7	Belwaiya .. ..	P	2 11 0	"
8	Ferwaiya .. ..	P	1 4 0	"
9	Parkhaiya .. ..	P	0 3 3	Per maund (5 to 6 maunds per day).

N.B:—The wages throughout the industry are uniform as they have been approved by the Shellac Manufacturing Association.

# APPENDIX F—(continued)

**TABLE II (b)—Net average daily earnings of workers in Shellac Industry in the United Provinces in 1944**

Shellac Factories at Mirzapur

Serial no.	Occupations	Time or piece.	Rate			Day's work
1	2	3	4			5
			Rs.	a.	p.	
1	Chakrahi ..	P	0	8	0	1½ mds. to 1½ mds.
2	Rangkaraiya ..	P	0	11	0	2 mds.
3	Danahi ..	P	0	8	0	1½ mds. to 1½ mds.
4	Darzi ..	P	0	1	10½	About 3 } thailies per } bhatta. } 5 to 6 bhattas Per bhatta } in a day.
5	Dhobi ..	P	0	1	6	Per bhatta
6	Karigar ..	P	1	6	6	1 md.
7	Belwaiya ..	P	1	2	0	1 "
8	Ferwaiya ..	P	0	8	0	1 "
9	Parkhaiya ..	P	0	1	4½	5 to 6 mds.

*N.B.*—The wages throughout the industry are uniform as they have been approved by the Shellac Manufacturing Association.

# APPENDIX F—(continued)

**TABLE II (c)—Net average daily earnings of workers in Shellac Industry in the United Provinces in 1939**

Shellac factories at Mirzapur

Serial no.	Occupations	Time or piece	Rate	Day's work
1	2	3	4	5
			Rs. a. p.	
1	Chakrahi ..	P	0 3 0	1½ mds. to 1½ mds.
2	Rangkaraiya ..	P	0 6 0	2 mds.
3	Danahi ..	P	0 3 0	1½ mds. to 1½ mds.
4	Darzi ..	P	0 1 0	About 3 thailies per bhatta and 5 to 6 bhattas a day.
5	Dhobi ..	P	0 0 9	Per bhatta and 5 to 6 bhattas in a day.
6	Karigar ..	P	0 11 0	1 md.
7	Belwaiya ..	P	0 9 0	„
8	Ferwaiya ..	P	0 4 0	„
9	Parkhaiya ..	P	0 0 9	5 to 6 mds.

*N. B.*—The wages throughout the industry are uniform as they have been approved by the Shellac Manufacturing Association.

# APPENDIX F—(continued)

TABLE 12(a)—Statement showing average daily net earnings of workers in the Kanpur Lace Works in 1947

Serial no.	Occupations	Piece or time	Net earnings
1	2	3	4
			Rs. a. p
1	Fitters .. .. .	T	2 9 0
2	Moulders .. .. .	T	N. A.
3	Turners .. .. .	T	N. A.
4	Coolies .. .. .	T	1 0 0
5	Carpenters .. .. .	T	N. A.
6	Braiders .. .. .	T	0 15 2
7	Weavers .. .. .	T	1 4 0
8	Bobbin Boys .. .. .	T	0 10 9
9	Cutters .. .. .	T	1 2 0
	BRAIDING DEPARTMENT		
10	Winders .. .. .	T	1 6 3
11	Winder Mistry .. .. .	T	1 2 1
12	Wrapper .. .. .	T	1 0 0
13	Store Coolie .. .. .	T	1 0 0
14	Warpers .. .. .	T	1 3 0
15	Warpers .. .. .	P	1 2 8
16	Winders .. .. .	T	0 15 0
	WINDING DEPARTMENT		
17	Winders .. .. .	P	0 13 2
18	Taggers (Tagging) .. .. .	P	0 9 2
19	Mistries .. .. .	T	2 4 6

# APPENDIX F—(continued)

TABLE 12(a)—Statement showing average daily net earnings of workers in the Kanpur Lace Works in 1947—(concluded).

Serial no.	Occupations	Piece or time	Net earnings
1	2	3	4
HOSIERY DEPARTMENT			
20	Fireman .. .. .	T	1 0 2
21	Knitters .. .. .	T	1 4 8
22	Sweepers .. .. .	T	0 5 6
23	Overlockers .. .. .	P	1 15 10
24	Rafoogar .. .. .	P	1 2 0
25	Pressers .. .. .	P	1 9 4
26	Neck Cutters .. .. .	P	0 10 3
27	Loppers .. .. .	P	0 9 4
28	Weavers .. .. .	P	2 9 4
29	Packers .. .. .	P	} *
30	Tin Cutters .. .. .	P	

\*No attendance of the workers belonging to these two categories was recorded. They were allowed to do the work at their homes. Hence the daily average earnings could not be calculated for these two categories.

N. B.—N. A. means data was not available.

# APPENDIX F—(continued)

TABLE 12(b)—Statement showing average daily net earnings of workers in the Kanpur Lace Works in 1944

Serial no.	Occupations	Piece or time	Net earnings
1	2	3	4
			Rs. a. p.
1	Fitters .. .. .	T	1 4 3
2	Moulders .. .. .	T	1 4 0
3	Turners .. .. .	T	2 0 0
4	Coolies .. .. .	T	0 7 6
5	Carpenters .. .. .	T	1 6 6
6	Braiders .. .. .	T	0 8 10
7	Weavers .. .. .	T	1 0 0
8	Bobbin Boys .. .. .	T	0 7 0
9	Cutters .. .. .	T	N. A.
BRAIDING DEPARTMENT			
10	Winders .. .. .	T	N. A.
11	Winder Mistry .. .. .	T	N. A.
12	Wrapper .. .. .	T	N. A.
13	Store Coolie .. .. .	T	N. A.
14	Warpers .. .. .	T	N. A.
15	Warpers .. .. .	P	N. A.
16	Winders .. .. .	T	N. A.

.. .. . was not available

# APPENDIX F—(continued)

TABLE 12(b)—Statement showing average daily net earnings of workers in the Kanpur Lace Works in 1944—(concluded)

Serial no.	Occupations	Piece or time	Net earnings
1	2	3	4
WINDING DEPARTMENT			
17	Winders .. .. .	P	N. A.
18	Taggers (Tagging) .. .. .	P	N. A.
19	Mistries .. .. .	T	N. A.
Hosiery DEPARTMENT			
20	Fireman .. .. .	T	N. A.
21	Knitters .. .. .	T	N. A.
22	Sweepers .. .. .	T	N. A.
23	Over-lockers .. .. .	P	N. A.
24	Rafoogars .. .. .	P	N. A.
25	Pressers .. .. .	P	N. A.
26	Neck cutters .. .. .	P	N. A.
27	Loppers .. .. .	P	N. A.
28	Weavers .. .. .	P	N. A.
29	Packers .. .. .	P	} *
30	Tin-cutters .. .. .	P	

\*No attendance of the workers belonging to these two categories was recorded. They were allowed to do the work at their homes. Hence the daily average earnings could not be calculated for these two categories.

N.B.—N. A. means data was not available.

# APPENDIX F—(continued)

TABLE 13(a)—Statement showing net average monthly earnings in  
Sugar Industry in the United Provinces in 1939

Sl. no.	Mills	Coolies (Manfg.)	Coolies (Eng.)	Coolies (Cane)	Watch- men
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Kundan Sugar Mills, Amroha, district Moradabad.	..	..	..	..
2	Seth Shiva Prasad Banarsidas Sugar Mills, district Bijnor.	..	..	..	..
3	Modi Sugar Mills Ltd., Begum- abad, district Meerut.	20 9 6	34 3 8	11 4 9	..
4	Vijaya Laxmi Sugar Corporation, Doiwala, district Dehra Dun.	..	..	..	..
5	Upper India Sugar Mills Ltd., Khatauli, district Muzaffarnagar.	..	..	..	..
6	Daurala Sugar Works, Daurala, district Meerut.	13 11 0	16 5 1	11 2 0	16 0 0
7	R. B. Narain Singh Sugar Mills, Lhaksar, district Saharanpur.	..	..	..	..
8	Ram Laxman Sugar Mills, Mohi- uddinpur, district Meerut.	9 6 6	8 15 0	8 11 4	12 10 0
9	The Neoli Sugar Factory, Neoli, district Etah.	9 5 9	..	..	9 3 8
10	The Ajodhya Sugar Mills, P. O. Raja-ka-Sahaspur Bilari, district Moradabad.	..	..	..	..
11	Upper Doab Sugar Mills, Shamli, district Muzaffarnagar.	..	..	..	..
12	Ram Chandra and Sons Sugar Mills, district Bara Banki.	..	..	..	..
13	Balram Sugar Co. Ltd., Balram- pur, district Gonda.	8 4 5	8 2 7	8 1 7	8 12 5
14	Kesar Sugar Mills Works Ltd., Baheri, district Gonda.	..	12 9 7	..	..
15	Oudh Sugar Mills Ltd., Hargaon, district Sitapur.	8 6 6	8 6 6	9 0 0	..
16	The Aira Sugar Factory, Aira, district Kheri.	..	..	..	..



# APPENDIX F—(continued)

TABLE 13(a)—Statement showing net average monthly earnings in  
Sugar Industry in the United Provinces in 1939.—(concluded)

Sl. no.	Mills	Coolies (Manfg.)	Coolies (Eng.)	Coolies (Cane)	Watchmen
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
17	The Nawabganj Sugar Mills Co. Ltd., Nawabganj, district Gonda.	8 7 0	7 12 5	..	10 4 5
18	L. H. Sugar Factories and Oil Mills Co. Ltd., Pilibhit.	10 0 11	10 13 2	..	10 6 5
19	The Rosa Sugar Factory, Rosa, district Shahjahanpur.	..	..	..	..
20	Shree Sita Ram Sugar Co. Ltd., Baitalpur.	8 4 0	8 4 0	..	..
21	Barhni Sugar Mills, Barhni, district Basti.	..	..	..	..
22	Basti Sugar Mills, Basti.	..	..	..	..
23	Laxmi Devi Sugar Mills Ltd., Chिताuni, district Deoria.	..	..	..	..
24	Punjab Sugar Mills Ltd., Ghughli, district Gorakhpur.	11 2 0	7 12 0	7 12 0	..
25	R. B. Seth Lakshmandas Mohanlal and Sons Sugar Mills, Jarwal Road, O. T. R.	..	..	..	..
26	Jagdish Sugar Mills, Kathkuiyan, district Deoria.	..	..	..	..
27	Shree Anand Sugar Mills, Khalilabad, district Basti.	..	..	..	..
28	Partabpore Sugar Factory, Mairwa, district Deoria.	9 11 0	..	9 11 0	9 0 0
29	Pipraich Sugar Mills Ltd., Pipraich, district Gorakhpur.	..	..	..	..
30	Ramkola Sugar Mills, Ramkola, district Deoria.	..	..	..	..
31	Maheshwari Khetan Sugar Mills, Ramkola, district Deoria.	7 15 0	5 11 0	..	9 9 7
32	Saraya Sugar Factory, Sardarnagar, district Gorakhpur.	..	..	..	..
33	U. P. Sugar Co. Ltd., Seorahi, district Deoria.	..	..	..	..

# APPENDIX

TABLE 13 (b)—Statement showing average monthly earnings of

Serial no.	Mills Occupations	Kundan Sugar Mills, Amroha, district Moradabad	Seth Shiva Prasad Banarsidas Sugar Mills, district Bijnor	Modi Sugar Mills Ltd., Begunabad, district Meerut	Vijaya Laxmi Sugar Corporation, Doiwala, district Dehra Dun
1	2	3	4	5	6
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Settling Mates ..	52 7 8	54 15 1	53 8 0	52 3 0
2	Centrifugal Mates ..	80 2 5	89 4 0	59 2 0	54 12 0
3	Liming and Sulphuring Mates ..	53 15 0	49 4 3	46 11 4	47 7 3
4	Juice Supervisor ..	116 13 9	132 5 1	..	74 3 6
5	Assistant Panman ..	64 7 6	71 6 4	..	92 6 0
6	Panman ..	98 3 6	160 4 9	129 4 0	122 1 3
7	Oilmen ..	47 11 11	46 7 10	..	46 3 9
8	Firemen ..	63 5 6	61 14 9	50 2 8	64 7 11
9	Khalasi ..	54 0 10	51 3 8	53 6 1	59 13 8
10	Fitters ..	88 8 6	88 2 4	93 7 4	100 13 4
11	Moulders ..	89 11 0	76 7 2	87 5 0	30 5 4
12	Blacksmiths ..	104 1 6	86 3 0	93 13 5	68 1 10
13	Turners ..	79 2 0	82 1 6	79 1 11	97 1 0
14	Engine Drivers ..	51 3 4	59 8 2	47 2 1	48 6 1
15	Assistant Fitters ..	..	..	..	67 2 0
16	Carpenters ..	71 4 0	89 5 4	101 0 0	73 4 0
17	Hammerman ..	43 12 6	45 3 8	..	38 8 0
18	Clerks ..	49 11 0	54 8 10	64 8 8	55 15 6
19	Coolies (Manufacturing) ..	36 7 0	37 11 3	35 4 0	36 1 2
20	Coolies (Engineering) ..	36 0 0	36 12 4	26 7 6	36 0 5
21	Coolies (Cane) ..	36 0 0	..	16 5 4	36 0 0
22	Watchmen ..	36 0 0	39 5 7	..	36 0 0

F—(continued)

workers in Sugar Factories in the United Provinces in 1947

Upper India Sugar Mills Ltd., Khatauli, district Muzaffar- nagar	Daurala Sugar Works, Daurala, district Meerut	R. B. Narain Singh Sugar Mills, Lhaksar, district Saharan- pur	Ram Laxman Sugar Mills, Mohiud- dinpur, district Meerut	The Neoli Sugar Factory, Neoli, district Etah	The Ajodhya Sugar Mills, P. O. Raja- ka-Sahas- pur Bilari, district Morad- abad	Upper Doab Sugar Mills, Shamli, district Muzaffar- nagar
7	8	9	10	11	12	13
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
N. A.	N. A.	40 5 0	47 4 0	N. A.	36 15 10	..
N. A.	N. A.	51 13 0	47 3 2	N. A.	36 11 8	67 6 11
N. A.	N. A.	42 0 0	43 0 0	N. A.	32 14 0	..
N. A.	N. A.	59 0 0	86 0 0	59 7 1	75 2 0	135 6 3
N. A.	N. A.	80 12 0	55 0 0	66 13 10	74 10 10	97 7 10
137 5 3	139 11 5	172 5 0	112 0 0	..	107 2 2	130 4 2
N. A.	N. A.	39 12 0	..	N. A.	21 0 4	35 10 10
N. A.	N. A.	50 0 3	43 0 0	N. A.	44 3 10	58 0 10
N. A.	N. A.	50 7 0	50 4 0	..	45 7 1	55 15 0
84 4 9	N. A.	67 5 0	70 5 4	128 3 0	83 2 2	67 5 11
141 0 0	N. A.	83 8 0	122 8 0	N. A.	62 12 10	69 2 6
18 14 9	N. A.	59 8 0	69 0 0	N. A.	46 12 9	67 13 2
94 5 4	N. A.	90 0 0	132 10 8	141 1 3	98 3 8	..
80 0 0	N. A.	47 4 0	64 15 1	N. A.	45 3 11	54 9 1
N. A.	N. A.	43 10 0	57 9 7	63 5 4	55 4 11	48 14 1
72 2 4	N. A.	69 14 0	59 0 0	..	58 10 11	68 13 0
N. A.	N. A.	..	44 0 0	N. A.	..	..
53 10 0	57 14 0	60 8 0	62 0 8	44 6 3	47 8 0	72 13 7
37 4 6	N. A.	38 8 0	39 9 0	39 12 10	35 8 1	36 9 3
..	N. A.	38 0 0	39 6 9	..	35 13 1	31 4 9
..	N. A.	52 0 0	42 11 7	..	36 0 0	25 12 0
N. A.	N. A.	42 10 9	41 4 6	..	41 13 8	..

data was not available

# APPENDIX

TABLE 13(b) —Statement showing average monthly earnings of workers in

Serial no.	Mills  Occupations	Ram Chandra & Sons, Sugar Mills, district Bara Banki		Balram Sugar Co. Ltd., Balrampur, district Gonda		Kesar Sugar Mills Works Ltd., Baheri, district Gonda		Oudh Sugar Mills Ltd., Hargaon, district Sitapur	
		14		15		16		17	
1	2	Rs. a. p.		Rs a. p.		Rs. a. p.		Rs. a. p.	
1	Settling Mates ..	44	8 0	..	..	53	2 8	N. A.	..
2	Centrifugal Mates ..	52	5 0	..	..	62	1 4	N. A.	..
3	Liming and Sulphuring Mates.	50	6 0	..	..	45	7 4	N. A.	..
4	Juico Supervisor ..	104	0 0	..	..	..	..	N. A.	..
5	Assistant Panman ..	70	0 0	53	13 0	..	..	N. A.	..
6	Panman ..	94	0 0	84	9 0	106	15 3	N. A.	..
7	Oilmen ..	44	4 0	36	0 0	..	..	N. A.	..
8	Firemen ..	58	6 4	54	6 2	45	14 11	N. A.	..
9	Khalasi ..	16	1 0	64	1 0	56	11 9	N. A.	..
10	Fitters ..	80	0 0	66	11 0	83	11 2	N. A.	..
11	Moulders ..	143	0 0	66	0 0	67	11 8	N. A.	..
12	Blacksmiths ..	66	8 0	66	12 0	75	10 2	N. A.	..
13	Turners ..	101	11 0	72	4 0	84	7 4	N. A.	..
14	Engine Drivers ..	57	12 0	62	15 0	53	15 1	N. A.	..
15	Assistant Fitters ..	53	0 0	..	..	52	6 10	N. A.	..
16	Carpenters ..	93	5 0	57	14 0	72	4 8	N. A.	..
17	Hammerman ..	42	0 0	40	0 0	43	12 2	N. A.	..
18	Clerks ..	..	..	71	12 0	48	4 4	N. A.	..
19	Coolies (Manufacturing) ..	36	8 5	26	0 0	38	5 1	36	1 6
20	Coolies (Engineering) ..	36	0 4	36	0 0	36	8 9	36	1 0
21	Coolies (Cane) ..	38	4 0	36	1 0	36	0 0	28	3 9
22	Watchmen ..	37	8 0	36	6 0	42	3 9	28	3 9

N.B.—N.A. means

F—(continued)

*Sugar Factories in the United Provinces in 1947—(continued)*

The Aira Sugar Factory, Aira, district Lakhim- pur- Kheri	The Nawabganj Sugar Mills Co. Ltd., Nawab- ganj, district Gonda	L. H. Sugar Factories & Oil Mills Co. Ltd., Pilibhit	The Rosa Sugar Factory, Rosa, district Shahja- hanpur	Shree Sitaram Sugar Co. Ltd., Baitalpur, district Deoria	Barhni Sugar Mills, Barhni, district Basti	Basti Sugar Mills, district Basti
18	19	20	21	22	23	24
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
46 0 0	..	68 1 9	25 2 6	..	N. A. N. A.	36 0 0
49 0 0	39 4 0	..	..	45 0 0	N. A.	..
68 11 0	92 14 0	113 7 3	..	76 14 0	N. A.	82 5 4
48 0 0	77 3 0	..	..	73 4 0	N. A.	..
140 6 0	105 7 0	124 13 0	90 13 8	135 0 0	N. A.	58 5 4
35 8 0	36 0 0	38 0 2	..	33 6 10	N. A.	37 13 1
44 3 4	46 13 4	26 3 2	..	44 12 0	N. A.	54 13 3
53 0 0	34 7 1	..	..	47 6 11	N. A.	39 1 4
74 10 0	90 3 6	123 12 5	39 5 3	86 1 0	N. A.	61 9 5
64 0 0	169 6 9	112 0 0	..	93 9 6	N. A.	..
54 0 0	93 4 6	54 4 9	35 15 9	62 3 3	N. A.	73 11 0
103 0 0	..	125 5 3	..	103 9 2	N. A.	71 2 6
45 12 0	38 3 2	62 12 0	40 5 0	43 10 7	N. A.	41 4 6
47 14 0	36 0 0	56 0 0	..	57 2 4	N. A.	..
67 9 0	53 0 8	66 8 0	23 13 3	48 0 0	N. A.	39 9 4
34 12 9	..	40 12 0	..	46 8 0	N. A.	43 0 0
72 11 0	55 12 6	58 11 5	47 4 4	53 7 1	N. A.	22 13 1
38 10 4	36 0 0	36 0 0	20 2 11	36 6 3	N. A.	34 12 10
38 11 3	36 7 0	36 0 0	19 2 3	..	N. A.	36 4 10
..	9 6 3	37 9 4	22 10 8	..	N. A.	22 2 10
36 3 5	40 1 8	36 0 0	22 8 0	..	N. A.	15 0 0

data was not available.

# APPENDIX

TABLE 13(b)—Statement showing average monthly earnings of workers in

Sl. no.	Occupations	Mills			
		Laxmi Devi Sugar Mills Ltd., Chitauni, district Deoria	Punjab Sugar Mills Ltd., Ghugli, district Gorakhpur	R. B. Seth Lachman-das Mohanlal & Sons Sugar Mills, Jarwal Road, Bahraich, O. T. R.	Jagdish Sugar Mills, Kathkui-yan, district Deoria
1	2	25	26	27	28
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Settling Mates ..	..	..	44 7 0	36 0 0
2	Centrifugal Mates ..	42 8 0	..	51 6 0	36 0 0
3	Liming and Sulphuring Ma- tes.	42 0 10	..	..	36 15 8
4	Juice Supervisor ..	102 4 0	73 9 4	89 11 0	56 15 10
5	Assistant Panman ..	49 9 0	70 9 4	..	42 4 5
6	Panman ..	130 0 0	122 8 0	107 8 0	106 12 0
7	Oilmen ..	35 2 10	32 12 10	..	36 0 0
8	Firemen ..	40 9 6	..	..	48 0 0
9	Khalasi ..	36 14 2	32 9 10	49 8 0	..
10	Fitters ..	60 2 3	55 11 0	87 8 0	106 1 11
11	Moulders ..	77 5 9	58 4 9	..	70 9 0
12	Blacksmiths ..	51 0 6	..	52 7 0	46 0 0
13	Turners ..	74 4 8	46 12 1	93 0 0	..
14	Engine Drivers ..	37 12 0	47 14 0	52 2 0	44 7 0
15	Assistant Fitters ..	48 6 7	..	46 6 0	..
16	Carpenters ..	60 8 4	62 11 0	100 7 0	59 2 0
17	Hammerman ..	26 9 2	..	37 0 0	..
18	Clerks ..	45 15 5	58 2 9	66 14 0	62 11 5
19	Coolies (Manufacturing) ..	36 0 0	38 10 6	25 0 11	36 0 0
20	Coolies (Engineering) ..	34 2 4	37 6 0	25 12 11	..
21	Coolies (Cane) ..	34 3 2	..	..	..
22	Watchmen ..	33 8 9	36 9 0	45 13 0	36 0 0

N. B.—N A. means

F—(continued)

*Sugar Factories in the United Provinces in 1947—(concluded)*

Shree Anand Sugar Mills, Khalilabad, district Basti	Partabpur Sugar Factory, Mairwa, district Deoria	Pipraich Sugar Mills. Ltd., Pipraich, district Gorakhpur	Ramkola Sugar Mills, Ramkola, district Deoria	Maheshwari Khetan Sugar Mills, Ramkola, district Deoria	Saraya Sugar Factory, Sardarnagar, district Gorakhpur	U. P. Sugar Co. Ltd., Seorahi, district Deoria
29	30	31	32	33	34	35
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
38 8 0	39 1 4	45 1 9 51 9 4	44 7 2	..	68 4 10	40 0 0
..	..	50 1 6	38 8 2	..	40 15 9	40 0 0
38 12 0	62 13 0	..	72 14 8	62 2 7	43 3 10	..
..	59 7 2	39 0 6	67 5 0	55 12 1	..	53 3 8
151 7 0	91 1 4	82 2 4	99 13 6	150 0 10	99 3 7	..
36 0 0	N. A.	44 10 3	34 12 4	36 0 0	41 14 6	..
..	N. A.	44 10 3	36 12 0	36 13 6	62 10 10	36 12 4
44 5 0	N. A.	..	46 8 0	36 0 0	57 15 4	..
81 9 0	N. A.	122 2 6	66 14 9	80 10 4	59 14 5	58 4 6
83 8 0	N. A.	100 14 0	63 2 9	100 0 0	..	86 4 0
57 6 0	N. A.	43 14 10	50 12 4	53 12 0	71 2 1	38 0 0
75 7 0	N. A.	70 1 6	67 9 7	72 0 0	107 5 1	64 10 4
54 2 0	N. A.	49 5 11	37 10 1	38 1 6	61 10 10	37 5 3
39 0 0	N. A.	58 6 8	..	57 4 4	72 11 6	..
..	N. A.	46 8 0	42 15 0	41 10 2	..	41 8 3
..	N. A.	37 9 0	31 2 2	..	..	..
49 4 0	43 0 5	49 14 0	58 11 3	45 15 8	60 13 0	76 1 0
34 13 0	36 0 0	36 0 0	36 0 0	36 0 0	..	36 1 0
36 11 4	36 0 0	36 0 0	36 0 0	36 0 9	..	34 6 1
38 15 10	36 0 0	36 0 0	..	..	39 4 0	..
36 8 7	36 0 0	36 0 0	36 0 11	36 9 6	..	37 15 0

data was not available

# APPENDIX F—(continued)

TABLE 14(a)—Frequency statement showing distribution of factories in each Industry according to percentage increases in their earnings (in 1947 over 1939) of occupations with a normal net earning of Rs.10 per mensem in 1939.

Serial no.	Industries Percentage variation (increase)	Cotton Industry	Woollen Industry	Jute Industry	Cotton Waste	Glass Industry	Oil Industry	Shellac Industry	Hosiery Industry	Electric Engineering and Water-Works	Sugar Industry
	Rs.										
1	1—25 ..	..	..	..	..	..	..	..	..	..	..
2	26—50 ..	..	..	..	..	..	..	..	..	..	..
3	51—75 ..	..	..	..	..	..	..	..	1	..	..
4	76—100..	..	..	..	..	..	..	..	..	..	..
5	101—125..	..	..	..	..	1	..	..	..	..	..
6	126—150..	..	..	..	..	..	..	..	..	..	..
7	151—175..	1	..	..	..	..	..	..	..	1	..
8	176—200..	1	..	..	..	1	..	..	..	1	..
9	201—225..	..	..	..	1	..	..	..	..	..	1
10	226—250..	..	..	..	..	..	..	..	..	2	..
11	251—275..	..	..	1	..	1	..	..	..	1	1



	Percentage variation.	Number of factories shown in the statement.	Total number of factories	Number of factories for which data for both periods are not available.
12	276-300..	..	..	..
13	301-325..	..	..	..
14	326-350..	..	..	..
15	351-375..	..	..	..
16	376-400..	..	..	..
17	401-425..	..	..	..
18	426-450..	..	..	..
19	451-475..	..	..	..
20	476-500..	..	..	..
21	501-525..	..	..	..
22	526-550..	..	..	..
23	551-575..	..	..	..
24	576-600..	..	..	..
25	601-625..	..	..	..
26	Percentage average	271.9	395.2	253.0
27	Number of factories shown in the statement.	5	1	1
28	Total number of factories	30	5	3
29	Number of factories for which data for both periods are not available.	25	4	2

# APPENDIX F—(continued)

TABLE 1A(b)—Frequency statement showing distribution of factories in each Industry in 1947 according to percentage increases in their earnings (in 1947 over 1939) of occupations with a normal net earning of Rs.20 per mensem in 1939

Serial no.	Industries Percentage variation (increase)	Cotton In- dustry	Woollen In- dustry	Jute In- dustry	Cotton Waste	Glass In- dustry	Oil In- dustry	Shellac In- dustry	Hosiery In- dustry	Electric Engi- neering and Water Works	Sugar In- dustry
	Rs.										
1	1—25 ..	..	..	..	..	..	..	..	..	1	..
2	26—50 ..	..	..	..	..	..	..	..	..	..	..
3	51—75 ..	..	..	..	..	..	..	..	2	1	..
4	76—100 ..	..	..	1	..	..	..	..	..	2	..
5	101—125 ..	..	..	..	..	..	..	..	..	1	..
6	126—150 ..	1	..	..	..	1	..	..	1	1	..
7	151—175 ..	3	..	..	..	..	..	..	..	1	..
8	176—200 ..	1	..	..	..	..	..	..	1	1	..
9	201—225 ..	2	..	..	..	..	..	..	..	..	..
10	226—250 ..	..	..	..	..	..	..	..	..	2	..
11	251—275 ..	..	..	..	..	2	..	..	..	..	..

12	276—300 ..	..	..	..	87·6	..	393·0	..	..	110·6	131·3	71·2
13	301—325 ..	..	..	..	..	..	15	..	..	4	10	I
14	326—350 ..	..	..	..	..	..	..	..	..	..	..	..
15	351—375 ..	..	..	..	..	..	..	..	..	..	..	..
16	376—400 ..	..	..	..	..	..	..	..	..	..	..	..
17	401—425 ..	..	..	..	..	..	..	..	..	..	..	..
18	426—450 ..	..	..	..	..	..	..	..	..	..	..	..
19	451—475 ..	..	..	..	..	..	..	..	..	..	..	..
20	476—500 ..	..	..	..	..	..	..	..	..	..	..	..
21	501—525 ..	..	..	..	..	..	..	..	..	..	..	..
22	526—550 ..	..	..	..	..	..	..	..	..	..	..	..
23	551—575 ..	..	..	..	..	..	..	..	..	..	..	..
24	576—600 ..	..	..	..	..	..	..	..	..	..	..	..
25	601—625 ..	..	..	..	..	..	..	..	..	..	..	..
26	Percentage average variation.	175·5	..	..	87·6	..	393·0	..	..	110·6	131·3	71·2
27	Number of factories shown in the statement.	7	..	..	I	..	15	..	..	4	10	I
28	Total number of factories	30	5	5	3	5	51	40	I	13	42	33
29	Number of factories for which data for both periods are not available.	23	5	5	2	5	46	40	I	9	32	32

# APPENDIX F—(continued)

TABLE 14(c)—Frequency statement showing distribution of factories in each Industry in 1947 according to percentage increases in their earnings (in 1947 over 1939) of occupations with a normal net earning of Rs. 30 per mensem in 1939

Serial no.	Industries Percentage variation (increase)	Cotton Industry	Woollen Industry	Jute Industry	Cotton Waste	Glass Industry	Oil Industry	Shellac Industry	Hosiery Industry	Electric Engineering and Works	Sugar Industry
	Rs.										
1	1—25 ..	..	..	..	..	..	..	..	..	..	..
2	26—50 ..	..	..	..	..	..	..	..	..	1	..
3	51—75 ..	..	..	..	..	..	..	..	..	1	..
4	76—100 ..	2	..	..	..	..	..	..	..	3	..
5	101—125 ..	3	..	..	..	..	..	..	..	..	..
6	126—150 ..	1	..	..	..	1	..	..	..	3	..
7	151—175 ..	..	..	..	..	..	..	..	..	..	..
8	176—200 ..	..	..	..	..	..	..	..	..	2	..
9	201—225 ..	..	..	..	..	..	..	..	..	..	..
10	226—250 ..	..	..	..	..	..	..	..	..	1	..
11	251—275 ..	..	..	..	..	..	..	..	..	..	..



# APPENDIX F—(continued)

TABLE 14(d)—Frequency statement showing distribution of factories in each Industry in 1947 according to percentage increases in their earnings (in 1947 over 1939) of occupations with a normal net earning of Rs.40 per mensem in 1939

Serial no.	Industries		Cotton Industry	Woollen Industry	Jute Industry	Cotton Waste	Glass Industry	Oil Industry	Shellac Industry	Hosiery Industry	Electric Engineering and Water-Works	Sugar Industry
	Percentage variation (increase)	Rs.										
1	1—25	..	..	..	..	..	..	..	..	..	..	..
2	26—50	..	..	..	..	..	..	..	..	..	1	..
3	51—75	..	..	..	..	..	..	..	..	..	1	..
4	76—100	..	1	..	..	..	..	..	..	..	1	..
5	101—125	..	..	1	..	..	..	..	..	..	3	..
6	126—150	..	..	..	..	..	..	..	..	..	..	..
7	151—175	..	..	..	..	..	..	..	..	..	1	..
8	176—200	..	..	..	..	..	..	..	..	..	1	..
9	201—225	..	..	..	..	..	..	..	..	..	1	..
10	226—250	..	..	..	..	..	..	..	..	..	..	..

11	251-275 ..	85-8 ..	118-1 ..	..	..	276-5 ..	..	..	..	..	124-9 ..	..
12	276-300 ..	..	..	..	..	..	..	..	..	..	9 ..	33
13	301-325 ..	..	..	..	..	..	..	..	..	..	42 ..	33
14	326-350 ..	..	..	..	..	..	..	..	..	..	33 ..	33
15	351-375 ..	..	..	..	..	..	..	..	..	..	..	..
16	376-400 ..	..	..	..	..	..	..	..	..	..	..	..
17	401-425 ..	..	..	..	..	..	..	..	..	..	..	..
18	426-450 ..	..	..	..	..	..	..	..	..	..	..	..
19	451-475 ..	..	..	..	..	..	..	..	..	..	..	..
20	476-500 ..	..	..	..	..	..	..	..	..	..	..	..
21	501-525 ..	..	..	..	..	..	..	..	..	..	..	..
22	526-550 ..	..	..	..	..	..	..	..	..	..	..	..
23	551-575 ..	..	..	..	..	..	..	..	..	..	..	..
24	576-600 ..	..	..	..	..	..	..	..	..	..	..	..
25	601-625 ..	..	..	..	..	..	..	..	..	..	..	..
26	Percentage average variation.	85-8 ..	118-1 ..	..	..	276-5 ..	..	..	..	..	124-9 ..	..
27	Number of factories shown in the statement.	1	1	..	..	1	..	..	..	..	9 ..	33
28	Total number of factories.	30	5	3	5	51	40	1	13	13	42 ..	33
29	Number of factories for which data for both periods are not available.	29	4	3	5	50	40	1	13	13	33 ..	33

# APPENDIX F—(continued)

TABLE 14(e)—Frequency statement showing distribution of factories in each Industry in 1947 according to percentage increases in their earnings (in 1947 over 1939) of occupations with a normal net earning of Rs. 50 per mensem in 1939

Serial no.	Industries		Cotton Industry	Woolen Industry	Jute Industry	Cotton Waste	Glass Industry	Oil Industry	Shellac Industry	Hosiery Industry	Electric Engineering and Water-Works	Sugar Industry
	Percentage variation (increase)	Rs.										
1	1—25	..	..	..	..	..	..	..	..	..	..	..
2	26—50	..	..	..	..	..	..	..	..	..	..	..
3	51—75	..	..	1	..	..	..	..	..	..	1	..
4	76—100	..	..	..	..	..	..	..	..	..	1	..
5	101—125	..	..	..	..	..	..	..	..	..	..	..
6	126—150	..	..	..	..	..	..	..	..	..	1	..
7	151—175	..	..	..	..	..	..	..	..	..	..	..
8	176—200	..	..	..	..	..	..	..	..	..	..	..
9	201—225	..	..	..	..	..	..	..	..	..	..	..
10	226—250	..	..	..	..	..	..	..	..	..	..	..
11	251—275	..	..	..	..	..	..	..	..	..	1	..





# APPENDIX

TABLE 15—Statement showing net earnings of coolies in several Industries

Serial no.	Centres  Industries			1939		
				Kanpur	Agra	Banaras
				Rs. a. p.	Rs. a. p.	Rs. a. p.
1	Jute	..	..	..	..	..
2	Woollen	..	..	0 7 11	..	..
3	Leather	..	..	..	..	..
4	Hosiery	..	..	0 7 10	..	..
5	Shellac	..	..	..	..	..
6	Iron and Steel	..	..	..	..	..
7	Cotton Waste	..	..	0 5 10	..	..
8	Cotton Ginning and Pressing	..	..	..	..	..
9	Lace Works	..	..	..	..	..
10	Electricity and Engineering	..	..	0 9 11	0 8 7	0 9 3
11	Oil	..	..	0 7 2	..	..
12	Glass	..	..	..	..	..
13	Cotton	..	..	0 11 1	0 9 6	..
14	Sugar	..	..	..	..	..

N.B.—Figures are daily earnings except in Sugar  
.. Shows that either the Industry is not in existence

F—(continued)

in important centres in the United Provinces in 1939 and 1947

		1947				
Shahjahanpur	Lucknow	Kanpur	Agra	Banaras	Shah-jahanpur	Lucknow
Rs. as. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
..	..	1 5 8	..	..	..	..
..	..	1 11 5	..	..	..	..
..	..	..	..	..	..	..
..	..	1 7 1	1 2 7	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	1 2 6	..	..	..	..
..	..	..	1 13 1	..	..	..
..	..	1 0 0	..	..	..	..
0 9 3	0 8 7	1 12 4	1 9 3	1 8 0	1 5 6	1 9 9
..	..	0 15 9	1 6 0	1 0 8	..	..
..	..	..	..	..	..	..
..	0 5 0	1 12 8	1 8 2	1 1 3	..	..
..	..	..	..	..	20 10 7	..

Industry which are monthly earnings.  
or figures are not available.

# APPENDIX

TABLE 16(a)—Average net earnings in some industries

Serial no.	Industries and occupations	Places	Kanpur	Bombay	Ahmedabad	Sholapur
			Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings
			Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
1	(a) Cotton Textile Industry—					
	(a) Double Loom Weaver		2 7 1	2 13 6	..	2 5 10
	(b) Drawing Tenters (single).		2 5 4	2 6 4	..	1 9 7
	(c) Doffers ..		1 12 4	1 15 4	(e) 3 5 5	1 6 6
2	Woollen Industry—					
	(a) Weavers (single loom)		2 1 6	2 6 2	..	..
	(b) Winders ..		1 8 2	1 9 8	..	..
	(c) Coolie ..		1 7 4	1 14 2	..	..
3	Silk Industry—					
	(a) Weavers	(Banaras)	(b) 0 14 4	2 3 1	..	..
	(b) Winders ..		0 9 9	1 8 10	..	..
	(c) Cleaners ..		..	1 8 4	..	..
4	Shellac Industry—	Mirzapur				
	(a) Karigar ..	(b) 1 6 6	..	..	..	..
	(b) Belwaiya ..	1 2 0	..	..	..	..
	(c) Pherwaiya ..	0 8 0	..	..	..	..
5A	General Engineering—	(Municipal Workshop)			(Ahmedabad and Poona)	
	(a) Blacksmith ..	(b) 1 14 2	3 12 4	2 0 0	..	..
	(b) Fitters ..	1 6 4	3 8 0	2 1 3	..	..
	(c) Carpenters ..	1 14 9	3 9 3	2 9 3	..	..

(a) The figures of Ahmedabad and Sholapur show gross earnings, as data regarding net earnings are not available.

(b) Figures have been taken from U. P. Labour Enquiry Sub-Committee's Report.

(d) These are piece rates for 1 maund of shellac.

(e) Gross earnings have been taken except for Kanpur as data regarding net earnings are not available.

F—(continued)

in important centres of India in 1944

Madras		Bengal	Bihar		Nagpur	Amritsar
Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings
Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
		(e) Bengal				Lahore
2 5 2	..	2 4 9	..	..	2 6 0	2 7 7
2 0 6	..	1 4 6	..	..	1 15 6	2 1 11
1 7 11	..	1 5 8	..	..	1 7 8	1 0 10
..	..	..	..	..	..	2 4 10
..	..	..	..	..	..	1 7 6
..	..	..	..	..	..	1 2 4
(Kollegal)		(Bengal)				
..	..	1 2 11	..	..	..	1 1 6
						to
0 13 11	..	0 15 11	..	..	..	1 6 6
						0 8 0
						to
0 8 4	..	0 14 9	..	..	..	0 14 0
						0 8 6
						to
						0 15 0
		A Factory in Bengal, Bihar (Balrampur) C.P.(Gondia)				
..	..	1 2 0	..	1 8 0	1 8 1	
..	..	0 15 0	..	1 2 0	1 2 1	(d)
..	..	0 13 0	..	0 8 0	0 7 6	
		(c) (Bengal)	Factory in Bihar.			Punjab
			I	II		Factory (B)
1 7 8	..	2 3 10	2 11 9	2 15 5	..	1 13 0
						to
1 8 6	..	2 1 7	2 12 11	3 2 11	..	3 8 0
						1 6 0
						to
1 11 7	..	3 0 10	2 4 8	3 0 7	..	4 8 0
						1 14 0
						to
						2 8 0

(c) December, 1944

(e) Weighted average for Bengal.

(B) Figures for 1945.

# APPENDIX

TABLE 16(a)—Average net earnings in some industries

Serial No	Place Industries and occupations	Kanpur	Bombay	Ahmedabad	Sholapur
		Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings
		Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
5	Engineering (Waterwork and Miscellaneous Work shop)—	(Water Works)	(Miscellaneous Workshop)		
B.	(a) Blacksmith ..	(b) 1 11 8	(i) 2 14 2	..	..
	(b) Carpenter ..	..	3 9 3	..	..
	(c) Coolie ..	0 14 2	1 10 6	..	..
6	Electric Engineering (Power Stations)—				
C.	(a) Fitter ..	(b) 2 1 10	(i) 3 0 7	..	..
	(b) Wiremen ..	..	2 6 9	..	..
	(c) Carpenter ..	..	2 5 6	..	..
6	Jute Industry—				
	(a) Jute Cutters ..	(k) 1 3 6	..	..	..
	(b) Softeners, Feeders and receivers.	1 3 2	..	..	..
	(c) Coolies (Male)	1 2 5	..	..	..
7	Cotton Ginning and Baling Industry—		Hubli(2)		
	(a) Kapas Picker ..	..	..	..	..
	(b) Gin Feeder ..	..	0 7 9	..	..
	(c) Seed Carrier ..	..	0 13 0	..	..
8	Glass Industry—	(m) (A leading Glass Factory in U.P.)			
	(a) Blower ..	2 5 4	(n) 2 11 3	..	..
	(b) Helper ..	1 10 11	(o) 1 11 1	..	..
	(c) Bubbler ..	1 4 2	1 2 10	..	..
9	Leather Industry—				
	(a) Flesher ..	(s) 1 8 4	..	..	..
	(b) Scudder..	(t) 1 4 0	..	..	..
	(c) Coolie ..	(u) 1 3 3	..	..	..

(i) Gross earnings taken as data regarding net earnings are not available.

(b) Figures taken from U. P. Labour Enquiry Sub-Committee's Report.

(k) Figures for March, 1945.

(m) Figures for 1945 and gross earnings.

(n) Ordinary average of gross earnings of 4 factories.

(o) Ordinary average of gross earnings of a factory.

(s) Ordinary average for 8 factories.

(t) Ordinary average for 3 factories.

(u) Ordinary average for 11 factories

F—(continued)  
in important centres of India in 1944—(concluded)

Madras		Bengal		Bihar	Nagpur	Amritsar
Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings	Average daily net earnings
Rs. a. p.	Rs. a. p.	Rs. a. p. (e) (Bengal,)	Rs. a. p.	Rs. a. p. (Bihar) (B)	Rs. a. p.	Rs. a. p.
1 13 3	..	(i) 1 12 2	..	(i) 3 3 4	..	..
1 12 9	..	2 0 0	..	2 5 4	..	..
1 1 8	..	1 10 3	..	1 0 8	..	1 2 0
						to
		(e) Bengal				1 4 0
		(i) 1 12 2	..	..	..	..
..	..	1 7 11	..	..	..	..
..	..	1 3 8	..	..	..	..
Chitvatsah	Nellimarla	(i) Bengal				
0 13 3	0 13 4	0 12 6	..	..	..	..
0 12 6	0 12 5	0 11 11	..	..	..	..
0 10 6	0 10 2	0 12 6	..	..	..	..
Tirupur(2)					(2) 0 6 9	(2)
0 7 0	..	..	..	..	0 6 9	0 6 0
0 8 0	..	..	..	..		to
						0 12 0
0 9 0	..	..	..	..	0 9 6	..
(A) Factory in Tondiapet)						
3 4 11	..	3 13 7	..	..	..	7 11 1
11 12 11	..	2 8 10	..	..	..	2 14 2
11 6 6	..	1 14 9	..	..	..	..
..		2 different factories in Ccutta (g)		..	..	..
(p) 1 1 7	Maximum	1 4 11				
1 0 3	Minimum	..	..	..	..	..
0 15 3	Maximum		..	..	..	..
0 14 5	Minimum		..	..	..	..
0 12 0	Maximum	1 4 11	..	..	..	..
0 10 5	Minimum	to				
		1 12 4				

(p) Gross earnings (wage and D. A.). Ordinary average for 3 factories.

(g) Gross earnings (wage and D. A.).

(B) Figures for 1945.

(e) Weighted average for Bengal.

(2) Daily wages only, as figures of total net earnings are not available.

(i) Ordinary average for Bengal.

# APPENDIX F—(continued)

TABLE 16(b)—Table showing indices of average net earnings in some Industries in important centres of India in 1944 with Kanpur figures equal to 100

Serial no.	Places Industries and occupations	Bombay	Ahmed-abad	Sholapur	Madras	Bengal	Bihar	Nagpur	Amritsar	Remarks
1	Cotton Textile Industry—									
	(a) Double Loom Weaver.	116	..	97	95	94	..	99	(Lahore) 101	
	(b) Drawing Tenters (single).	103	..	69	87	55	..	84	91	
	(c) Dofters	111	189	79	84	76	..	84	59	
2	Woollen Industry—									
	(a) Weavers (single loom).	114	..	..	..	..	..	..	110	
	(b) Winders	106	..	..	..	..	..	..	97	
	(c) Coolie	129	..	..	(Kollegal)	..	..	..	79	
3	Silk Industry*—									* Taking Banaras = 100.
	(a) Weavers	244	..	..	..	132	..	..	122 to 157	
	(b) Winders	255	..	..	143	163	..	..	82 to 144	
	(c) Cleaners †	N.A.	..	..	N.A.	N.A.	..	..	N.A.	† Kanpur figures not available.
4	Shellac Industry‡—									‡ Taking Mirzapur = 100.
	(a) Kanigar	..	..	..	..	'A' (Factory)	Bahampur	Gondia (C. P.)	..	
	(b) Belwalya	..	..	..	..	80	107	107	100	
	(c) Pherwalya	..	..	..	..	83	100	100	..	
		..	..	..	..	163	100	94	..	



5	A. General Engineering	Ahmed- abad and Poona	Factory I	Factory II	('A' Punjab Factory.)
	(a) Blacksmith ..	200	119	145 157	96 to 186
	(b) Fitters ..	251	150	201 228	99 to 322
	(c) Carpenters ..	186	159	119 158	98 to 190 (Punjab)
	B. Engineering, Water- works & Miscellaneous Workshops—				
	(a) Blacksmith ..	167	102	186	..
	(b) Carpenter† ..	N.A.	N.A.	N.A.	..
	(c) Coolie ..	187	185	118	127 to 141
	C. Electric Engineering (Power Stations)—				
	(a) Fitter ..	144	83	..	..
	(b) Wiremen † ..	N.A.	N.A.	..	..
	(c) Carpenter† ..	N.A.	N.A.	..	..
6	Jute Industry—				† Kanpur figures not available.
	(a) Jute Cutters ..	..	64	..	..
	(b) Softeners, Feeders and Receivers. ..	..	62	..	..
	(c) Coolies (Male) ..	..	68	..	..
7	Glass Industry—				(Punjab)
	(a) Blower ..	116	165	..	330
	(b) Helper ..	101	152	..	172
	(c) Bubbler ..	93	152	..	..
8	Leather Industry—				
	(a) Flesher ..	..	86	..	..
	(b) Scudder ..	..	..	..	..
	(c) Coolie ..	..	109 to 147	..	..

N. B.—N.A. means not available.

# APPENDIX F—(continued)

TABLE 17—Average monthly earnings of workers in various Industries in the United Provinces (in 1938 and 1947) supplied by Employers

Serial no.	Industry	Wages in 1938	Wages in 1947	Remarks
		Rs. a. p.	Rs. a. p.	
1	Textile ..	24 7 2	83 7 8	Revised.
2	Jute ..	22 5 6 <sup>3</sup>	61 4 5 <sup>4</sup>	<sup>3</sup> Year 1939-40. Wage of 'Weaver Sacking' in J. K. Jute Mills.  <sup>4</sup> Year 1946-47. Wage of 'Weaver Sacking' in J. K. Jute Mills.
3	Woollen ..	..	..	
4	Hosiery ..	24 11 0	87 12 9	Revised.
5	Oil ..	14 14 8 <sup>1</sup>	55 3 7	<sup>1</sup> Pre-war wages year not mentioned
6	Leather ..	19 4 0 <sup>2</sup>	67 8 0 <sup>2</sup>	<sup>2</sup> For Cooper Allen and Company only.
7	Electricity and Engineering.	*	17 1 2 <sup>3</sup>	*Pre-war figures not available. <sup>3</sup> Grade of pay of coolie in U. P. E. S. Co. Ltd., Lucknow, in 1946.
8	Glass ..	1 1 8 <sup>6</sup>	3 7 0 <sup>5</sup>	<sup>5</sup> Daily wage of Blower in 1939.
9	Shellac ..	..	..	
10	Sugar ..	†	65 5 0 <sup>6</sup>	†Pre-war figures not available. <sup>6</sup> Wage of Jamadar.

APPENDIX F—(continued)

TABLE 18—Cost of living index at Kanpur for July, 1947 after the adjustments of weights to price base—August, 1939

Serial no.	Commodities	Unit	Weights adjusted to price base, August 1939	Base price 100, August 1939	Present price, July 1947	Index column 6 ÷ column 5 × 100	Column 7 × column 4	Official weights	Official indices
1	2	3	4	5	6	7	8	9	10
		Per seer		Rs. a. p.	Rs. a. p.				
1	Wheat ..	..	12	0 1 3	0 4 11	393	4,716	13	393
2	Bejhar ..	..	15	0 1 1	0 6 8	615	9,225	15	615
3	Rice ..	..	10	0 1 10	0 7 1	386	3,860	11	386
4	Gram ..	..	9	0 1 4	0 6 10	573	5,157	9	573
5	Arhar ..	..	7	0 1 11	0 8 0	417	2,919	8	417
6	Mutton ..	..	5	0 5 6	1 4 0	364	1,820	6	364
7	Sugar ..	..	2	0 4 9	0 9 3	195	390	3	195
8	Ghee ..	..	23	1 1 7	4 14 9	448	10,304	18	448
9	Mustard oil ..	..	5	0 5 10	1 12 8	491	2,455	6	491
10	Potatoes ..	..	9	0 2 1	0 12 0	576	5,184	8	576
11	Salt ..	..	3	0 1 3	0 1 6	120	360	3	120
	Food ..	..	100	..	..	464	46,390	100	453

# APPENDIX F—(continued)

TABLE 18—Cost of living index at Kanpur for July, 1947 after the adjustments of weights to price base—August, 1939—(concluded)

Serial no.	Commodities	Unit	Weights adjusted to price base, August 1939	Base price 100, August 1939	Present price, July 1947	Index column 6 ÷ column 5 × 100	Column 7 × column 4	Official weights	Official indices
1	2	3	4	5	6	7	8	9	10
12	Firewood ..	Per mtd.	72	Rs. a. p. 0 8 0	Rs. a. p. 3 11 3	608	43,776	75	608
13	Kerosene oil ..	Per bottle	28	0 2 5	0 3 3	134	3,752	25	134
	FUEL AND LIGHT	..	100	..	..	475	47,528	100	490
14	Dhoti ..	Per pair	71	1 6 2	4 11 3	339	24,069	69	339
15	Saree ..	"	29	1 12 0	6 0 9	346	10,034	31	346
	CLOTHING ..	..	100	..	..	341	34,103	100	341
16	House rent ..	Monthly	100	1 11 9	2 1 7	121	..	100	121
17	Barber ..	Shave	17	0 0 10	0 1 6	180	3,060	21	180
18	Dhobi ..	Adult cloth.	20	0 0 7	0 2 0	343	6,860	23	343

19	Soap	..	..	Per bar	20	0 8 0	1 12 6	356	7,120	12	356
20	Supari	..	..	Per secr	20	0 7 11	2 8 0	505	10,100	21	505
21	Bidi	..	..	Per pkt. (25).	23	0 0 6	0 2 0	400	9,200	23	400
	MISCELLANEOUS	..	..	..	100	..	..	363	36,340	..	357
	FOOD	..	..	..	44	..	..	464	20,416	42	453
	FUEL AND LIGHT	..	..	..	5	..	..	475	2,375	6	490
	CLOTHING	..	..	..	7	..	..	341	2,387	8	341
	HOUSE RENT	..	..	..	7	..	..	121	847	7	121
	MISCELLANEOUS	..	..	..	6	..	..	363	2,178	6	357
	TOTAL	..	..	..	69	..	..	409	28,203	69	401

# APPENDIX F—(continued)

TABLE 19—*Items of expenditure as given in the Proforma Report of Family Budget Inquiry of Industrial Workers of Kanpur, conducted in 1938-39*

Sl. no.	I—Food					Rs. a. p.
1	Wheat	..	..	...	..	3 1 11
2	Wheat flour	..	..	..	..	0 0 2
3	Gram	..	..	..	..	0 5 4
4	Gram flour	..	..	..	..	0 0 1
5	Birra (bejhar)	..	..	..	..	0 9 4
6	Rice ..	..	..	..	..	1 2 2
7	Barley	..	..	..	..	..
8	Maize	..	..	..	..	..
9	Juar ..	..	..	..	..	0 0 3
10	Bajra	..	..	..	..	0 0 2
11	Urād	..	..	..	..	0 2 8
12	Arhar	..	..	..	..	0 10 8
13	Moong	..	..	..	..	0 0 8
14	Masoor	..	..	..	..	0 0 3
15	Others	..	..	..	..	0 0 3
16	Ghee ..	..	..	..	..	0 14 2
17	Oil ..	..	..	..	..	0 9 8
18	Milk ..	..	..	..	..	0 11 3
19	Sugar	..	..	..	..	0 3 1
20	Gur ..	..	..	..	..	0 2 5
21	Meat	..	..	..	..	0 9 0
22	Fish ..	..	..	..	..	0 1 1
23	Eggs ..	..	..	..	..	0 0 1
24	Potatoes	..	..	..	..	0 5 6
25	Other vegetables	..	..	..	..	0 5 2

TABLE 19—(continued)

						Rs. a. p.
26	Salt ..	..	..	..	..	0 1 3
27	Spices ..	..	..	..	..	0 4 9
28	Sweet-meats ..	..	..	..	..	0 4 11
29	Fruits ..	..	..	..	..	0 2 10
30	Tea ..	..	..	..	..	0 0 9
31	Miscellaneous ..	..	..	..	..	0 0 1
Total ..						10 13 11

*II—Clothing and Footwear—*  
(Men)—

1	Dhoti ..	..	..	..	..	0 5 3
2	Pyjama ..	..	..	..	..	0 0 7
3	Shirt ..	..	..	..	..	0 4 4
4	Saluka ..	..	..	..	..	0 2 4
5	Coat ..	..	..	..	..	0 1 8
6	Napkin ..	..	..	..	..	0 0 9
7	Shoes ..	..	..	..	..	0 3 4

(Women)—

8	Sari ..	..	..	..	..	0 3 6
9	Lahanga ..	..	..	..	..	0 1 1
10	Shirt ..	..	..	..	..	0 1 5
11	Saluka ..	..	..	..	..	0 0 9
12	Urhni ..	..	..	..	..	0 0 8

(Children)—

13	Dhoti ..	..	..	..	..	0 0 7
14	Shirt ..	..	..	..	..	0 1 5
15	Saluka ..	..	..	..	..	0 0 5

Total .. 1 12 1

TABLE 19—(continued)

III—Fuel and Light—					Rs. a. p.
1	Firewood	..	..	..	1 2 4
2	Coal	..	..	..	0 0 3
3	Dung-cakes	..	..	..	0 0 3
4	Kerosene oil	..	..	..	0 3 0
5	Vegetable oil	..	..	..	0 1 11
6	Matches	..	..	..	0 1 5
				Total	1 9 2
IV—Rent					1 11 9
V—Household Requisites—					
1	Charpai	..	..	..	0 0 8
2	Renetting	..	..	..	0 1 0
3	Dari ..	..	..	..	0 0 9
4	Razai..	..	..	..	0 1 7
5	Sheets	..	..	..	0 1 10
6	Blankets	..	..	..	0 0 6
7	Utensils	..	..	..	0 1 5
8	Umbrella	..	..	..	0 0 10
				Total	0 8 7
VI—Miscellaneous—					
1	Sweeper	..	..	..	0 0 9
2	Barber	..	..	..	0 5 6
3	Dhobi	..	..	..	0 6 0
4	Soap	..	..	..	0 3 0
5	Hair oil	..	..	..	0 2 8
6	Medicine	..	..	..	0 5 8
7	Education	..	..	..	0 0 8
8	Conveyance	..	..	..	0 2 11
9	Travel	..	..	..	0 9 4
10	Tobacco	..	..	..	0 5 11



TABLE 19—(concluded)

						Rs. a. p.
11	Pan-Supari	..	..	..	..	0 5 7
12	Wine	..	..	..	..	0 3 5
13	Bhang	..	..	..	..	0 0 10
14	Charas	..	..	..	..	0 1 3
15	Other intoxicants	..	..	..	..	0 1 0
16	Recreation	..	..	..	..	0 0 11
17	Ceremonials	..	..	..	..	0 2 7
18	Remittances to home	..	..	..	..	2 8 8
19	Postage	..	..	..	..	0 0 9
20	Subscription	..	..	..	..	0 1 2
21	Newspaper	..	..	..	..	0 0 3
22	Litigation	..	..	..	..	0 9 2
23	Interest on debt	..	..	..	..	1 7 6
24	Debt repayment	..	..	..	..	0 9 0
25	Other items	..	..	..	..	0 0 10
						<hr/>
Total					..	8 15 4
						<hr/>
I	Food	..	..	..	..	10 13 11
II	Clothing and footwear..	..	..	..	..	1 12 1
III	Fuel and light	..	..	..	..	1 9 2
IV	Rent	..	..	..	..	1 11 9
V	Household requisites	..	..	..	..	0 8 7
VI	Miscellaneous	..	..	..	..	8 15 4
						<hr/>
Total					..	25 6 10
						<hr/>

NOTE—The total, as given in the Proforma Report, is Rs. 25-14-0 while the total according to the calculation above comes to Rs. 25-6-10. We are unable to account for the difference.

# APPENDIX F—(continued)

TABLE 20(a)—Statement showing cost of living indices at Kanpur in July, 1947, as submitted by Employers' Association of Northern India, Kanpur

Serial no.	Articles	Unit	PART A Labour Commissioner's subsidiary Index for July, 1947					PART B Living index based on Millshop prices in July, 1947			
			Weights	Basic prices	Average prices for July, 1947	Index no. for July, 1947	Columns 3—6	Weights	Average prices for July, 1947	Index no. for July, 1947	Columns 8×10
1	2	2(a)	3	4	5	6	7	8	9	10	11
				Rs. a. p.	Rs. a. p.				Rs. a. p.		
I—FOOD											
1	Wheat ..	per Seer	9	0 1 3	0 3 8	293	2,637	12	0 3 8	293	3,516
2	Birra (Beihar) ..	"	18	0 1 1	0 6 5	592	10,656	12	0 2 0	185	2,220
3	Gram ..	"	10	0 1 4	0 4 4	325	3,250	12	0 2 0	150	1,800
4	Rice ..	"	11	0 1 10	0 5 10	318	3,498	12	0 5 10	318	3,816
5	Arhar ..	"	8	0 1 11	0 5 4	278	2,224	8	0 5 4	278	2,224
6	Meat Mutton ..	"	6	0 5 6	1 4 0	364	2,184	6	1 4 0	364	2,184
7	Sugar ..	"	3	0 4 9	0 6 0	126	378	3	0 6 0	126	378
8	Ghee ..	"	18	1 1 7	4 14 9	448	8,064	18	4 14 9	448	8,064
9	Mustard oil..	"	6	0 5 10	1 12 8	491	2,946	6	1 12 8	491	2,946
10	Potatoes ..	"	8	0 2 1	0 12 0	576	4,608	8	0 12 0	576	4,608
11	Salt ..	"	3	0 1 3	0 1 0	80	240	3	0 1 0	80	240
	Total Index	"	100	..	..	..407	40,685	100	..	..320	31,996

II—FUEL AND LIGHT									
12	Fire wood ..	..	..	..	..	..	..	..	..
13	Kerosene oil ..	..	..	..	..	..	..	..	..
	Total ..	75	0 8 0	2 9 11	524	39,300	75	1 13 0	363
	Index ..	25	0 2 5	0 3 3	134	3,350	25	0 3 3	134
	Total ..	100	..	..	..	42,650	100	..	..
	Index ..	..	..	..	..	..	..	..	..
14	Dhoties for males ..	69	1 6 2	4 11 3	339	23,391	69	..	262
15	Sarees for females ..	31	1 12 0	6 0 9	346	10,726	31	..	18,078
	Total ..	100	..	..	..	34,117	100	..	8,122
	Index ..	..	..	..	..	..	..	..	26,200
16	House rent ..	100	1 11 9	2 1 7	121	12,100	100	2 1 7	121
	Index ..	..	..	..	..	..	..	..	121
V—MISCELLANEOUS									
17	Barber ..	21	0 0 10	0 1 6	180	3,780	4	..	180
18	Dhobi ..	23	0 0 7	0 2 0	343	7,839	4	..	343
19	Soap ..	12	0 8 0	1 12 6	356	4,272	2	..	712
20	Sunari and Pan ..	21	0 7 11	2 8 0	505	10,645	4	..	356
21	Ridis (packet 25) ..	23	0 0 6	0 2 6	400	9,200	4	..	1,400
22	Sweeper ..	..	..	..	..	..	1	..	300
23	Wair oil ..	..	..	..	..	..	2	..	300
24	Medicines ..	..	..	..	..	..	2	..	600
25	Conveyance ..	..	..	..	..	..	4	..	200
26	Travel ..	..	..	..	..	..	2	..	800
27	Intoxicants ..	..	..	..	..	..	7	..	300
28	Recreation ..	..	..	..	..	..	125	..	875
29	Ceremonials ..	..	..	..	..	..	250	..	1,000
30	Remittances to home ..	..	..	..	..	..	250	..	250
31	Postage ..	..	..	..	..	..	1	..	300
32	Subscriptions ..	..	..	..	..	..	23	..	600
33	Litigation ..	..	..	..	..	..	2	..	280
34	Interest on debt ..	..	..	..	..	..	1	..	150
35	Debt repayment ..	..	..	..	..	..	1	..	150
36	Other sundries ..	..	..	..	..	..	6	..	750
	Total ..	..	..	..	..	..	16	..	1,600
	Index ..	..	..	..	..	..	1	..	100
	Total ..	..	..	..	..	..	100	..	250
	Index ..	..	..	..	..	..	..	..	21,609
37	Charpai and bedding ..	..	..	..	..	..	60	..	300
38	Utensils ..	..	..	..	..	..	25	..	300
39	Sundries ..	..	..	..	..	..	15	..	7,500
	Total ..	..	..	..	..	..	100	..	4,500
	Index ..	..	..	..	..	..	..	..	300

**APPENDIX F—(continued)**  
**TABLE 20 (a)—Statement showing cost of living indices at Kanpur in July, 1947, as submitted by Employers' Association of Northern India, Kanpur—(concluded).**

Sl. no.	Articles	Unit	PART C				PART D			
			Living index based on ration shop prices in July, 1947				Living index based on parts B and C combined			
			Weights	Average prices for July, 1947	Index no. for July, 1947	Columns 12×14	Weights	Average prices for July, 1947	Index no. for July, 1947	Columns 16×18
1	2	(2)a	12	13	14	15	16	17	18	19
				Rs. a. p.				Rs. a. p.		
	I—FOOD									
1	Wheat ..	per Seer	12	0 4 11	393	4,716	10	0 3 8	293	2,930
2	Birra (Beihar) ..	"	12	0 3 7	331	3,972	20	0 4 11	393	7,860
3	Gram ..	"	12	0 3 9	281	3,372	7	0 2 0	168	1,176
4	Rice ..	"	12	0 7 1	336	4,632	3	0 3 8	306	918
5	Arhar ..	"	8	0 8 0	417	3,336	8	0 5 10	318	2,544
6	Meat Mutton ..	"	6	1 4 0	364	2,184	8	0 5 4	278	2,224
7	Sugar ..	"	3	0 6 0	126	378	6	1 4 0	364	2,184
8	Ghee ..	"	18	4 14 9	448	8,064	3	0 6 0	126	378
9	Mustard oil ..	"	6	1 12 8	491	2,946	18	4 14 9	448	8,064
10	Potatoes ..	"	8	0 12 0	576	4,608	6	1 12 8	491	2,946
11	Salt ..	"	3	0 1 0	80	240	8	0 12 0	576	4,608
	Total Index	..	100	..	384	38,448	100	..	361	36,072

II—FUEL AND LIGHT									
12	Fire wood	Per md.	75	1 13 0	363	27,225	75	1 13 0	363
13	Kerosene oil	Per bottle	25	0 3 3	134	3,350	25	0 3 3	134
	Total	..	100	..	..	30,575	100	..	..
	Index	..	..	..	..	..	..	..	..
III—CLOTHING									
14	Dhoties for males	Per pair	69	..	262	18,078	69	..	262
15	Sarees for females	..	31	..	262	8,122	31	..	262
	Total	..	100	..	..	26,200	100	..	..
	Index	..	..	..	..	..	..	..	..
IV—HOUSE RENT									
16	House rent	Monthly	100	2 1 7	121	12,100	100	2 1 7	121
	Index	..	..	..	..	..	..	..	..
V—MISCELLANEOUS									
17	Barber	Shave	4	..	180	720	4	..	180
18	Dhobi	Adult cloth.	4	..	343	1,372	4	..	343
19	Soap	Per bar	2	..	356	712	2	..	356
20	Supari and Pan	Per seer	4	..	350	1,400	4	..	350
21	Bidis (packet 25)	Per packet	4	..	400	1,600	4	..	400
22	Sweeper	..	1	..	300	300	1	..	300
23	Hair oil	..	2	..	300	600	2	..	300
24	Medicines	..	4	..	200	800	4	..	200
25	Conveyance	..	2	..	300	600	2	..	300
26	Travel	..	7	..	125	875	7	..	125
27	Intoxicants	..	4	..	250	1,000	4	..	250
28	Recreation	..	1	..	250	250	1	..	250
29	Ceremonials	..	2	..	300	600	2	..	300
30	Remittances to home	..	28	..	260	7,280	28	..	260
31	Postage	..	1	..	150	150	1	..	150
32	Subscriptions	..	1	..	150	150	1	..	150
33	Litigation	..	6	..	125	750	6	..	125
34	Interest on debt	..	16	..	100	1,600	16	..	100
35	Debit repayment	..	6	..	100	600	6	..	100
36	Other sundries	..	1	..	250	250	1	..	250
	Total	..	100	..	..	21,609	100	..	..
	Index	..	..	..	..	..	..	..	..
VI—HOUSEHOLD REQUISITES									
37	Charpai and bedding	Per month.	60	..	216	18,000	60	..	216
38	Utensils	..	25	..	300	7,500	25	..	300
39	Sundries	..	15	..	300	4,500	15	..	300
	Total	..	100	..	..	30,000	100	..	..
	Index	..	..	..	..	..	..	..	..

# APPENDIX F—(continued)

TABLE 20(b)—Bombay index figures for July, 1947

Serial no.	Articles	Weights	Index no.	Columns 2 × 3
1	2	3	4	5
	<b>I—FOOD</b>			
1	All cereals .. .. .	36	240	8,640
2	Pulses including turdal and gram ..	5	737	3,685
3	Meat including fish .. ..	13	422	5,486
4	Sugar including gur .. ..	6	227	1,362
5	Ghee .. .. .	2	397	794
6	Oils including sweets and cocoanut oil ..	4	669	2,676
7	Potatoes including other vegetables ..	12	342	4,104
8	Salt including spices .. ..	8	365	2,920
9	Milk .. .. .	7	382	2,764
10	Tea .. .. .	7	177	1,239
	Total .. .. .	100		33,580
	Index .. .. .		336	
	<b>II—FUEL AND LIGHT</b>			
11	Firewood including charcoal, kerosene oil and matches.	100	242	24,200
	Total .. .. .	100		24,200
	Index .. .. .		242	
	<b>III—CLOTHING</b>			
12	Dhories .. .. .	15	304	4,560
13	Sarees .. .. .	36	225	8,100
14	Other cloth .. .. .	49	276	13,524
	Total .. .. .	100		25,184
	Index .. .. .		262	

# APPENDIX F—(continued)

TABLE 20(b)—Bombay index figure for July, 1947—(concluded)

Serial no.	Articles	Weights	Index no.	Columns 2×3
1	2	3	4	5
	IV—HOUSE RENT			
15	House rent .. .. .	100	100	10,000
	Index .. .. .		100	
	V—MISCELLANEOUS			
16	Barber .. .. .	13	150	1,950
17	Soap .. .. .	9	280	2,520
18	Supari .. .. .	25	520	13,000
19	Bidis .. .. .	22	200	4,400
20	Medicines .. .. .	3	145	435
21	Travel .. .. .	27	102	2,754
22	Newspaper .. .. .	1	133	133
	Total .. .. .	100		25,192
	Index .. .. .		252	

# APPENDIX

TABLE 20(c)—*Abstract of comparative*

Serial no.	Articles	Part 'A'			Part 'B'		
		Labour Commissioner's subsidiary living index			Living index on basis of mill shop prices		
		Weights	Group index	Multi- ple	Weights	Group index	Multi- ple
1	Food ..	42	407	17,094	42	320	13,440
2	Fuel and lighting	6	427	2,562	6	306	1,836
3	Clothing ..	8	341	2,728	8	262	2,096
4	House rent ..	7	121	847	7	121	847
5	Miscellaneous	6	357	2,142	34	216	7,344
6	Household requisites	..	..	..	3	300	900
7	Average ..	..	368	..	..	265	..

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F—(continued)

*statement of living index figures*

Part 'C'			Part 'D'			Part 'E'		
Living index on basis of Government ration shop prices			Living index on basis of B and C combined			Bombay living index for July, 1947		
Weights	Group index	Multiple	Weights	Group index	Multiple	Weights	Group index	Multiple
42	384	16,088	42	361	15,162	47	336	15,792
6	306	1,836	6	306	1,836	7	242	1,694
8	262	2,096	8	262	2,096	8	262	2,096
7	121	847	7	121	7,847	13	100	1,300
34	216	7,344	34	216	7,344	14	252	3,528
3	300	900	3	300	900	..	..	..
..	291	..	..	282	..	..	274	..

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# APPENDIX F—(continued)

TABLE 21—Statement showing effect on subsidiary cost of living index at Kanpur (for July, 1947) by including more items of expenditure

Serial no.	Commodities	Weights on which Labour Commissioner's index is based	Price relative group indices and cost of living index	Column 2×3	Weights including most of miscellaneous articles and household requisites	Price relative group indices and cost of living index	Column 5×6
1	2	3	4	5	6	7	8
	Food						
1	Wheat ..	9	293	2,637	9	293	2,637
2	Bejhar ..	18	592	10,656	18	592	10,656
3	Rice ..	11	318	3,498	11	318	3,498
4	Gram ..	10	325	3,250	10	325	3,250
5	Arhar ..	8	278	2,224	8	278	2,224
6	Mutton ..	6	364	2,184	6	364	2,184
7	Sugar ..	3	126	378	3	126	378
8	Ghee ..	18	448	8,064	18	448	8,064
9	Mustard oil ..	6	491	2,946	6	491	2,946
10	Potatoes ..	8	576	4,608	8	576	4,608
11	Salt ..	3	80	240	3	80	240
	All food ..	100	407	40,685	100	407	40,685

# APPENDIX F—(continued)

TABLE 21—Statement showing effect on subsidiary cost of living index at Kanpur (for July, 1947) by including more items of expenditure—(continued)

Serial no.	Commodity	Weights on which Labour Commissioner's index is based	Price relative group indices and cost of living index	Column 2×3	Weights including most of miscellaneous articles and household requisites	Price relative group indices and cost of living index	Column 5×6
1	2	3	4	5	6	7	8
	<b>FUEL AND LIGHT</b>						
1	Firewood ..	75	524	39,300	75	524	39,300
2	Kerosene oil ..	25	134	3,350	25	134	3,350
	Fuel and light ..	100	341	34,117	100	341	34,117
	<b>HOUSE RENT</b>	100	121	12,100	100	121	12,100
	<b>MISCELLANEOUS</b>						
1	Barber ..	21	180	3,780	10	180	1,800
2	Dhobi ..	23	343	7,889	11	343	3,773
3	Soap Bar ..	12	356	4,272	6	356	2,136
4	Supari-pan ..	21	505	10,605	11	505	5,555
5	Bidi ..	23	400	9,200	11	400	4,400
6	Medicine* ..	..	..	..	11	350	3,850
7	Intoxicants* ..	..	..	..	12	333	3,996
8	Hair oil (cocoanut)* ..	..	..	..	5	600	3,000
9	Conveyance ..	..	..	..	5	300	1,500
10	Travel ..	..	..	..	18	125	2,250
	Miscellaneous ..	100	357	35,746	100	323	32,260

\*Extra Items Included.

# APPENDIX F—(continued)

TABLE 21—Statement showing effect on subsidiary cost of living index at Kanpur (for July, 1947) by including more items of expenditure.—(continued)

Sl. no.	Commodities	Weights on which Labour Commissioner's index is based	Price relative group indices and cost of living index	Column 2×3	Weights including most miscellaneous articles and household requisites	Price relative group indices and cost of living index	Column 5×6
1	2	3	4	5	6	7	8
	HOUSEHOLD REQUISITES						
1	Charpai* ..	..	..	..	8	400	3,200
2	Renetting* ..	..	..	..	12	300	3,600
3	Bedding* ..	..	..	..	54	341	18,414
4	Utensils* ..	..	..	..	16	400	4,800
5	Umbrella* ..	..	..	..	10	463	4,630
	Household requisites.	..	..	..	100	346	34,644
	GROUPS						
1	Food ..	42	407	17,094	42	407	17,074
2	Fuel and light ..	6	427	2,562	6	427	2,562
3	Clothing ..	8	341	2,728	8	341	2,728
4	House rent ..	9	121	847	7	121	841
5	Miscellaneous ..	6	257	2,142	13	323	4,199
6	Household requisites.	..	..	..	3	346	1,038
	All groups ..	69	368	25,373	79	360	28,468

\*Extra items included.

TABLE 21—(concluded)  
Current and bare prices of the extra items included

Seral no.	Items	Bare price	Current price	Price relative
		Rs. a. p.	Rs. a. p.	Rs.
1	Medicine—			
	(a) Homeopath ..	0 0 6 per dose	0 2 0 per dose	400
	(b) Glucose ..	0 12 0 per lb.	0 2 8 per lb.	333
	(c) Quinine ..	0 0 3 per grain	0 1 0 per grain	400
				} 350 on the whole
2	Intoxicants (Tarhi)	0 1 6 per bottle	0 5 0 per bottle	333
3	Hair oil (cocoanut)	0 10 0 per seer	0 12 3 per seer	600
4	Charpai ..	1 4 0 ..	5 0 0 ..	400
5	Renetting—			
	(a) Labour ..	0 4 0 ..	0 12 0 ..	300
	(b) Ban ..	3 seers per rupee	1 seer per rupee	300
				} 300
6	Bedding ..			341
7	Utensils (brass) ..	0 12 0 per seer	3 0 0 per seer	400
8	Umbrella ..	1 8 0 per piece	7 0 0 per piece	463

# APPENDIX F—(continued)

TABLE 22—Statement showing the commodities included in the construction of cost of living indices at various Industrial centres in India

Serial No.	Items	Bombay	Ahmedabad	Sholapur	Madras	Kanpur
1	2	3	4	5	6	7
	FOOD					
1	Rice ..	*	*	*	* (Boiled)	*
2	Patni ..	*	..	..	..	..
3	Wheat ..	*	*	*	..	*
4	Jowari ..	*	..	*	..	..
5	Bajra ..	*	*	..	..	..
6	Turdal ..	*	*	*	..	..
7	Gram ..	*	..	*	..	*
8	Raw Sugar (Gur)	*	*	*	..	..
9	Refined Sugar ..	*	*	*	*	*
10	Tea ..	*	*	*	(Not specified)	(Not specified)
11	Fish, dry (Bumlows)	*	..	..	* (Only fish)	..
12	Fish (Bhing or Palah).	*	..	..	..	..
13	Fish, fresh (Prawns)	*	..	..	..	..
14	Fish, fresh (Bumlows).	*	..	..	..	..
15	Mutton ..	*	*	*	*	*
16	Milk ..	*	*	*	*	..
17	Ghee ..	*	*	*	*	*
18	Salt ..	*	*	*	*	*
19	Chillies (dry) ..	*	*	*	*	..
20	Tamarind (old)	*	..	..	*	..
21	Turmeric ..	*	..	..	*	..

TABLE 22—(continued.)

Serial no.	Items	Bombay	Ahmedabad	Sholapur	Madras	Kanpur
1	2	3	4	5	6	7
	Food					
22	Potatoes ..	*	*	*	*	*
23	Onions ..	*	.	*	*	..
24	Brinjals ..	*	..	..	*	..
25	Pumpkins, white..	*	..	..	*	..
26	Cocoanut Oil ..	*	..	..	*	..
27	Sweet Oil ..	*	..	*	..	..
28	Tea, ready-made	*	..	..	..	..
29	Mungdal ..	..	*	..	..	..
30	Gingily Oil ..	..	*	..	*	..
31	Sweetmeats (chavanas).	..	*	..	..	..
32	Beef ..	..	..	*	..	..
33	Ragi ..	..	..	..	*	..
34	Dhole ..	..	..	..	*	..
35	Beans ..	..	..	..	*	..
36	Ladies fingers ..	..	..	..	*	..
37	Elephant Yan ..	..	..	..	*	..
38	Radish ..	..	..	..	*	..
39	Drumsticks ..	..	..	..	*	..
40	Green leafy vegetables.	..	..	..	*	..
41	Cocoanut ..	..	..	..	*	..
42	Coriander seeds ..	..	..	..	*	..
43	Mustard ..	..	..	..	*	..
44	Garlic ..	..	..	..	*	..
45	Jaggery ..	..	..	..	*	..

TABLE 22—(continued)

Serial no.	Items	Bombay	Ahmeda- bad	Sholapur	Madras	Kanpur
1	2	3	4	5	6	7
46	Coffec ..	..	..	..	*	..
47	Bejhar ..	..	..	..	..	*
48	Arhar ..	..	..	..	..	*
49	Mustard Oil ..	..	..	..	..	*
	FUEL AND LIGHT					
1	Firewood ..	*	*	*	*	*
2	Kerosene Oil ..	*	*	*	*	*
3	Charcoal ..	*	..	..	*	..
4	Matches ..	*	*	*	*	..
5	Caster Oil ..	..	*	..	..	..
	CLOTHING					
1	Dhoties ..	*	*	*	*	*
2	Coating ..	*	*	*	..	..
3	Shirting ..	*	*	*	*	..
4	Cloth for trousers	*	*	*	..	..
5	Sarees ..	*	*	*	*	*
6	Khans ..	*	*	*	..	..
7	Cloth for shirt ..	..	*	..	..	..
8	Towels ..	..	..	..	*	..
9	Petticoat ..	..	..	..	*	..
	MISCELLANEGUS					
1	Barber ..	*	..	..	..	*
2	Soap (washing) ..	*	*	*	(and Dhobi)	*



TABLE 22—(concluded)

Serial no.	Items	Bombay	Ahmeda- bad	Sholapur	Madras	Kanpur
1	2	3	4	5	6	7
3	Medicine ..	*	..	..	* (and medical charges)	..
4	Supari ..	*	..	*	*	*
5	Bidis ..	*	*	*	*	(and pan) *
6	Travelling to and from native place.	*	..	(including tobacco). ..	* (to and from place of work).	..
7	Newspaper ..	*	..	..	..	..
8	Hair Oil (Cocoanut)	..	..	*	..	..
9	Pan ..	..	..	*	..	..
10	Education ..	..	..	..	*	..
11	Amusements ..	..	..	..	*	..
12	Tobacco for chew- ing.	..	..	..	*	..
13	Dhobi ..	..	..	..	..	*

# APPENDIX F—(continued)

TABLE 23—Statement showing a comparison of Bombay cost of living indices and the Kanpur cost of living indices for July, 1947, with their respective and interchanged weights

Serial no.	Commodities	Bombay weights	Bombay price relatives with Bombay weights	Kanpur price relatives with Bombay weights	Difference in columns 3 and 4 $\times \frac{100}{2}$	Kanpur weights	Bombay price relatives with Kanpur weights	(Column 7 $\times$ column 8) $\div$ column 2	Kanpur price relatives with Kanpur weights	(Column 9 $\times$ column 6) $\div$ (column 3 $\times$ column 2) $\div 100$
1		2	3	4	5	6	7	8	9	10
	FOOD									
1	Rice	13.8	338	386	+8.4	6.7	338	..	386	..
2	Patni	3.7								
3	Wheat	1.6	333	393	+1.0	7.9	333	..	393	..
4	Bejhar	..	..	..	..	9.1	242	..	615	..
5	Jowar	0.5	232	600	+1.8	..	..	..	..	..
6	Bajra	2.1	242	436	+4.1	..	..	..	..	..
7	Gram	0.5	627	513	-0.6	5.5	627	..	513	..
8	Turdal (Ahar)	2.6	570	417	-4.0	4.9	570	..	417	..
9	Raw Sugar (Gur)	0.5	208	280	+0.1	..	..	..	..	..

10	Sugar	2.6	190	195	+0.1	1.8	190	..	195	..
11	Tea	1.1	395	407	+0.1	..	..	..	..	..
12	Fish	4.2	356	522	+7.0	..	..	..	..	..
13	Mutton	2.6	385	364	-0.5	3.7	385	..	364	..
14	Milk	2.6	458	423	-0.9	..	..	..	..	..
15	Ghee	1.1	374	448	0.8	10.9	374	..	448	..
16	Mustard Oil	..	..	..	..	3.7	761	..	491	..
17	Cocoanut Oil	1.1	761	491	-3.0	..	..	..	..	..
18	Sweet Oil	1.1	556	512	-0.5	..	..	..	..	..
19	Salt	0.5	230	120	-0.6	1.8	230	..	120	..
20	Chillies	1.6	363	442	+1.3	..	..	..	..	..
21	Tamarind	1.1	271	270	-0.8	..	..	..	..	..
22	Turneric	1.1	339	305	..	..	..	..	..	..
23	Potatoes	0.5	600	..	..	4.9	600	..	576	..
24	Pumpkins	2.1	365	576	+7.6	..	..	..	..	..
25	Brinjals	1.6	373	..	..	..	..	..	..	..
26	Onions	0.5	783	1,056	+1.4	..	..	..	..	..
27	Tea ready	2.1	100	400	+6.3	..	..	..	..	..
All food		52.8	361	417	+29.6	60.9	416	+62.7	453	+85.3

# APPENDIX F—(continued)

TABLE 23—Statement showing a comparison of Bombay cost of living indices and the Kanpur cost of living indices for July, 1947 with their respective and interchanged weights.—(concluded)

Serial no.	Commodities	Bombay weights	Bombay price relatives with Bombay weights	Kanpur price relatives with Bombay weights	Difference in columns 3 and 4 into column 2 + 100	Kanpur weights	Bombay price relatives with Kanpur weights	(Column 7 × column 6) - (column 3 × column 2) ÷ 100	Kanpur price relatives with Kanpur weights	(Column 9 × column 6) - (column 3 × column 2) ÷ 100
1	Fuel and Light	2	3	4	5	6	7	8	9	10
1	Charcoal	2.4	292	500	+15.0	..	..	..	..	..
2	Firewood	4.0	256	608	+14.1	6.5	256	..	608	..
3	Kerosene Oil	1.3	135	134	..	2.2	135	..	134	..
4	Matches	0.2	225	400	+0.4	..	..	..	..	..
	Fuel and Light	7.9	246	492	+19.4	8.7	225	+0.1	488	+23.0
1	CLOTHING	1.4	285	339	+0.8	8.0	285	..	339	..
2	Dhoties	1.1	222	187	-0.4	..	..	..	..	..
3	Coating	2.5	250	255	+0.1	..	..	..	..	..
4	Shirting	0.5	144 } 234	238	-0.6	..	..	..	..	..
5	Cloth for trousers	0.7	384 } 284	346	+1.7	3.6	284	..	346	..
6	Khans	2.8	267	286	+1.7	11.6	285	+9.0	341	+15.5
	Saree	9.0	100	121	+3.0	10.1	100	-4.5	121	-2.4
	Clothing	14.6								
	House rent									

Miscellaneous									
1	Barber	1.6	200	180	-0.3	1.8	200	..	180
2	Dhobi	..	..	..	..	2.1	539	..	343
3	Soap bars	1.1	539	356	-2.0	1.0	..	..	356
4	Medicine	0.5	145	145	..	..	..	..	..
5	Supari	4.8	433	505	+3.5	1.8	433	..	505
6	Bidis	3.4	200	400	+6.8	2.0	200	..	400
7	Travelling	4.1	107	107	..	..	..	..	..
8	Newspapers	0.2	200	400	+0.4	..	..	..	..
Miscellaneous ..		15.7	269	322	+8.3	8.7	369.0	-10.1	357
Groups									
Food ..		52.8	361	417	+29.6	60.9	416	+62.7	453
Fuel and light		7.9	246	492	+19.4	8.7	225	+0.1	488
Clothing		9.0	267	286	+1.7	11.6	285	+9.0	341
House rent		14.6	100	121	+3.0	10.1	100	-4.5	121
Miscellaneous		15.7	269	322	+8.3	8.7	369	-10.1	357
All groups		100.0	291	353	+62	100.0	348	+57	401
									+110

# APPENDIX F—(continued)

TABLE 24(a)—Statement showing cost of living indices at Lucknow  
(Base July 31, 1939=100)

Sl. no.	Years		1939	1940	1941	1942	1943	1944	1945	1946	1947
	Fortnight	ending									
1	January	15	..	..	..	141	238	312	327	333	381
2	"	31	..	..	..	141	242	313	349	333	384
3	February	15	..	..	..	144	243	305	360	333	385
4	"	28, 29	..	..	..	149	243	326	362	341	393
5	March	15	..	..	..	151	257	314	324	341	405
6	"	31	..	..	..	143	275	348	324	338	406
7	April	15	..	..	..	145	297	356	313	338	398
8	"	30	..	..	..	144	291	335	313	338	394
9	May	15	..	..	..	148	321	330	323	345	398
10	"	31	..	..	..	156	345	329	323	346	384
11	June	15	..	..	..	176	341	340	330	345	382
12	"	30	..	..	..	183	345	349	331	347	385
13	July	15	..	..	..	185	361	342	337	348	393
14	"	31	..	..	..	194	353	342	338	364	399
15	August	15	..	..	..	192	355	347	339	366	401
16	"	31	..	..	..	187	349	351	337	376	411
17	September	15	..	..	128	192	348	351	337	377	435
18	"	30	..	..	132	195	346	346	337	377	445
19	October	15	..	..	132	194	345	346	336	364	448
20	"	31	..	..	131	208	349	336	331	442	446
21	November	15	..	..	137	215	342	324	328	449	450
22	"	30	..	..	147	233	333	315	327	366	452
23	December	15	..	..	151	239	332	315	326	374	443
24	"	31	..	..	149	239	312	323	329	387	450

# APPENDIX F—(continued)

TABLE 24(b)—Statement showing cost of living indices at Agra  
(Base July 31, 1939=100)

Sl. no.	Years Fortnight ending	Years								
		1939	1940	1941	1942	1943	1944	1945	1946	1947
1	January 15	..	..	..	..	..	..	319	364	351
2	" 31	..	..	..	..	..	..	326	356	351
3	February 15	..	..	..	..	..	..	355	358	349
4	" 28,29	..	..	..	..	..	..	411	391	347
5	March 15	..	..	..	..	..	..	353	352	356
6	" 31	..	..	..	..	..	..	353	357	350
7	April 15	..	..	..	..	..	..	343	369	352
8	" 30	..	..	..	..	..	..	396	361	347
9	May 15	..	..	..	..	..	..	330	363	350
10	" 31	..	..	..	..	..	..	326	376	367
11	June 15	..	..	..	..	..	..	329	388	379
12	" 30	..	..	..	..	..	..	307	394	380
13	July 15	..	..	..	..	..	..	306	410	395
14	" 31	..	..	..	..	..	..	307	394	400
15	August 15	..	..	..	..	..	..	307	380	400
16	" 31	..	..	..	..	..	..	305	372	399
17	September 15	..	..	..	..	..	..	308	372	400
18	" 30	..	..	..	..	..	..	305	..	412
19	October 15	..	..	..	..	..	..	305	368	416
20	" 31	..	..	..	..	..	..	304	364	418
21	November 15	..	..	..	..	..	..	361	354	424
22	" 30	..	..	..	..	..	..	368	357	416
23	December 15	..	..	..	..	..	..	355	360	422
24	" 31	..	..	..	..	..	310	356	362	425

# APPENDIX F—continued

TABLE 24(c)—Statement showing cost of living indices at Meerut  
(Base July 31, 1939=100)

Sl. no.	Years		1939	1940	1941	1942	1943	1944	1945	1946	1947
	Fortnight ending										
1	January	15	..	..	..	146	236	333	313	327	361
2	"	31	..	..	..	145	241	339	313	329	361
3	February	15	..	..	..	145	236	341	317	332	362
4	"	28, 29	..	..	..	147	242	344	315	333	366
5	March	15	..	..	..	155	258	344	314	335	367
6	"	31	..	..	..	152	259	353	262	334	367
7	April	15	..	..	..	149	267	370	259	336	361
8	"	30	..	..	..	154	339	311	269	334	365
9	May	15	..	..	..	155	366	315	313	334	368
10	"	31	..	..	..	158	363	318	314	334	372
11	June	15	..	..	..	161	365	323	316	340	373
12	"	30	..	..	..	169	388	321	316	344	372
13	July	15	..	..	..	184	391	312	318	345	382
14	"	31	..	..	..	188	390	319	318	349	389
15	August	15	..	..	..	221	402	319	325	353	394
16	"	31	..	..	..	222	393	321	327	343	394
17	September	15	..	..	137	214	397	315	325	349	414
18	"	30	..	..	138	221	416	309	327	356	421
19	October	15	..	..	138	221	412	309	327	356	422
20	"	31	..	..	142	231	396	309	327	356	417
21	November	15	..	..	143	39	379	301	327	351	423
22	"	30	..	..	148	234	375	301	327	359	421
23	December	15	..	..	149	234	371	311	325	360	417
24	"	31	..	..	150	235	363	313	325	354	416



# APPENDIX F—(continued)

TABLE 24(d)—Statement showing cost of living indices at Bareilly  
(Base July 31, 1939=100)

Sl. no.	Years Fortnight ending									
		1939	1940	1941	1942	1943	1944	1945	1946	1947
1	January 15	..	..	..	..	218	271	300	337	372
2	" 31	..	..	..	..	219	274	312	333	370
3	February 15	..	..	..	..	225	274	338	339	368
4	" 28, 29	..	..	..	..	230	274	342	332	265
5	March 15	..	..	..	158	221	273	345	232	363
6	" 31	..	..	..	139	220	276	347	333	369
7	April 15	..	..	..	138	228	279	341	329	367
8	" 30	..	..	..	142	259	273	285	331	362
9	May 15	..	..	..	141	294	278	307	331	364
10	" 31	..	..	..	156	310	281	304	332	367
11	June 15	..	..	..	167	306	282	304	338	376
12	" 30	..	..	..	182	307	279	306	337	380
13	July 15	..	..	..	195	306	289	316	343	386
14	" 31	..	..	..	194	313	292	315	343	399
15	August 15	..	..	..	202	326	285	326	354	398
16	" 31	..	..	..	198	334	285	329	353	402
17	September 15	..	..	..	199	317	289	325	351	393
18	" 30	..	..	..	199	311	284	327	375	391
19	October 15	..	..	..	202	319	288	329	380	393
20	" 31	..	..	..	216	326	289	325	383	397
21	November 15	..	..	..	218	310	286	325	385	413
22	" 30	..	..	..	228	296	283	317	368	403
23	December 15	..	..	..	224	285	286	319	370	398
24	" 31	..	..	..	222	278	285	329	371	400

# APPENDIX F—(continued)

TABLE 24(e)—Statement showing cost of living indices at Kanpur

(Base period August, 1939=100)

Sl. no.	Years Months	1939	1940	1941	1942	1943	1944	1945	1946	194
1	January ..	..	114	110	145	226	304	301	305	346
2	February ..	..	112	108	144	236	298	301	311	34
3	March ..	..	109	106	150	248	294	302	309	341
4	April ..	..	110	107	149	280	316	311	308	342
5	May ..	..	109	108	155	319	315	294	309	349
6	June ..	..	108	114	175	336	315	302	321	368
7	July ..	..	109	126	190	341	327	307	351	401
8	August ..	100	112	130	203	339	332	315	346	410
9	September ..	105	113	133	202	303	331	320	346	407
10	October ..	105	112	134	206	349	329	318	349	420
11	November ..	105	112	143	224	334	313	317	350	413
12	December ..	112	111	151	224	314	297	310	345	389
	Average ..	106	111	123	181	306	314	308	329	378

# APPENDIX F—(continued)

TABLE 24(f)—Statement showing cost of living indices at Banaras  
(Base July 31, 1939=100)

Sl. no.	Fortnight ending	Years									
		1939	1940	1941	1942	1943	1944	1945	1946	1947	
1	January 15	..	..	..	..	234	292	282	287	346	
2	" 31	..	..	..	..	233	294	282	319	341	
3	February 15	..	..	..	..	231	296	287	361	342	
4	" 28, 29	..	..	..	..	232	279	287	340	344	
5	March 15	..	..	..	150	235	278	281	337	345	
6	" 31	..	..	..	150	249	282	292	327	337	
7	April 15	..	..	..	144	264	298	291	329	344	
8	" 30	..	..	..	141	316	299	286	343	342	
9	May 15	..	..	..	141	301	286	278	340	342	
10	" 31	..	..	..	141	314	289	284	340	340	
11	June 15	..	..	..	149	302	298	288	340	341	
12	" 30	..	..	..	151	308	292	291	352	343	
13	July 15	..	..	..	162	317	299	289	349	348	
14	" 31	..	..	..	162	320	301	293	354	353	
15	August 15	..	..	..	166	321	307	294	363	392	
16	" 31	..	..	..	173	318	305	293	363	370	
17	September 15	..	..	..	176	317	304	294	310	360	
18	" 30	..	..	..	176	320	298	294	313	353	
19	October 15	..	..	..	187	322	301	294	311	360	
20	" 31	..	..	..	187	323	292	290	314	361	
21	November 15	..	..	..	196	324	295	291	321	396	
22	" 30	..	..	..	201	314	299	289	330	381	
23	December 15	..	..	..	226	316	301	287	331	375	
24	" 31	..	..	..	225	288	293	287	332	..	

# APPENDIX F—(continued)

TABLE 24(g)—Statement showing cost of living indices at Gorakhpur  
(Base July 31, 1939=100)

Sl. no.	Years		1939	1940	1941	1942	1943	1944	1945	1946	1947
	Fortnight	ending									
1	January	15	..	..	..	129	209	287	263	268	328
2	"	31	..	..	..	131	226	288	265	277	327
3	February	15	..	..	..	131	217	279	267	277	328
4	"	28, 29	..	..	..	132	218	282	268	275	334
5	March	15	..	..	..	135	219	290	268	276	336
6	"	31	..	..	..	133	238	288	260	278	321
7	April	15	..	..	..	132	253	291	261	276	319
8	"	30	..	..	..	131	287	294	260	279	316
9	May	15	..	..	..	131	326	295	260	277	311
10	"	31	..	..	..	137	324	302	260	279	313
11	June	15	..	..	..	142	325	298	265	278	328
12	"	30	..	..	..	165	332	300	264	278	338
13	July	15	..	..	..	153	335	289	262	278	344
14	"	31	..	..	..	164	328	287	265	284	327
15	August	15	..	..	..	178	320	291	266	291	329
16	"	31	..	..	..	173	310	300	270	291	321
17	September	15	..	..	123	169	300	291	268	294	320
18	"	30	..	..	124	171	306	292	267	296	320
19	October	15	..	..	118	180	305	289	267	296	324
20	"	31	..	..	126	189	315	294	267	305	328
21	November	15	..	..	124	194	321	292	268	308	333
22	"	30	..	..	129	193	307	271	268	306	337
23	December	15	..	..	131	206	299	270	268	309	354
24	"	31	..	..	131	206	293	364	268	318	..

# APPENDIX F—(continued)

TABLE 25—Dearness allowance granted by various Industries shown as percentages over the basic wage levels

Years		1940	1941	1942	January to June 1943	July to December 1943	1944	1945	1946	1947			
Average general cost of living index		111	123	181	274	338	314	308	329	378			
Average subsidiary cost of living index		..	..	..	..	305	280	266	300	344			
Name of the industry	Name of the mills	Wage level											
		Rs.											
1. Textile	Kanpur Mills *(E. A. N. I.).	10	12½	12½	25	31	81	173	305	257	231	295	379
		20	9½	9½	19	25	40	87	152	129	115	148	189
		30	6½	6½	16	22	27	58	102	86	77	98	126
		40	3½	3½	12½	19	25	43	76	64	58	74	95
		50	3½	3½	12½	19	25	38	65	55	50	53	80
	R. G. Cotton Mills, Lucknow.	10	..	..	..	..	..	69	75	89	114	141	171
		20	..	..	..	..	..	63	69	76	94	119	149
		30	..	..	..	..	..	56	63	67	82	101	126
		40	..	..	..	..	..	50	56	61	71	87	107
		50	..	..	..	..	..	48	54	59	69	81	99

\* Please see note on page 555.

# APPENDIX F—(continued)

TABLE 25—Dearness allowance granted by various Industries shown as percentages over the basic wage levels—(continued)

Years		1940	1941	1942	January to June 1943	July to December 1943	1944	1945	1946	1947
Average general cost of living index		..	111	123	181	274	338	314	329	378
Average subsidiary cost of living index		..	..	..	..	..	305	280	300	344
Name of the industry	Name of the mills	Wage level								
		Rs.								
1. Textile (—contd.—)	Swadeshi Bima Cotton Mills, Aligarh.	10	..	12½	12½	12½	12½	100	100	N. A.
		20	..	12½	12½	12½	12½	100	100	N. A.
		30	..	9½	9½	9½	9½	94	88	N. A.
		40	..	6½	6½	6½	6½	88	88	N. A.
		50	..	6½	6½	6½	6½	88	88	N. A.
	Radha Krishna Mills, Mirzapur.	10	..	..	..	..	..	31	31	31
		20	..	..	..	..	..	25	25	25
		30	..	..	..	..	..	19	19	19
	John's Spinning Mills, Agra.	40	..	..	..	..	..	16	16	16
		50	..	..	..	..	..	16	16	16
10		..	..	..	..	..	81	81	125	
20	..	..	..	..	..	69	69	113	15	
Indra Spinning Mills, etc.										

(All the 4 mills at Agre).	30	..	..	..	..	66	66	106	144
Banaras Cotton Mills	40	..	..	..	..	66	66	106	144
	50	..	..	..	..	63	63	106	144
	10	..	..	..	..	..	..	134	N. A. *
	20	..	..	..	..	..	..	109	N. A.
	30	..	..	..	..	..	..	97	N. A.
	40	..	..	..	..	..	..	91	N. A.
	50	..	..	..	..	..	..	84	..

\*Out of the remaining (4) Textile Mills at Kanpur Messrs. Krishna Weaving Works paid consolidated wages, while Messrs. Hari Krishna Das Vishnu Dayal Weaving Factory and Messrs. Awasthi Textile Mills paid D. F. A. at the following rates to their piece-time workers:—

*Messrs. Hari Krishna Das Vishnu Dayal Weaving Mills*

Sheeting 25" to 36" width	..	..	..	Re. 1 per piece of 40 yds.
Sheeting 45"	..	..	..	Rs. 1-4-0 Ditto.
Bed 52"	..	..	..	Re. 0-2-0 per sheet.
Dusooties 24"	..	..	..	Re. 0-2-6 per Dusooti.

*Awasthi Textile Mills*

54" cloth	..	..	..	Rs. 1-8-0 per piece of 40 yards.
45" cloth	..	..	..	ditto.
33" cloth	..	..	..	Re. 0-15-0 ditto.
27" cloth	..	..	..	ditto.
24" cloth	..	..	..	ditto.

Messrs. Sachendi Cotton Mills followed their own arbitrary rates from time to time.

N. B.—N. A. means data not available.

# APPENDIX F—(continued)

TABLE 25—Dearness allowance granted by various Industries shown as percentages over the basic wage levels—(continued)

Years		1940	1941	1942	January to June 1943	July to December 1943	1944	1945	1946	1947
Average general cost of living index		111	123	181	274	338	314	308	329	378
Average subsidiary cost of living index		..	..	..	..	305	280	265	300	344
Name of the industry	Name of the mills	Wage level								
1 Textile— (concd.)	New Ramchandra Cotton Mills, Hathras.	10	..	..	..	..	94	94	N. A.	N. A.
		20	..	..	..	..	94	94	N. A.	N. A.
		30	..	..	..	..	91	91	N. A.	N. A.
		40	..	..	..	..	91	91	N. A.	N. A.
		50	..	..	..	..	91	91	N. A.	N. A.
Bijli Cotton Mills, Hathras.		10	..	..	..	..	..	..	..	N. A.
		20	..	..	..	..	..	..	..	N. A.
		30	..	..	..	..	..	..	..	N. A.
		40	..	..	..	..	..	..	..	N. A.
		50	..	..	..	..	..	..	..	N. A.



Lallamal Hardeo Das Mills, Hathras.	10	..	..	..	..	..	..	94	94	94	113
	20	..	..	..	..	..	..	94	94	94	113
	30	..	..	..	..	..	..	94	94	94	113
	40	..	..	..	..	..	..	94	94	94	113
	50	..	..	..	..	..	..	94	94	94	113
Moradabad Spinning and Weaving Mills Ltd., Moradabad.	10	..	10	20-50	50-100	150	200	200	240	240	N. A.
	20	..	10	12 $\frac{1}{2}$ -25	25-50	90	100	100	100	120	N. A.
	30	..	8 $\frac{2}{3}$	10-20	20-50	75	100	100	100	113	N. A.
	40	..	6 $\frac{1}{2}$	9-15	15-44	69	92	92	100	100	N. A.
	50	..	6 $\frac{1}{2}$	7-12	12-40	65	87	87	94	94	N. A.
Prem Spinning and We- aving Mills, Ujhani.	10	..	..	..	..	..	50	50	50	50	N. A.
	20	..	..	..	..	..	50	50	50	50	N. A.
	30	..	..	..	..	..	50	50	50	50	N. A.
	40	..	..	..	..	..	50	50	50	50	N. A.
	50	..	..	..	..	..	50	50	50	50	N. A.

N. B.—N. A. means data not available.

# APPENDIX F—(continued)

TABLE 25.—Dearness allowance granted by various Industries shown as percentages over the basic wage levels—(continued)

Years		1940	1941	1942	January to June 1943	July to December 1943	1944	1945	1946	1947
Average general cost of living index		..	111	123	181	274	338	308	329	378
Average subsidiary cost of living index		..	..	..	..	..	28.	265	300	344
Name of the industry	Name of the mills	Wage level								
2. Leather ..	Cooper Allen and Kanpur Tanneries*..	10	From July 1941 25	31	81	173	305	231*	295*	379*
		20	19½	25	40	87	152	171	217	276
		30	16	22	27	58	102	115*	148*	189*
		40	12½	19	25	43	76	85	108	138
		50	12½	19	25	38	65	77*	98*	126*
Nanha Model Tanneries. Ashfaq Tannery ..		10	..	..	..	..	223	57	72	92
		20	..	..	..	..	190	58*	74*	95*
		30	..	..	..	..	47	47	59	74
							55*	50*	53*	80*
							47	43	52	64
							190	171	217	276
							95	85	108	138

Indian Trading Tannery.	30	..	..	..	..	74	63	57	72	92
Prem Tannery ..	40	..	..	..	..	61	52	47	59	74
Universal Tannery Company.	50	..	..	..	..	53	47	43	52	64
The Central Tannery	10	..	..	..	..	223†	190†	171†	217†	276†
Shewan and Company.	20	..	..	..	..	112†	95†	85†	108†	138†
Swadeshi Tannery ..	30	..	..	..	..	74†	63†	57†	72†	92†
U. P. Tannery ..	40	..	..	..	..	61†	52†	47†	59†	74†
Eastern Tannery†	50	..	..	..	..	53†	47†	43†	52†	64†
Pioneer Tannery ..	10	12†	12†	25	31	223	190	171	217	287
Saghir Tannery ..	20	9†	9†	19	25	112	95	85	108	144
Indian National Tannery.	30	6†	6†	16	22	74	63	57	72	96
J. K. Jute Mills, Kanpur.	40	3†	3†	12†	19	61	52	47	59	76
Devipur.	50	3†	3†	12†	19	53	47	43	52	66
Maheshwari Jute Mills, Kanpur.	10	12†	12†	25	31	223	190	171	217	276
Devi Jute Mills, Kanpur.	20	9†	9†	19	25	112	95	85	108	138
Devipur.	30	6†	6†	16	22	74	63	57	72	92
Mahabir Jute Mills, Gorakhpur.	40	3†	3†	12†	19	61	52	47	59	74
Gorakhpur.	50	3†	3†	12†	19	53	47	43	52	64
Gorakhpur.	10	..	..	..	..	..	..	138	154	260
Gorakhpur.	20	..	..	..	..	..	..	69	92	130
Gorakhpur.	30	..	..	..	..	..	..	46	61	87
Gorakhpur.	40	..	..	..	..	..	..	39	51	70
Gorakhpur.	50	..	..	..	..	..	..	36	46	61

\*From 1944 Kanpur Tanneries paid jute-rate if number of soakings for months were less than 22,000 (cow-hides) †25 per cent. more when cheap grain is not supplied.

**APPENDIX F—(continued)**  
**TABLE 25—Dearness allowance granted by various Industries shown as percentages over the basic wage levels—(continued)**

Years		1940	1941	1942	January to June 1943	July to Dec. 1943	1944	1945	1946	1947
Average general cost of living index		111	123	181	274	338	314	308	329	328
Average subsidiary cost of living index		..	..	..	..	395	280	266	300	344
Name of the industry	Name of the mills	Wage level								
4. Sugar	U. P. Sugar Co. Ltd., Tamkoshi, and other factories near Gorakhpur.	10	..	..	..	..	50	50	50	50
		20	..	..	..	..	50	50	50	50
		30	..	..	..	..	44	44	44	44
		40	..	..	..	..	37½	37½	37½	37½
		50	..	..	..	..	37½	37½	37½	37½
		10	..	..	..	..	60	60	60	60
		20	..	..	..	..	30	30	30	30
		30	..	..	..	..	23	23	23	23
		40	..	..	..	..	23	23	23	23
		50	..	..	..	..	18	18	18	18
	Dewan Sugar Mills, Sakhoti, Tanda.	..	..	..	..	..	..	..	..	..

5. Oil	..	Begg Sutherland group, Bairampur and Tulsipur.	10	28	28	28	28	28	50	50	50	50
			20	23	23	23	23	23	50	50	50	50
			30	14	14	14	14	14	44	44	44	44
			40	14	14	14	14	14	37½	37½	37½	37½
			50	14	14	14	14	14	37½	37½	37½	37½
			10	12½	12½	19	88	88	100	100	138	138
			20	9½	9½	16	69	69	81	81	119	119
			30	6½	6½	12½	59	59	66	66	84	84
			40	6½	6½	12½	47	47	53	53	72	72
			50	6½	6½	12½	47	47	53	53	72	72
6. Electricity and Engi- neering.	..	U. P. Electric Supply Co., Lucknow and Allahabad.	10	..	25	25	63S	75S	100I	100I	125I	125I
			20	..	19	19	47S	56S	81I	81I	94I	94I
			30	..	12½	12½	31S	38S	63I	63I	88I	88I
			40	..	9½	9½	28S	34S	56I	56I	81I	81I
			50	..	..	..	28S	34S	56I	56I	81I	81I
			10	..	..	..	..	44	44	50	69	69
			20	..	..	..	..	34	34	38	47	47
			30	..	..	..	..	31	31	34	44	44
			40	..	..	..	..	28	28	31	41	41
			50	..	..	..	..	25	25	28	38	38
Singh Engineering Works and other Rolling Mills of Kanpur.	..	..	10	..	..	..	..	56	44	44	69	69
			20	..	..	..	..	41	34	34	47	47
			30	..	..	..	..	38	31	31	44	44
			40	..	..	..	..	34	28	28	41	41
			50	..	..	..	..	31	25	25	38	38
			10	..	..	..	..	..	..	..	..	..
			20	..	..	..	..	..	..	..	..	..
			30	..	..	..	..	..	..	..	..	..
			40	..	..	..	..	..	..	..	..	..
			50	..	..	..	..	..	..	..	..	..

S.—Linked with subsidiary cost of living index.  
I.—Linked with interim cost of living index.

## APPENDIX F—(continued)

TABLE 25—*Dearness allowance granted by various Industries shown as percentages over the basic wage levels—(continued)*

Years			1940	1941	1942	January to June, 1943	July to December 1943	1944	1945	1946	1947
Average general cost of living index		..	111	123	181	274	338	314	308	329	378
Average subsidiary cost of living index		..	..	..	..	..	395	280	266	300	344
Name of the industry	Name of the mills	Wage level									
7. Hosiery ..	J. K. Hosiery Factory.	Rs. 10 20 30 40 50	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	261 248 131 121 87 81 65 60 55	234 221 117 140 78 93 72 59 54 50	298 285 149 140 99 93 75 70 63	379 189 126 95 80 94 88 75 69 69
	Misra Hosiery ..	10 20 30 40 50	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	.. .. .. .. ..	94 88 75 69 69



# APPENDIX F—(continued)

TABLE 25—Dearness allowance granted by various Industries shown as percentages over the basic wage levels—(concluded)

Years		1940	1941	1942	January to June 1943	July to December 1943	1944	1945	1946	1947
Average general cost of living index ..		111	123	181	274	338	314	308	329	378
Average subsidiary cost of living index ..		...	...	...	...	305	280	266	300	344
Name of the industry	Name of the mills	Wage level								
		Rs.								
9. Glass	Kaycee Glass Works, Shikohabad.	10		..	..	..	..	..	163	163
		20		..	..	..	..	..	81	81
		30		..	..	..	..	..	54	54
		40		..	..	..	..	..	41	41
		50		..	..	..	..	..	33	33



10. Iron and Steel.	Ganga Glass Works, Balawali, Bijnor.	10	..	..	..	..	..	..	..	150	150	105
		20	..	..	..	..	..	..	..	75	75	75
		30	..	..	..	..	..	..	..	50	50	50
		40	..	..	..	..	..	..	..	38	38	38
		50	..	..	..	..	..	..	..	30	30	30
11. Motor Transport.	U. P. Glass Works, Bahjoi.	10	..	..	19 25	63	63	63	63	63	63	63
		20	..	..	19 25	63	63	63	63	63	63	63
		30	..	..	19 25	63	63	63	63	63	63	63
		40	..	..	19 25	63	63	63	63	63	63	63
		50	..	..	19 25	63	63	63	63	63	63	63
	J. K. Iron and Steel Company Ltd., Kanpur	10	..	..	..	..	218	184	165	211	271	271
		20	..	..	..	..	125	108	99	122	152	152
		30	..	..	..	..	101	90	84	99	119	119
		40	..	..	..	..	82	73	69	80	95	95
		50	..	..	..	..	75	68	64	73	85	85
	Public Service Vehicles, Kumaon.	10	..	..	..	..	95	110	160	160	220	N. A.
		20	..	..	..	..	48	55	80	80	110	N. A.
		30	..	..	..	..	..	37	53	53	73	N. A.
		40	..	..	..	..	24	28	40	40	55	N. A.
		50	..	..	..	..	24	28	36	36	44	N. A.

Note.—Dearness allowances have been calculated on the average cost of living index for the whole year. Where two rates of D.F.A. have been in force for almost equal parts of the year, D.F.A. has been calculated separately and shown side by side in the same column.  
N.B.—N.A. means data not available.

# APPENDIX

TABLE 26—*Financial*

Serial no.	Items \ Years	1938	1939	1940
		Rs.	Rs.	Rs.
1	Capital paid up .. ..	3,12,70,000	3,17,50,000	3,36,19,000
2	Percentage increase over 1938 ..	..	1' 5	7' 5
3	Fixed assets .. ..	85,15,000	78,38,000	78,34,000
4	Percentage increase over 1938 ..	..	—8' 0	—8' 0
5	New addition to assets .. ..	30,98,000	20,59,000	17,97,000
6	Percentage to 1938 fixed assets ..	..	24' 2	21' 1
7	Gross profit .. ..	72,36,000	1,05,33,000	1,54,97,000
8	Percentage increase over 1938 ..	..	45' 6	114' 2
9	Depreciation charges .. ..	20,36,000	24,24,000	27,51,000
10	(a) Percentage to fixed assets as worked out. .. ..	..	25' 3	29' 9
	(b) Percentage to fixed assets as given above. .. ..	23' 9	31' 0	35' 1
11	Percentage to gross profit .. ..	28' 1	23' 0	17' 8
12	Interest on loan .. ..	4,15,000	4,89,000	6,58,000
13	Percentage to loan .. ..	2' 4	2' 7	3' 9
14	Directors' fees and Agency Commission. .. ..	4,25,000	7,15,000	10,43,000
15	Percentage increase over 1938 ..	..	68' 2	145' 4
16	Net profit .. ..	43,60,000	69,05,000	1,10,45,000
17	(a) Percentage to Capital paid up ..	13' 9	21' 7	32' 9
	(b) Percentage to block capital .. ..	7' 3	11' 2	17' 3
18	Total taxes paid .. ..	7,12,000	17,80,000	50,28,000
19	Percentage to net profits .. ..	16' 3	25' 8	45' 6
20	Reserves .. ..	2,09,000	6,81,000	2,25,000
21	Percentage to net profit .. ..	4' 8	9' 9	2' 0
22	Percentage increase over 1938 ..	..	225' 8	7' 7
23	Percentage to share capital paid ..	0' 7	2' 1	0' 7
24	Dividends paid .. ..	29,92,000	40,86,000	48,19,000
25	Percentage to share capital paid ..	9' 6	12' 9	14' 3
26	Percentage increase over 1938 ..	..	36' 7	61' 0

NOTE—The figures have been compiled from the audit accounts, together with

- (1) The Muir Mills Co. Ltd.
- (2) The Elgin Mills Co. Ltd.
- (3) The Kanpur Textile Ltd.
- (4) The British India Corporation Ltd.
- (5) The New Victoria Mills Co. Ltd.

F—(continued)

position of Cotton Industry

1941	1942	1943	1944	1945	1946
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3,36,19,000	3,48,69,000	3,63,69,000	3,76,92,000	4,03,89,000	4,50,19,000
7' 5	11' 5	16' 3	20' 5	29' 2	44' 0
74,35,000	78,24,000	66,69,000	60,91,000	48,28,000	52,66,000
—12' 7	—8' 1	—21' 7	—28' 5	—43' 3	—38' 2
21,82,000	37,27,000	12,48,000	12,28,000	7,80,000	24,56,000
25' 6	43' 8	14' 7	14' 4	9' 2	28' 8
2,89,14,000	5,52,53,000	11,22,19,000	7,66,67,000	5,68,93,000	4,60,32,000
299' 6	663' 6	1450' 8	105' 0	686' 2	536' 2
32,52,000	40,66,000	39,56,000	32,38,000	37,92,000	32,43,000
39' 4	38' 9	39' 2	43' 8	70' 4	136' 8
43' 7	52' 0	59' 3	53' 2	78' 5	61' 6
11' 2	7' 4	3' 5	4' 2	6' 7	7' 0
2,93,000	1,33,000	59,000	94,000	1,51,000	1,96,000
2' 4	1' 0	4	5	8	9
15,34,000	34,12,000	69,38,000	49,02,000	32,23,000	33,24,000
260' 9	702' 8	1532' 5	1053' 4	658' 4	682' 2
2,38,35,000	4,76,42,000	10,12,66,000	6,84,33,000	4,97,27,000	3,92,69,000
70' 9	136' 6	278' 4	181' 6	123' 1	87' 2
45' 7	79' 5	164' 8	91' 6	67' 8	55' 4
1,83,01,000	3,34,82,000	7,42,63,000	4,78,68,000	3,31,36,000	2,26,00,000
76' 8	70' 3	73' 3	69' 9	66' 6	57' 6
18,76,000	53,68,000	1,13,44,000	1,05,88,000	64,69,000	38,47,000
7' 9	11' 3	11' 2	8' 5	13' 0	9' 9
797' 6	2468' 4	5327' 8	4966' 0	2995' 2	1740' 7
5' 6	15' 4	31' 2	28' 1	16' 0	8' 5
63,37,000	80,41,000	1,00,03,000	53,93,000	56,76,000	81,19,000
18' 8	23' 1	27' 5	14' 3	14' 1	18' 0
111' 8	168' 8	234' 3	80' 2	89' 7	171' 4

certain further information we required from the following ten members :—

- (6) Atherton West and Co. Ltd.
- (7) The J. K. Cotton, Spinning and Weaving Mills Ltd.
- (8) The Swadeshi Cotton Mills Co. Ltd.
- (9) The J. K. Cotton Manufacturers Ltd.
- (10) The Laxmi Ratan Cotton Mills Co. Ltd.

# APPENDIX F—(continued)

TABLE 27—*Monthly indices of Raw Cotton in India from 1942 to 1947*

(Base 19th. August 1939=100)

Years Months						
	1942	1943	1944	1945	1946	1947
January ..	138	176	212	199	192	201
February..	123	199	211	194	201	196
March ..	110	250	204	196	207	193
April ..	105	242	195	183	204	191
May ..	117	263	188	187	200	191
June ..	132	261	187	183	198	195
July ..	150	N. A.	184	182	209	198
August ..	132	N. A.	184	176	196	195
September	N. A.	N. A.	182	168	193	194
October ..	179	N. A.	179	179	196	212
November	165	193	180	180	204	208
December	194	201	190	186	206	222
Annual	139	223	191	184	201	200

N.B.—N. A. means not available.

# APPENDIX F—(continued)

TABLE 28—Statement showing export and import of Cotton Twist and Yarn and Cotton Piecegoods (in maunds) in the United Provinces  
(From 1st January to 31st October)

Serial no.	Places	Exported to		Imported from			
		Indian Cotton Twist and Yarn		Indian Cotton Twist and Yarn		Indian Cotton Piecegoods	
		1938	1944	1938	1944	1938	1944
1	Bombay Port	440	1,177	13,270	5,355	219,126	234,806
2	Bombay	13	705	4,318	11,939	335,487	385,654
3	Calcutta	7,809	26,888	33,598	156,939	21,319	5,791
4	Punjab	32,482	40,087	26,980	41,836	10,705	2,274
5	Delhi Province	7931	19,755	17,327	12,553	173,530	139,715
6	Bihar	75,975	79,042	118,103	2,78,312	58,868	2,050
7	Bengal	2,779	4,451	151,491	12,108	206	2,170
8	Madras Chief Port	25	..	136	451	3,565	2,790
9	Other Madras Ports	..	..	424	827	186	69
10	Madras	1	54	354	504	2,826	359
11	Central Provinces and Berar	1,253	1,365	3,615	2,727	360	16,197
12	Orissa	148	..	1,025	328	17,335	..
13	N. W. F. P.	5,772	1,161	4,538	4,897	14	4
14	Sind and British Baluchistan	77	216	1,249	346	22	1
15	Rajputana	13,581	4,623	6,451	1,550	62	..
16	Central India	5,622	8,254	13,964	4,073	12,477	14,255
17	Nizam's Territory	7	341	666	212	213,291	1,78,030
18	Mysore	1	..	268	91	306	413
19	Kashmir	437	135	238	844	829	136
20	Karachi	22	14	1,115	304	7	54
21	Assam	45	..	1,720	2	472	146
	Total	154,420	188,268	264,508	536,288	1,67,025	784,914
				113,808	..	106,786	..

APPENDIX F—(continued)

TABLE 29—Financial position of Hosiery Industry

on table 2	Years Items	1938	1939	1940	1941	1942	1943	1944	1945	1946
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Capital paid up ..	98,303	85,300	99,014	1,89,550	3,24,356	6,05,270	3,71,092	1,77,518	3,50,568
2	Percentage increase over 1938.	..	-13.2	7	92.8	229.95	515.7	277.5	80.6	256.6
3	Fixed assets ..	2,61,041	3,23,429	2,98,575	2,93,191	2,91,149	3,11,513	3,10,218	4,09,025	3,98,388
4	Percentage increase over 1938.	..	23.9	14.4	12.3	11.6	19.3	18.8	56.7	52.6
5	Gross profits ..	..	29,942	31,437	1,47,284	2,75,850	4,25,213	2,38,510	1,49,571	5,79,118
6	Percentage increase over 1939.	..	..	5	391.9	821.3	42.012	696.6	399.5	93.4
7	Depreciation charges	..	36,565	47,851	37,079	36,567	63,279	68,472	59,480	54,106
8	(a) Percentage to fixed assets.	..	14.2	16.7	14.8	14.3	24.9	27.6	24.6	15.5
	(b) Percentage to fixed assets.	..	11.3	16	12.6	12.6	20.3	22	14.5	13.6
9	Percentage of gross profits.	..	122.11	152.22	25.18	13.26	14.88	28.71	39.77	93.42
10	Net profits ..	..	-6,623	-16,414	1,10,205	2,39,283	3,61,984	1,70,038	90,091	5,25,012
11	Total taxes paid ..	..	2,206	1,934	57,722	1,67,867	2,34,394	1,08,905	1,91,126	3,41,297

**APPENDIX F—(continued)**  
**TABLE 30—Financial position of Jute Industry**

of IS	Year	Items	1938	1939	1940	1941	1942	1943	1944	1945	1946
1	Paid-up Capital	Rs.	25,07,100	25,07,100	25,07,100	34,49,500	34,49,500	36,99,500	36,99,500	40,76,500	Rs.
2	Loans (including debentures).		22,95,280	32,85,646	23,18,946	26,28,234	15,99,044	20,31,984	35,94,136	20,17,096	40,76,500
	Total		48,02,380	57,92,746	48,26,046	60,77,734	50,48,544	57,31,484	72,93,636	60,93,596	81,36,787
3	Reserve and profit and loss carried forward,		4,46,834	8,61,778	12,52,678	19,89,542	22,50,191	29,39,918	25,19,855	28,25,224	24,04,078
4	Total		52,49,214	66,54,524	60,78,724	80,67,276	72,98,735	86,71,402	98,13,491	89,18,820	105,40,865
5	Less: Investments Capital employed on basis of Audited Accounts.		38,771	38,771	38,771	1,11,531	1,13,300	16,95,698	17,47,305	17,57,131	17,77,607
6	Deduct: Fixed assets per Accounts.		52,10,443	66,15,753	60,39,953	79,55,745	71,85,435	69,75,704	80,66,186	71,61,689	78,39,698
7	Balance		50,31,713	50,37,532	51,45,539	66,99,522	60,20,811	71,00,200	72,19,872	73,20,780	82,27,517
8	Add: Fixed Assets at Income-tax written down value.		1,78,730	15,78,221	8,94,414	12,56,223	2,64,624	—M1,24,505	—M1,59,091	—M3,87,819	—M3,87,819
9	Capital employed after adjusting fixed assets to Income-tax written down value.		38,71,452	38,83,817	35,59,699	42,26,533	39,44,154	36,69,462	33,63,049	30,93,856	36,25,529
	Additions to Plant and Machinery.		40,50,182	54,62,038	44,54,113	54,82,756	42,08,778	35,44,957	42,09,363	29,34,765	32,37,710
			30,334	1,203	67,369	1,49,595	2,09,375	68,769	55,482	2,20,419	24,100

N.B.—M means minus.

**APPENDIX F—(continued)**

**TABLE 31—Financial position (Profits) of Jute Industry**

**A—Profits in relation to Capital Employed**

Sl. no.	Years Items	1938	1939	1940	1941	1942	1943	1944	1945	1946
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Capital employed, as per Table 30.	40,50,182	54,62,038	44,54,113	54,82,756	42,08,778	35,44,957	42,09,363	29,34,765	32,37,710
2	Profit before charging Depreciation, Directors' Fee, Bonus, Managing Agency Commission and Taxation.	4,09,146	6,56,680	12,15,360	23,06,589	23,72,765	33,78,619	22,31,221	12,40,717	5,49,380
3	Less interest received.	1,476	1,252	1,799	2,088	3,315	5,613	10,769	24,368	26,678
	Balance	4,07,670	6,55,428	12,13,561	23,04,501	23,69,450	33,73,006	22,20,452	12,16,349	5,22,711
4	Add interest paid	1,17,378	88,337	1,14,749	1,48,003	74,152	75,953	1,03,427	1,28,286	1,24,376
5	Profit excluding interest.	5,25,048	7,43,765	13,28,310	24,52,504	24,43,602	34,48,959	23,23,879	13,44,635	5,47,087
6	Less interest as above (net).	5,15,902	87,085	1,12,950	1,45,915	70,837	70,340	92,658	03,918	97,698



7	Profit as above	4,09,146	6,56,680	12,15,360	23,06,55	23,72,765	33,78,619	22,31,221	12,40,771	5,49,389
8	Less depreciation	2,14,790	3,70,094	4,32,698	6,39,990	5,17,320	4,55,813	4,14,497	3,89,148	3,71,606
9	Net profit before charging Directors' Fee and Bonus, Managing Agents' Commission, Taxation and Dividend.	1,94,356	2,86,586	7,82,662	16,66,599	18,55,445	29,22,806	18,6,724	8,51,569	1,77,783
10	Profit and loss brought forward from last year.	-71,680	-2,43,570	-2,27,164	-2,28,231	3,01,047	5,07,595	5,96,979	7,01,530	4,40,418
	Balance	1,22,676	43,016	5,55,498	14,38,368	21,56,492	34,30,401	24,13,703	15,53,099	6,18,201
11	Directors' Fee, Bonus and Managing Agents' Commission	8,945	9,573	1,68,845	1,84,190	2,23,574	3,80,061	3,02,630	2,08,198	79,700
12	Provision for Taxation.	3,57,301	2,47,647	2,80,720	6,27,241	8,48,223	21,51,215	12,16,184	6,24,123	1,25,000
13	Dividend paid	..	12,960	2,06,365	1,00,740	3,07,100	1,51,385	1,93,350	1,80,360	1,31,940
14	Transfer to Reserve Fund, etc.	..	..	2,00,000	2,25,000	2,70,000	1,50,000	..	1,00,000	..
	Total	3,66,246	2,70,180	7,95,980	11,37,171	16,48,897	28,31,661	17,12,173	11,12,681	3,36,640
15	Net balance carried over to next year.	-2,43,570	-2,27,164	-2,40,432 + 12,201 Profit of M. D. Jute Mills Ltd. sale of investment	3,01,197 - 150 Loss on sale of investment	5,07,595	5,98,740 - 1,761 Charity paid.	7,01,530	4,40,418	2,81,561
	Taxes refundable	..	..	..	..	..	..	2,71,268	1,00,999	2,55,34

**APPENDIX F—(continued)**  
**TABLE 32—Financial position of Sugar Industry**

Sl. no.	Items	Years					
		1	2	3	4	5	6
				Rs.	Rs.	Rs.	Rs.
1	Capital paid up	..	..	2,11,70,128	2,62,00,604	3,26,00,604	3,72,28,379
2	Percentage increase over 1938	..	..	..	23.76	55.99	75.85
3	Fixed assets	..	..	91,61,616	— 98,43,403	— 1,26,54,332	— 4,21,07,432
4	Percentage increase over 1938	..	..	..	— 10.744	— 13.812	— 459.67
5	Depreciation charges	..	..	17,33,222	18,09,779	18,86,510	23,07,095
6	Percentage to fixed assets	..	..	18.89	..	..	..
7	Percentage to fixed assets	..	..	..	..	..	..
8	Interest on loans	..	..	..	..	..	..
9	Percentage to loans	..	..	..	..	..	..
10	Percentage of gross profits	..	..	..	..	..	..
11	Directors' and Managers' allowances	..	..	..	..	..	..
12	Percentage increase over 1938	..	..	4.22,561	2,85,086	3,12,853	3,33,206
13	Net profits	..	..	12,61,713	— 32.54	— 25.93	— 21.15
14	Percentage to capital paid up	..	..	167,788	9,59,949	16,36,661	21,62,095
15	Percentage to block capital	..	..	3.39	272.93	198.58	171.26
16	Total taxes paid	..	..	7,05,937	2.4	4.3	4.9
17	Percentage to net profits	..	..	55.9	188.1	16,31,766	12,78,712
18	Reserves	..	..	4,71,509	8,49,830	2,49,849	1,45,000
19	Percentage to net profits	..	..	37.37	88.53	15.26	6.70
20	Percentage increase over 1938	..	..	..	80.236	47.01	— 69.251
21	Percentage to share capital	..	..	..	..	..	..
22	Dividend paid	..	..	..	..	..	..
23	Percentage to share capital paid	..	..	..	..	..	..
24	Percentage increase over 1938	..	..	..	..	..	..

# APPENDIX F—(continued)

TABLE 33—Production and number of workers in Cooper Allen and Company, Kanpur.

Serial-no.	Years		1939	1940	1941	1942	1943	1944	1945	1946
	Particulars									
1	No. of workers	..	2,646	4,907	5,682	7,218	8,450	8,878	7,624	5,553
2	Percentage increase over 1939	..	..	85	115	173	219	236	188	110
	No. of footwear produced	..	6,45,932 pairs.	18,94,004 pairs.	28,97,577 pairs.	36,89,651 pairs.	43,43,392 pairs.	48,03,601 pairs.	32,67,299 pairs.	16,74,938 pairs.
4	Percentage increase over 1939	..	..	193	349	471	572	644	406	159
5	No. of hides processed	..	4,80,443	8,76,885	11,70,556	12,97,352	10,54,438	8,40,951	8,56,150	6,84,156
6	Percentage increase over 1939	..	..	83	144	170	119	75	78	42

# APPENDIX F—(continued)

TABLE 34—Financial position of Kanpur Tanneries

Year ending	Paid up capital, loan, etc.	Gross profit including depreciation	Depreciation	Extension of plant and machinery	Transfer to reserve fund	Directors' fees and Agency Commission	Income-tax	E. P. Tax	Dividend	E. P. T. Deposits
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
30-6-'40 ..	21,96,706	2,59,550	67,071	..	..	52,295	..	..	..	..
30-6-'41 ..	21,98,477	5,12,919	53,667	26,087	..	74,438	..	..	1,62,467	..
30-6-'42 ..	24,01,800	5,82,585	53,464	24,633	..	81,146	25,000	..	10,97,783	..
30-6-'43 ..	23,50,233	6,81,704	48,069	14,362	..	92,616	1,77,905	2,47,648	81,671	13,050
30-6-'44 ..	26,83,202	4,81,009	45,685	11,368	..	71,246	1,18,625	2,85,771	72,723	57,154
30-6-'45 ..	35,10,071	3,63,742	45,638	32,348	30,000	61,198	1,32,692	3,17,725	1,12,580	101,317
30-6-'46 ..	39,34,223	4,52,050	55,986	32,049	30,000	67,466	1,04,569	1,88,362	72,723	55,675

# APPENDIX F—(continued)

TABLE 35—*Monthly indices of Raw Hides and Skins in India from 1942 to 1947*

(Base 19th August, 1939=100)

Years Months	1942	1943	1944	1945	1946	1947
January ..	117	125	125	144	161	216
February ..	117	125	126	146	161	237
March ..	117	125	128	146	161	237
April ..	116	125	128	146	163	237
May ..	113	114	128	146	163	237
June ..	119	112	128	146	163	192
July ..	119	112	128	156	180	208
August ..	111	112	128	156	197	226
September ..	108	112	128	156	200	205
October ..	114	115	130	156	200	191
November ..	124	124	134	156	200	195
December ..	125	125	137	161	213	205
Annual ..	117	119	129	151	180	216

# APPENDIX F—(continued)

TABLE 36—*Monthly indices of Leather in India from 1942 to 1947*

(Base 19th August, 1939=100)

Years Months	1942	1943	1944	1945	1946	1947
January ..	113	138	168	219	249	352
February ..	116	138	181	217	250	328
March ..	115	140	189	210	250	300
April ..	119	144	196	205	266	280
May ..	120	147	202	205	275	284
June ..	123	155	206	213	283	305
July ..	125	152	214	238	353	307
August ..	124	152	219	239	351	321
September	123	157	211	236	340	312
October ..	128	164	210	239	342	302
November..	139	170	216	241	360	315
December	144	171	220	244	355	342
Annual ..	124	152	202	226	306	312

# APPENDIX F—(continued)

TABLE 37—Financial statement of the Indian National Tannery, Kanpur

Years	(a) Paid-up capital and loan	(b) Gross profit inclusive of depreciation and amount paid in tax	(c) Depreciation and extension of plant and machinery	(d) Reserve fund	(e) Directors' fees (annual)	(f) Amount paid in taxation (income-tax and E. P. T.).	(g) Amount paid in dividend
	Rs. a. p.	Rs. a. p.	Rs. a. p.			Rs. a. p.	
1941-42 ..	6,13,497 6 11	435,888 0 5	Dep. 10,438 2 6 Ext. 12,847 12 0	Nil	Nil	Income-1,24,176 7 0 tax E. P. T. 1,92,951 5 0	Nil
1942-43 ..	8,96,742 2 10	4,29,396 4 0	Dep. 10,257 8 0	Nil	Nil	Income-1,21,138 13 0 tax.	Nil
1943-44 ..	7,81,577 7 4	3,39,581 14 11	Ext. 7,679 6 6 Dep. 9,851 10 9	Nil	Nil	E. P. T. 1,52,019 5 0 Income-1,22,218 5 0 tax.	Nil
1944-45 ..	9,20,520 9 6	2,33,911 7 6	Ext. 2,638 7 6 Dep. 9,411 5 6	Nil	Nil	E. P. T. 1,07,269 5 0 Income-1,12,372 8 0 tax.	Nil
			Ext. 2,534 11 3			E. P. T. 90,472 0 0	

# APPENDIX F—(continued)

TABLE 38—Financial statement of United Provinces Tannery Co., Ltd.

Years	Paid-up capital	Loan	Gross profit inclusive of depreciation and amount paid in tax	Depreciation and extension of plant and machinery	Reserve fund	Directors' fees (annual)	Amount paid in taxation (income-tax and E. P. T.)		Amount paid in dividend
							Rs.	a. p.	
1941-42	Rs. 3,74,000	Rs. Nil	Rs. a. p. 2,93,546 7 10	Rs. a. p. Dep. 12,252 1 0 Ext. 29,687 15 6	Nil	Rs. 21,600	Income- 41,156 1 0 E. P. T. 2,22,004 0 0		Rs. 75,000
1942-43	Rs. 3,74,000	Rs. 1,50,000	Rs. a. p. 2,20,087 12 6	Rs. a. p. Dep. 12,858 11 0 Ext. 14,072 6 6	Nil	Rs. 21,600	Income- 28,588 8 0 E. P. T. 1,74,443 0 0		Rs. 93,500
1943-44	Rs. 3,74,000	Rs. 1,50,000	Rs. a. p. 2,31,608 1 0	Rs. a. p. Dep. 11,828 0 0 Ext. 5,936 0 0	Nil	Rs. 21,600	Income- 32,311 7 0 E. P. T. 1,18,709 5 0		Rs. 37,400
1944-45	Rs. 3,74,000	Rs. 1,50,000	Rs. a. p. 3,10,952 4 9	Rs. a. p. Dep. 12,080 8 0 Ext. 11,006 12 0	Nil	Rs. 21,600	Income- 45,125 8 0 E. P. T. 1,80,324 0 0		Rs. 37,400



# APPENDIX F—(continued)

TABLE 39—Financial position (capital employed) of Oil Industry for the years 1938—46

Serial no.	Items	Years									
		1938	1939	1940	1941	1942	1943	1944	1945	1946	
1	Paid up capital ..	Rs. 14,37,369	Rs. 14,05,040	Rs. 13,63,081	Rs. 13,69,243	Rs. 14,25,187	Rs. 11,54,930	Rs. 13,41,733	Rs. 14,32,205	Rs. 14,06,249	
2	Loans (including de- bentures).	11,54,344	14,56,847	12,36,131	16,01,810	12,47,365	12,68,046	19,04,558	16,94,866	20,97,268	
3	Total	25,91,713	28,61,887	25,99,212	29,71,053	26,72,552	24,22,976	32,46,291	31,27,071	35,03,517	
4	Reserves and profit and loss carried forward	30,623	64,325	94,114	55,004	8,45,370	4,65,412	9,66,725	8,59,942	8,92,548	
5	Total	25,11,090	29,26,212	25,05,098	30,26,057	35,17,922	28,88,388	42,13,016	39,87,013	43,96,065	
6	Less : Investments ..	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	
7	Capital employed on basis of audited accounts.	25,11,090	29,26,212	25,05,098	30,26,057	35,17,922	28,88,388	42,13,016	39,87,013	43,96,065	
8	Deduct : Fixed assets per accounts.	9,76,956	8,03,812	7,83,737	7,48,741	6,84,160	6,86,447	7,08,010	8,87,003	6,90,823	
9	Total	15,34,134	21,22,400	17,21,361	22,77,316	28,33,762	22,10,934	35,05,006	31,00,010	37,05,242	
10	Add : Fixed assets at income-tax written down values.	8,37,390	6,69,336	6,21,812	5,77,043	4,58,055	4,30,715	5,42,321	6,68,931	424,247	
11	Capital employed after adjusting fixed assets to income-tax written down values.	23,71,524	27,91,736	23,43,173	28,54,359	32,91,817	26,32,656	40,47,327	37,68,941	41,29,489	
	Additions to plant and machinery.	31,276	12,595	19,497	4,407	500	2,387	20,552	19,908	1,03,716	

# APPENDIX F—(continued)

TABLE 40—Financial position (profits) of Oil Industry

Serial no.	Items	Years				1938		1939		1940		1941		1942	
		Rs.		Per- cent- age		Rs.		Rs.		Rs.		Rs.		Rs.	
1	Capital employed, per Table 39	23,71,524	100	100	100	27,91,736	100	27,91,736	100	23,43,173	100	28,54,359	100	32,91,817	100
2	Profits before charging Depreciation (Directors' fees and Agency Commission paid, Interest and dividends excluded).	-140,269	..	..	..	3,04,832	..	3,04,832	..	-56,947	..	3,92,360	..	12,06,337	..
3	Add (net) interest paid included therein.	1,09,494	..	..	..	95,218	..	95,218	..	98,538	..	1,00,887	..	1,21,452	..
4	Profits excluding interest and dividends.	-30,775	Loss	Loss	14.3	4,00,050	14.3	41,591	1.8	41,591	1.8	3,93,247	13.8	13,27,789	40.3
5	Less interest as above	1,09,494	4.6	3.4	3.4	95,218	3.4	98,538	4.2	98,538	4.2	1,00,887	3.5	1,21,452	3.6
6	Less depreciation	-1,40,269	Loss	Loss	10.9	3,04,832	10.9	-56,947	Loss	-56,947	Loss	2,92,360	10.3	12,06,337	36.7
7	Net profit before charging taxes.	67,945	2.8	2.6	2.6	72,762	2.6	60,244	2.6	60,244	2.6	52,469	1.8	56,827	1.7
8	Percentage of net profits to paid-up capital.	-2,07,314	Loss	Loss	8.3	2,32,070	8.3	-1,17,191	Loss	-1,17,191	Loss	2,39,891	8.5	11,49,510	35.0
9	Percentage of net profits to capital employed.	..	Loss	Loss	16.5	..	16.5	..	Loss	..	Loss	..	17.5	..	80.7
		..	Loss	Loss	8.3	..	8.3	..	Loss	..	Loss	..	8.5	..	35.0

# APPENEDIX F—(continued)

TABLE 40—Financial position (profits) of Oil Industry—(concluded)

Serial no.	Items	Years		1943		1944		1945		1946	
				Rs.	Per- cent age	Rs.	Per- cent age	Rs.	Per- cent age	Rs.	Per- cent age
1	Capital employed, per Table 39	..	..	26,32,956	100	40,47,327	100	37,47,225	100	41,29,489	100
2	Profits before charging Depreciation (Directors' fees and Agency Commission paid, interest and dividends excluded).	..	..	16,40,674	..	8,37,003	..	4,71,471	..	5,76,191	..
3	Add (net) interest paid included therein	..	..	1,27,223	..	1,42,332	..	1,66,262	..	1,04,002	..
4	Profits excluding interest and dividends	..	..	17,67,897	67.2	9,79,335	24.2	6,37,733	16.9	6,71,193	16.3
5	Less interest as above	..	..	1,27,223	4.8	1,42,332	3.5	1,66,262	4.4	1,04,002	2.5
6	Less depreciation	..	..	16,40,674	62.4	8,37,003	20.7	4,71,471	12.5	5,67,191	13.8
7	Net profit before charging taxations	..	..	52,789	2.0	55,701	1.4	63,403	1.6	46,046	1.1
8	Percentage of net profits to paid up capital	..	..	15,87,885	60.4	7,81,302	19.3	4,08,068	10.9	5,21,145	12.7
9	Percentage of net profits to capital employed	..	..	..	137.5	..	58.2	..	28.5	..	37.0
		..	..	..	60.4	..	19.3	..	10.9	..	12.7

**APPENDIX F—(continued)**  
**TABLE 41—Financial position of J. K. Iron & Steel Co. Ltd., Kanpur**

Sl. no.	Items	Years						
		1938-39	1939-40	1940-41	1941-42	1942-43	1943-44	1944-45
1	Paid up capital and loans (Debentures or any other) :	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
	Paid up capital ..	1,04,000	1,04,000	1,04,000	1,04,000	1,04,000	1,04,000	1,04,000
	Loans ..	10,99,020	14,30,619	21,01,658	19,40,446	33,13,743	39,34,307	4,05,167
2	Gross profit inclusive of depreciation and amount paid in taxes.	7,530	1,75,406	4,43,330	5,47,264	4,65,738	4,05,167	
3	Depreciation and extension of plant and machinery :							
	Depreciation ..	49,149	1,39,066	1,38,667	1,31,145	1,59,534	1,57,067	
	Extension of plant and machinery.	5,24,117	48,556	1,31,203	65,031	67,552	1,33,981	
4	Transfers to various reserve funds :							
	Income-tax reserve ..	Nil	Nil	1,00,000	1,70,000	1,30,000	90,000	
	General reserve ..	Nil	Nil	1,00,000	1,00,000	2,00,000	75,000	
5	Directors' fee and Agency Commission :							
	Fees ..	269	360	240	120	920	4,800	
	Agency Commission ..	Nil	Nil	33,851	46,235	1,20,992	1,36,762	
6	Amounts paid in taxation showing E. P. T. amounts separately.	Nil	Nil	Nil	Nil	Nil	Nil	
7	Amounts paid in dividend on various categories of shares.	Nil	Nil	20,800	1,04,000	Nil	93,500	

# APPENDIX F—(continued)

TABLE 42—Financial statement of three \*Electricity Companies of Martin group placed in 'B' category of dearness allowance

Serial no.	Items	Years		1938-39		1939-40		1940-41		1941-42		1942-43		1943-44		1944-45		1945-46	
		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.		Rs.	
1	Paid up capital ..	..	54,99,900	..	54,99,900	..	54,99,900	..	54,99,900	..	54,99,900	..	54,99,900	..	54,99,900	..	54,99,900	..	54,99,900
2	Gross profit ..	..	15,90,080	..	16,45,532	..	16,90,703	..	17,41,521	..	15,70,606	..	16,92,730	..	17,25,157	..	23,93,741	..	23,93,741
3	Depreciation ..	..	8,93,293	..	7,80,255	..	6,73,114	..	7,32,907	..	6,47,762	..	7,47,938	..	7,12,298	..	7,15,682	..	7,15,682
4	Net profit ..	..	3,90,022	..	3,89,187	..	3,85,436	..	3,94,271	..	3,97,515	..	4,62,266	..	4,64,854	..	5,53,059	..	5,53,059
5	Transfer to Reserve Fund ..	..	45,000	..	2,27,000	..	2,70,000	..	2,55,000	..	90,000	..	15,000	..	1,10,000	..	4,75,000	..	4,75,000
6	Directors' fee and Agency Commission.	..	1,83,478	..	1,84,999	..	1,92,583	..	1,98,463	..	1,77,984	..	1,92,155	..	1,97,802	..	2,67,486	..	2,67,486
7	Total taxes paid	..	2,11,764	..	2,59,090	..	3,46,821	..	3,39,343	..	3,97,829	..	4,67,500	..	4,28,640	..	6,25,000	..	6,25,000
8	Amount paid in dividends	..	3,87,994	..	3,87,994	..	3,87,994	..	3,93,994	..	3,93,994	..	3,70,995	..	4,58,495	..	5,45,996	..	5,45,996

\*1. Lucknow. 2. Banaras. 3. Bareilly.  
Figures for Allahabad Electricity Supply Co. are not available.

# APPENDIX F—(continued)

TABLE 43—Financial statement of four \*Electricity Companies of Martin group placed in category 'C' of dearnes allowance

Serial no.	Item	Years							
		1938-39	1939-40	1940-41	1941-42	1942-43	1943-44	1944-45	1945-46
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Paid up capital ..	32,94,500	32,94,500	32,94,500	32,94,500	32,94,500	32,94,500	32,94,500	32,94,500
2	Gross profit ..	5,47,202	5,96,403	6,99,094	7,54,563	7,27,931	6,81,665	6,98,700	10,54,317
3	Depreciation ..	2,87,784	2,77,704	2,71,153	2,55,427	2,84,317	3,30,159	2,76,999	2,60,353
4	Net profit ..	1,20,233	1,36,639	1,44,149	1,68,774	1,58,218	1,50,475	1,44,917	1,65,582
5	Transfer to Reserve Fund ..	50,000	43,000	40,000	80,000	50,000	25,000	5,000	1,48,000
6	Director's fee and Agency Commission.	46,370	55,789	59,172	66,816	58,897	54,089	58,379	96,729
7	Total taxes paid ..	62,185	1,17,039	2,26,567	2,40,360	2,30,300	1,76,030	2,49,178	4,51,200
8	Amount paid in dividends ..	1,22,278	1,24,765	1,52,737	1,65,719	1,65,713	1,44,728	1,44,728	1,58,722

\*1. Math ura. 2. Meerut. 3. Moradabad. 4. Agra.

# APPENDIX F—(continued)

TABLE 44—Financial position of Ganga Glass Works, Balawali

Serial no.	Items	Years		1939-40		1940-41		1-42		1942-43		1943-44		1944-45		1945-46	
		Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.	Rs.	a. p.
1	Paid up capital and loans.	2,39,183	12 0	235,800	10 0	2,10,567	13 6	1,86,567	13 6	1,89,800	0 0	1,89,800	0 0	1,91,200	0 0	1,81,800	0 0
2	Gross profits inclusive of depreciation, and amount paid in taxes.	Loss 3,761	8 8	3,443	0 7	34,411	1 8	5,808	2 3	1,97,738	12 7	99,569	7 6	1,55,903	13 6	289,150	7 0
3	1. Depreciation admissible.	NH		4,305	0 0	4,133	0 0	4,739	0 0	6,827	0 0	8,927	0 0	13,354	0 0	19,547	0 0
3a	Extension of plant and machinery.	NH		65	0 0	478	0 0	15,829	0 0	41,819	0 0	22,581	0 0	29,797	0 0	44,979	0 0
4	Transfers to various reserve funds.	NH		NH		NH		NH		NH		NH		NH		NH	
5	Directors' fee and Agency Commission.	305	0 0	150	2 0	1,567	6 9	2,274	4 3	7,680	10 0	6,049	13 0	7,912	3 0	15,403	3 9
6	1. Income-tax paid	NH		460	12 0	9,966	8 0	23,754	0 0	42,610	5 0	27,047	10 0	20,413	12 0	Not yet paid	
6a	2. Excess Profit Tax paid.	NH		NH		NH		NH		1,07,560	11 0	39,676	0 0	29,041	0 0	Not yet paid	
7	Amount paid in dividends.	NH		NH		8,977	8 0	20,814	0 0	26,775	0 0	8,925	0 0	10,710	0 0	53,550	0 0
8	Excess Profit Tax refundable from the Government.	NH		NH		NH		NH		21,512	0 0	11,779	0 0	25,738	6 0	Not yet paid	

# APPENDIX F--(continued)

TABLE 45—Financial position of United Provinces Glass Works, Bahjoi

Years	Amount of profit	Paid up capital		Loans		Gross profit including depreciation		Depreciation and extension of plant and machinery		Directors' fee and Agency Commission		Taxation		Dividend for the year	
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1938	..	19,845	7,77,309	50,256	44,603	39,019	38,678	20,755	Nil	20,755	20,755	Nil	20,755	20,755	20,755
1939	..	23,295	7,77,394	57,740	49,197	25,757	43,566	20,756	Nil	20,756	20,756	Nil	20,756	20,756	20,756
1940	..	1,22,415	7,83,767	36,972	1,74,175	54,813	64,031	61,833	Nil	61,833	61,833	Nil	61,833	61,833	61,833
1941	..	7,98,785	7,83,850	1,15,736	8,23,892	65,465	29,774	1,54,600	45,000	1,54,600	1,54,600	45,000	1,54,600	1,54,600	1,54,600
1942	..	9,19,114	7,89,600	1,14,768	9,52,040	1,45,313	26,661	1,58,530	46,919	1,58,530	1,58,530	46,919	1,58,530	1,58,530	1,58,530
1943	..	2,69,428	7,89,600	75,281	3,02,002	1,10,435	15,575	63,168	11,40,865	63,168	63,168	11,40,865	63,168	63,168	63,168
1944	..	48,811	7,89,600	3,45,212	79,148	67,281	3,859	47,376	2,40,448	47,376	47,376	2,40,448	47,376	47,376	47,376
1945	..	1,14,867	7,89,600	1,68,546	2,42,382	87,460	2,742	55,272	1,35,514	55,272	55,272	1,35,514	55,272	55,272	55,272
1946	..	4,04,895	7,89,600	5,360	4,96,064	98,946	7,639	Not available.	45,000	Not available.	Not available.	45,000	Not available.	Not available.	Not available.



## APPENDIX G

### A SHORT DESCRIPTION OF THE WORKING OF A COTTON TEXTILE MILL

#### Sections in Cotton Industry

There are three distinct sections in the cotton industry: (i) *Spinning*—where the cotton is spun into yarn, (ii) *Weaving*—where the yarn is woven into cloth and (iii) *Finishing*—where the cloth is bleached, dyed or given some type of finish. The bulk of the cloth manufactured by the local Cotton Industry is sold in the grey (loom) state or given a slight polished effect by calendering, the main items being Grey Shirting, Sheeting, Dhories and Saries. Kanpur Mills are also renowned for their Turkish Towels which find a ready market throughout India.

#### Measures

2. The units of measure commonly used in the Industry are weights in pounds, hank roving, hank of yarn and counts. A hank is 840 yards in length and the number of hanks to one pound equals the counts of the yarn. Thus 30 counts of yarn, '30's yarn or 30's denotes that 30 hanks each of 840 yards weigh one pound and, therefore, the higher the count the finer the yarn. In the preliminary processes before the yarn is fully drawn and twisted, it is referred to as roving and its fineness is measured in terms of hanks and not counts. Thus a 0.5 roving denotes that 420 yards of the roving weigh one pound. Yarn is usually made up into 10 lb. bundles when sold direct to the market. Cloth is measured by the pound in weight or by the yard in length, each piece is plaited in one yard laps, the length of the piece varying according to the standard applicable for each type of material.

#### Raw Cotton

3. When the cotton is picked from the pod of the plant in the fields, the cotton fibres are attached to seeds and in order to separate the fibres from the seeds it is put through ginning machines. There are two types of ginning machines in use in India, the roller gin and

the saw gin. The saw gin is now proving more popular as it removes a higher percentage of seed husk and leaf than the roller gin, thus reducing the loss in the cleaning processes in the mill and also showing a saving in railway freight. After ginning, the cotton is passed into bales weighing approximately 400 lbs. and despatched by either road or rail to the manufacturing centres. The mills in the United Provinces purchase their supplies of cotton through dealers who have contacts in the cotton growing areas and it is customary for the mills to purchase sufficient stocks of cotton during the cotton season to carry them through to the next season and this involves the storage of a large number of bales at each mill. A large percentage of the cotton used by the local mills is grown in the Punjab. On arrival at mills, the cotton is first checked for quality against the purchase sample or the standard laid down for each particular variety of cotton, then it is weighed and stacked in Cotton Godowns by the Cotton Bale Men.

### **Cotton Mixing**

4. When a Mixing is being laid down, the cotton bales are brought from the cotton godown by rolling them along the ground or on a trolley on narrow gauge rails according to the distance involved, and placed near the Bale Breaker by the Bale Carriers, where they remove the iron hoops which bind them. The cotton is now ready for use and is fed into the Bale Breaker by the man in charge of the machine who takes a layer from a different bale each time and partially breaks it up on the travelling lattice or feeds it direct into the machine. The reason for taking layers from different bales is that cotton of the same variety can vary in quality from bale to bale and also the mixing may be made up of several varieties of cotton at this stage. The main function of the Bale Breaker is to open up the hard matted lumps of cotton, but a certain amount of foreign matter is also extracted. From the Bale Breaker the cotton may pass through a Crighton Vertical Beater Opener or go direct to the Mixing Bins by a travelling lattice or the more modern method of air draught through pipes, where a Mixing Man spreads out the cotton and forms a stack. The next stage is the Hopper and Porcupine Opener, the cotton being taken vertically from the Mixing Stack in order to obtain a more even mixture of cotton and placed in the Hopper by the Hopper Feeder Man. The cotton is subjected to further opening at this stage and then passes by air draught through pipes to the Blow Room.

## **Blow Room**

5. The object of the various machines in the Blow Room is to remove such heavy impurities as sand, leaf, broken seed, husks, etc., to open the cotton to a fleecy condition and to make a uniform sheet of cotton and form it into a compact lap. The cotton passes automatically through a series of machines known as Openers until it is eventually delivered in the form of a lap. Four of these laps are placed by hand at the back of the Finisher Scutcher and scutched together and formed into a single lap. A common lay-out is Procupine Opener, Crighton Vertical Beater Opener, Exhaust Opener combined with Breaker Scutcher and finally two Finisher Scutchers, but several Kanpur mills have installed in recent years the Semi- Single Process System where the Opener is directly coupled to the Finisher Scutchers. The final laps are weighed and if they conform to the standard laid down, they are taken by men called Lap Carrier to the Carding Machines. The average weight of a lap is 34 lbs.

## **Carding Machines**

6. It is at this stage that the main attempt is made to completely disentangle the individual fibres and this is done by passing the cotton between a revolving cylinder covered with card clothing (a canvas base with fine steel wire points protruding from it) and flat strips of steel also covered with similar material. A combing action, therefore, takes place and, apart from separating the fibres, the wire points also remove bits of leaf, short fibres and neps (small lumps of immature fibres). The cotton finally emerges in the form of a web which passes through a small aperture and is coiled into a Card Can in the form of a sliver, the average diameter of the Card Cans in Kanpur being 9". The modern tendency is to increase the diameter of the Sliver Cans, which naturally take longer to fill and empty at subsequent processes, thus reducing the Tenter's work and enabling him to look after more machines. The wire on the Card Cylinder and other parts becomes clogged with cotton fluff and this has to be stripped off every 2 to 3 hours by men called Strippers. The wire points also wear and have to be reground at fortnightly intervals by emery-covered grinding rollers and this operation is done by men known as Grinders. The same procedure has to be adopted with the Flats periodically. The average number of Cards per preparation in Kanpur mills is ten on coarse counts and thirteen on fine counts, but there is a general tendency to increase on these figures. One Card Tenter usually attends to the Cards in one preparation.

## Drawing Frames

7. The Card Cans are taken by hand or by trolley to the Drawing Frames by the Tenters. Each Draw Frame normally comprises three Heads, each Head having six or more deliveries and is attended by two or three Tenters per set of three Heads according to the number of deliveries. The sliver from the Cards is passed between four pairs of rollers, each pair of rollers moving faster than the preceding pair, thus the sliver is drawn out and this action also has the effect of straightening the fibres and laying them parallel to each other. The amount of elongation which takes place is called the draft and it can be regulated by the speed of the rollers. Five or more slivers are run together in one set of rollers (known as a Delivery) and they emerge as one sliver at the front of the Draw Frame, thus improving the mixture and uniformity of the sliver. The same process is repeated at the other two heads in order to improve the uniformity of the resultant sliver.

## Speed Frames

8. Up to this stage the main consideration has been to remove impurities from the cotton, to mix the cotton thoroughly, to obtain an even sliver and to lay the fibres parallel to each other as far as possible. At the Speed Frames the sliver becomes roving, further elongation takes place and a certain amount of twist is inserted. A common series of Speed Frames in the Kanpur mills is Slubbing, Intermediate and Roving, each Frame having three pairs of rollers, and, as in the case of the Drawing Frames, each pair of rollers runs at a higher speed than the preceding pair. A few mills are adopting the modern principle of High Drafting by adding a fourth pair of rollers to these Frames and eliminating either the Intermediate or Roving Frame. The cans containing the sliver from the Draw Frame are placed behind the Slubbing Frame and the sliver after passing through the three or four pairs of rollers is wound on to bobbins revolving on spindles, the number of spindles in Kanpur varying from 70 to 110 per frame. The full bobbins are transferred to a creel on the back of the Intermediate Frame and the roving again wound on bobbins after passing through three or four pairs of rollers, the number of spindles varying from 106 to 148. The same procedure is repeated at the Roving Frame where the spindles vary from 136 to 180. The number of spindles on the Speed Frames varies according to the counts of yarn being spun, it being usual to instal Frames with an increased number of spindles as the counts go finer. Each of the

Speed Frames is attended to by a man known as a Tenter, whose duty it is to piece up broken roving and see that it passes through the machine evenly. Doffer Boys, working as a team, pass from one machine to another and take off the full bobbins and replace them with empty bobbins. The longer a Frame is stopped for doffing, the greater the loss of outturn and, therefore, it is advisable to have Doffer Boys readily available to assist the Tenters. We referred to the number of Cards in a preparation and one preparation usually consists of 10 or more Cards, 1 Drawing Frame of three Heads, 1 Slubbing and 2 Intermediate and/ or Roving Frames.

### Ring Frames

9. The roving from the Intermediate or Roving Frame passes to the Ring Frame where the final amount of twist is inserted and the requisite amount of elongation takes place in order to bring the yarn to the required fineness or count. Ring Frames in Kanpur vary from 320 to 500 spindles, half the number being on each side of the frame, and in this case the roving is contained in a creel in the centre of the frame. In Kanpur the man who attends the Ring Frame is called a Piecer and the number of Piecers varies from one to two per frame. As in the case of the Speed Frames, teams of Doffer Boys take off the full pirns and place empty pirns on the spindles and, in addition, some mills have Gaiter Piecers who follow the Doffer Boys and assist the Piecer to gait up the yarn to the base of the empty pirns, as this is the time when the Ring Frame requires most attention. When no doffing is taking place, the Doffer Boys and Gaiter Piecers assist the Piecers in piecing up broken ends, removing roving from the underclearers, rollers, etc. There are usually three pairs or rollers on the Ring Frame, but the High Draft System is gradually being adopted and a fourth line of rollers or an Apron System added. In order to obtain greater uniformity, some mills run two rovings in each set of rollers to obtain one final strand of yarn and, therefore, the creel has to be enlarged in order to accommodate twice the number of roving bobbins. The spindles of the Ring Frame are driven by bands or tape; for repairing the former, a Bander is employed who usually combines this work with that of oiling the frames, and for the later there is a man known as a Tape Stitcher. Replacement of the leather covering on certain rollers in the Speed Frames and Ring Frames is carried out by the Roller Coverer Men. A modern development is the replacement of leather by cork and other materials which last longer.

## **Mules**

10. The Mule was one of the earliest types of spinning frames and the yarn produced is usually softer than ring yarn, but due to the high cost of production it is being replaced by the Ring Frame. The relatively few Mules in the Kanpur mills are engaged on the production of mostly coarse counts of yarn which are purchased by Hand Loom Weavers. The spindles of the Mule are on a carriage which moves to and from the creel, inserting twist to the yarn on the outward movement and winding it on the spindle on the inward movement. The Head Attendant on the Mule is known as the Minder; in addition, there are Piecers and Creëlers. A pair of Mules may have 1,600 or more spindles.

## **Reeling**

11. Yarn which is sold or is required for dyeing in the hank form is reeled into hanks in the Reeling Department. The yarn is wound on to a revolving framework known as a Swift from bobbins or cops received from the Rings and Mules respectively. The reels may be hand operated or power driven, and women form a large percentage of the operatives known as Reelers. Due to the gradual replacement of Mules by Ring Frames and the tendency for the mills to divert more and more yarn to their own weaving section, also the adoption of cheese dyeing in certain mills, the amount of yarn reeled has considerably decreased in the local industry in recent years.

## **Mistries**

12. Each of the departments, Blow Room—Carding, Speed Frames, Ring Frames and Mules—has a Hed Mistry and Assistant or Line-Mistries to supervise the operatives and who are responsible for adjustments to the machinery.

## **Winding**

13. There are several forms of Winding, but all serve the same purpose, namely, to increase the amount of yarn in one continuous length on various types of packages before being passed forward to the weaving process. In the case of warp yarn, which is the yarn running length-wise in a piece of cloth, the bobbins or pirns from the Ring Frame go to the Grey or Ordinary Winder and are wound on to Warper's Bobbins. The approximate length of yarn of medium counts on a warp pirn may be 800/1,500 yards for 5" and 6" lift pirns.

respectively, and when this has been wound off, the end is pieced up with the yarn on a new pirn and this procedure is continued until the Warper's Bobbin is full, when it will contain approximately 16,000 yards of yarn in one continuous length. A modern development is known as High Speed Winding. In this case the yarn on the warp pirn is wound into a package known as a cheese containing approximately 40,000 yards of yarn in one continuous length. The yarn is wound off the pirns at a much higher speed on the H. S. Winder than on the Grey or Ordinary Winder, and for this reason the operative looks after fewer spindles on the former than on the latter. Some Kanpur mills re-wind their weft and this is done on the Universal Pirn Winder; the object is to increase the length of yarn on the pirn, thus reducing loom stoppages for replenishment of weft. When warp yarn is required to be doubled or dyed in the Cheese, the yarn on warp pirns is wound on to Cheeses on the Cheese Winder. For doubling, the Cheeses are placed in a creel on the Doubling Frame and two or more ends doubled together.

## Warping

14. There are two types of Warping Machines, Ordinary and High Speed, the latter being a modern development. In the ordinary Warper, 400 to 500 Warper's Bobbins are placed in a V-shaped creel in front of the machine and the yarn is wound on to a beam known as Warper's Beam where there are 400 to 500 threads or ends lying side by side, and when the Warper's Beam is full, each thread on it has a continuous length of approximately 10,000 yards. In the case of the High Speed Warper, 800 to 1,000 Cheeses are placed in a V-shaped creel in front of the Warper; half the number of Cheeses are in action at one time and the other half are in reserve. The reserve Cheese is pieced up to the end of the Cheese which is in action, so that there is no stoppage when a Cheese is finished. The yarn passes from the Cheeses through Tension and Measuring Rollers, a Stop Motion Device, a Yarn Separator like a comb and then on to the Warper's Beam. The stop motion device comes into action when a thread breaks and a wire pin, which it is supporting, to fall down, and as the machine stops the Tension Rollers take up the slack in the yarn. The broken thread is pieced up immediately and the machine re-started. In a full H. S. Warper's Beam, each thread has a continuous length of approximately 14,000 yards, but the length will vary according to the counts of yarn, the number of ends on the beam and the size of the Beam Flanges. One Ordinary Warper can be worked quite easily by one operative until such time as the

Creel requires new bobbins when Creels assist in filling the Creel; whereas on High Speed Warper, up to two men are required as Creelers the whole time to assist the Warper.

## **Sizing**

15. The Warper's Beams are taken by Beam Carriers to the Sizing Department, where they are weighed and then four or five beams are placed on stands at the back of the Sizing Machine, depending upon the number of threads which are required on the Weaver's Beam. The object of sizing the yarn is to give it the necessary strength to stand up to the action of the reed and shuttle in the weaving process. The yarn is passed through a Sizing Box containing a starchy solution heated by steam, then over one large and one smaller cylinder also heated by steam where it is dried and finally wound on to a beam known as the Weaver's Beam. The Sizing Machine also has an arrangement for stamping the yarn at intervals to denote the end of a piece, so that the weaver may insert a coloured heading or to indicate to the Plaiting Machine men where to cut the cloth at the end of a piece. Slasher Sizing Machines are operated by men known as Front and Back Sizers.

## **Drawing-in**

16. The Weaver's Beams are taken to the Drawing-in Department, where the warp threads are drawn through the Healds or Shafts according to the prescribed pattern and then through the Reed. The type of pattern required in the cloth determines the number of Healds or Shafts which will be required. The most simple pattern is known as a plain weave, where only two Healds may be required. The Heald consists of two wooden sticks of the width of the loom connected to each other by parallel strings or wires with an eye in the centre through which each warp thread is drawn. In a plain cloth the odd warp threads may be drawn through the eyes in one Heald and the even warp threads through the eyes in the second Heald; thus, when the first Heald is raised in the loom, only the odd warp threads would be raised and the weft would pass through the shed thus formed between the odd and even warp threads. On the return passage of the weft or the second pick, the first Heald would be lowered and the second Heald raised, and this procedure is repeated. The weft, therefore, passes over the even and under the odd threads on the pick, and over the odd and under the even warp threads on the next pick, and so on. More intricate patterns can



be made by employing up to 16 or more Healds, it being merely a question of passing the warp threads through the eyes of the Healds in a particular order, so that different groups of warp threads are raised at each pick. The apparatus used in the drawing-in operation is very simple, being merely a stand on which the beam rests with supports for the Healds and Reed. One man known as the Drawer-in sits facing the Reeds and Healds (which are placed one behind the other) and passes a small hook through the eye of the Heald according to the prescribed pattern, and another man known as the Reacher sitting on the other side of the Healds selects the next warp thread, and this is drawn through the eyes of the Heald by the hook and by another motion is drawn through the correct space in the Reed. The Reed is a rigid frame with parallel flat wires stretched across it in a similar manner to that of the teeth of a comb, and two warp threads are usually drawn in the space between the wires, this being known as two ends in a dent. The Reed is fixed to the loom sley and beats up each pick to the fell of the cloth. Some Kanpur mills have adopted mechanical reachers operated by the Drawer-in, thus eliminate the necessity for the man known as a Reader. The Drawer-in is normally paid on a piece-work basis.

## Weaving

17. After the warp threads have been drawn-in, the beam complete with Healds and Reed will be carried to the beam store room as it is usual to carry a stock of beams so that looms can be replenished with the least possible delay as soon as a beam is finished. The Weaving Shed in each mill contains looms of various widths according to the widths of cloth it manufactures, the popular loom widths being 36", 40", 45" and 50" as these are the most suitable widths for Dhooties, Saries and Sheeting which are the main lines in the local industry. The wider the loom, the slower the speed and, therefore, it is important to select loom widths so that the maximum use is made of the reed space available in order to obtain the maximum outturn. When a loom stops on finishing a beam, the empty beam is taken out and is replaced by a full beam at the back of the loom preferably of the same quality as the previous one so that new adjustments to the loom are unnecessary, thereby reducing the stoppage time. The Healds are attached to the tappet mechanism which raises and lowers them in the centre of the loom; the Reed is attached to the top of the sley which oscillates backwards and forwards and the loose warp threads are attached to a roller in the front of the loom. When the loom is started, one set of Healds is raised, thus forming what is

known as a shed between the two sets of warp threads and a picking stick pushes a shuttle containing the weft pirn through the shed to the shuttle box at the other side of the loom sley. As soon as the shuttle passes out of the shed, the sley moves forward and the Reed beats up the weft thread to the fell of the cloth after which it returns to its back position, at the same time the raised Heald is lowered and another Heald is raised and the shuttle is pushed through the new shed which has been formed and the Reed on the sley again beats up the weft to the fell of cloth. The same procedure is continued, various groups of warp threads being raised and lowered at each pick and the cloth thus produced is taken up on the cloth roller at the front of the loom. All operations are automatically controlled by the loom mechanism. When the cloth pattern requires more Healds than can be controlled by the usual tappets, a dobby mechanism is used, and for intricate designs a jacquard mechanism is used. A Comber Board arrangement is used when there is a design in the borders of the cloth as in the case of Dhories and Saries. Drop-box is used where coloured weft is required at certain intervals in the cloth as in the case of checks or where several colours or different qualities of weft are required in the weft throughout the entire length as in the case of striped upholstery material, etc. The usual shuttle box on the loom is replaced by two or more shuttle boxes on top of each other containing shuttles with various colours of weft. The shuttle boxes are automatically controlled so that picks of various coloured weft or qualities of weft can be inserted according to the prescribed pattern. The duties of the weaver are to change the shuttle when the weft is consumed, to piece up broken warp threads properly as soon as they occur, to remove loose threads and to produce cloth free of defects which can be avoided if reasonable supervision is given. The broader the loom, the greater the number of ends across the width of cloth, shafts or shuttles, the more work is involved and due allowance is made for all these factors when calculating the weaver's rate, which is on a piece-work basis. A higher efficiency can be obtained by re-winding the weft on to universal pirns so that a longer continuous length of weft thread is accommodated on the pirn than on the ordinary weft pirn or by using a longer weft pirn, both of which reduce the loom stoppages for replenishment of weft. The majority of weavers in the local Cotton Industry work two looms, but within recent years the three and four-loom system has been introduced in a few mills in line with other Cotton Centres in India and abroad.

## **Warehouse**

18. The cloth is taken from the loom to the warehouse, where each piece is weighed and booked down on the weaver's outturn report. The cloth is then inspected for faults and further cleaning of slubs, loose threads, etc., takes place. The cloth may then go to the Plaiting Machines or be put through a Calendering Machine which imparts a polish to the cloth, or to the Bleaching or Dying Department. The cloth is finally folded into yard laps by a Plaiting Machine and then passes to the Hand Folders who fold the cloth neatly according to the manner adopted in the trade for particular types of material. The cloth is then stamped by a machine and then a certain number of pieces are bundled together and finally the bundles are made into a bale.

## **Bleaching**

19. The object of bleaching a fabric is to remove the small portions of leaf, seed and other impurities which have not been removed during the cleaning operations in the Blow Room and Carding Machines, the size in the warp yarn, and to obtain a pure white cloth. The usual operations are (1) Grey soaking—the cloth passing through a rope washing machine and/or mangle, (2) Kier boiling—pressure boiling in a soda ash solution, (3) Chemicking—treatment with bleaching powder, (4) Scouring treatment with a dilute acid solution, (5) Washing and (6) Drying. The cloth may be boiled under pressure a second time and usually passes through the rope washing machine in between the above operations. Before going to the first process, the pieces are joined to each other by stitching at the ends in order to obtain a long continuous length and to facilitate movement, and the cloth then passes from one operation to another in rope form through pot eyes by the action of winches. In this way cloth may be conveyed from machine to machine and room to room without being handled by the operatives. There are three types of Kiers, namely (1) Open Kier, (2) Vertical Pressure Kier and (3) Horizontal Pressure Kier. In (1) the Kier has an open top and the cloth is not boiled under pressure; in (2) the cloth is run into the Kier in rope form and boiled under pressure and in (3) cloth is boiled under pressure in the open width, first having been wound on the Beams and then placed on a carriage which is run into the Kier. After the cloth has been processed in the rope form, it is passed over revolving beater bars, known as Scutchers, in order to open it out so that it can dried in the open width. The cloth is dried

on either horizontal or vertical drying ranges which usually take the form of a number of copper cylinders heated by steam. During the bleaching operation, the cloth shrinks in the width by approximately 8 per cent. while the length increases by approximately 5 per cent. due to the material being pulled from one process to another. The loss in width can be recovered by passing the cloth through a Stentering Machine which consists of two parallel chains of strong clips which grip the selvages of the cloth as it enters and which gradually expand to the required width. The action of Stentering also straightens out the weft threads and generally improves the appearance. During the bleaching operation, the cloth loses weight to the extent of approximately 15 to 18 per cent., the bulk of the loss being accounted for by the elimination of the size on the warp yarn. The cloth may be given a finish after bleaching to improve the appearance, this usually takes the form of a calendered finish, but some type of filling may be added to cloth to increase the weight or to give it a stiff feel. Lustre is usually obtained by passing the cloth through the Calendering Machine, and weight by back filling the material in the Padding Machine. It is difficult to lay down the duties of each operative at the various processes in the bleaching department, because certain machines work only part of each shift and, therefore, the operatives normally work in teams following the cloth from process to process.

## Dyeing

20. Before the cloth is passed through the dye solution, it must be thoroughly scoured to remove the size from the warp yarn, the natural waxes from the cotton fibres, the small portions of leaf, seed husks and other impurities, but where light shades of colour, such as pastel shades, are required, the cloth is given a light bleach. The scouring may be done in the rope form in a Pressure Kier or preferably in an open width Pressure Kier. After scouring the cloth is wound on to a wooden beam which is then placed on the dyeing machine known as a Dye Jig. The cloth passes over and under five rollers in the form of two "V's", the base of the "V's" being under the dye solution at the bottom of the Jig, and is then rolled on to another wooden beam. The cloth passes through the dye solution, which is heated by steam, from one beam to the other the required number of times, and then it may be transferred to another Jig or washing machine where it is soaped and washed and finally dried on the cylinder drying range. A Padding Machine may be also used for dyeing cloth, in which case the cloth passes into a tank containing the

dye solution, then runs between two steel rollers covered with rubber which squeezes the dye into the cloth and removes surplus liquid before the cloth proceeds to the drying range or chamber. There a number of different types of dye-stuff with varying degrees of fastness to light and washing, each requiring treatment in a different manner, but all pass through the Dye Jig or Padding Machine. One man can operate one to two Dye Jigs depending upon the amount of assistance given in changing the beams, etc.



## APPENDIX H

### MEDIATION RULES, AS APPROVED BY THE MILLOWNERS' ASSOCIATION AND THE JOINT STRIKE COMMITTEE

**Objects**—The object of these rules is to secure the consideration and settlement of trade disputes in their early stages, and thereby to preserve good feeling between employers and operatives. For the purpose of carrying out this object, it is agreed as follows:—

1. In the event of a trade dispute arising between any member of the Millowners' Association, Bombay, and any operative(s), member or members of a Trade Union registered in accordance with the provisions of the Trade Union Registration Act, 1927, in any mill or mills in Bombay City and Island, other than a trade dispute as to the correct interpretation of the Standing Orders or the Standardization rate of wages laid down for Bombay Mills which are members of the Bombay Millowners' Association, the following course shall be taken:—

(i) Before any notice shall be given by either party to terminate employment for the purpose of a lockout or strike, the dispute shall be brought forthwith before a joint meeting consisting of not less than two and not more than six authorized representatives of the mill or mills concerned and an equal number of representatives of the Trade Union or Unions of which the operative (s) is a (are) member (s) and such meeting shall be called within four days from the date of a written application by either party for such a meeting; and if a settlement of the dispute is not come to at such meeting or at an adjournment thereof, then

(ii) before any notice shall be given by either party to terminate employment for the purposes of lockout or a strike, the dispute shall be brought before a joint meeting consisting of two or more members of the Employers' Mediation panel and an equal number of the Textile Trade Union Mediation Panel, and such meeting shall be called within seven days from the date of an application by either party for such a meeting, and if a settlement of the dispute be not come to at that meeting, or at an adjournment thereof, then

(iii) before any notice shall be given by either party to terminate employment, for the purpose of a lockout or strike,

the dispute shall be brought before a joint meeting of the Committee of the Millowners' Association, Bombay, and the representatives of the registered Textile Trade Unions of Bombay, and such meeting shall be called within seven days from the date of an application by either party for such meeting, and if a settlement be not come to at such meeting, or at an adjournment thereof, then either party shall be at liberty to take whatever course it thinks fit.

2. In the event of a dispute arising as to the correct interpretation of the Standing Orders or the Standardization Scheme of wages laid down for Bombay Mills which are members of the Bombay Millowners' Association, the following course shall be taken:—

(i) The dispute shall, in the first instance, be investigated without delay by the management of the mills concerned who shall, after completing their investigations in those cases in which a settlement is not arrived at, submit a report within seven days in writing to the Secretary of the Millowners' Association and to the Secretaries of the Textile Trade Unions registered in Bombay.

(ii) Upon receipt of such communication by the Secretary of the Millowners' Association, the dispute shall be brought before a joint meeting consisting of two or more members of the Employers' Mediation Panel, and an equal number of the Textile Trade Union Mediation Panel, to be called within seven days from the date on which the Secretary of the Millowners' Association received the notification referred to in sub-clause (i), and if a settlement of the dispute be not come to at that meeting, or at an adjournment thereof, then

(iii) upon application of either party to the dispute the dispute shall be brought before a joint meeting of the Committee of the Bombay Millowners' Association and the representatives of the registered Textile Trade Unions of Bombay to be called within seven days from the receipt of an application by either party for such a meeting, and if a settlement be not come to at such a meeting, or at an adjournment thereof, then either party shall be at liberty to take whatever course it thinks fit.

3. Whenever a settlement of any trade dispute shall not have been come to and the operatives are on strike or have been locked out, meetings shall be held periodically between the representatives of the Millowners' Association and representatives of the members of the Trade Unions concerned in the dispute. The first of such meetings shall be called within four weeks after the commencement of the strike or lockout, and subsequent meetings at monthly or shorter

intervals thereafter. The exact date, time and place of the first of such meetings shall be decided at the last joint meeting previous to the commencement of the strike or lockout.

4. **Special Proviso, if only one Union**—Upon an application from either the Millowners' Association, or at least one-half of the registered Textile Trade Unions, a joint meeting of the Committee of the Millowners' Association and the representatives of the registered Textile Trade Unions shall be called within 28 days from the date of such an application to discuss any suggestions for altering or amending terms and/or conditions of employment affecting or likely to affect more than one quarter of the Cotton Textile Mills in Bombay.

5. The Secretary of the Millowners' Association, Bombay, shall record the decisions of any joint meeting held in accordance with the terms of Rules 1(i), 1(ii), 1(iii), 2(ii), 2(iii), 3 or 4.





## APPENDIX I

### A SHORT DESCRIPTION OF THE WORKING OF A SUGAR MILL

#### **Raw Material**

The raw material for a cane sugar factory is sugarcane which in most cases is purchased from cane growers to the extent of the full requirements of the factory. There are some factories that cultivate a small or a large farm of their own and in this way supply a certain percentage of their cane requirements from their own agricultural enterprise but this is the exception rather than the rule, and most factories depend for 100 per cent. of their requirements on purchased cane, contrary to custom in some foreign countries like Java where purchasing of cane is the exception rather than the rule.

#### **Cane Society and Cane Department**

2. The factory does not deal directly with each individual cultivator but with a combination of a number of them generally called Cane Societies. The factory has a separate department for the supply of cane to the Mill, the Cane Department consisting of the Cane Superintendent, the Officer-in-Charge, and a number of assistants, clerks, etc.

#### **Procedure of Cane Supplies**

3. The cane is usually brought to the factory gate either on bullock carts or in railway wagons loaded at some railway station, designated as an outstation. The cane is thus distinguished as 'Gate Cane' and 'Out-station Cane' depending upon the source. According to the needs of the factory the Cane Department indents on the different societies four or more days ahead of time and the societies then make allotments to the individual growers, issuing requisition slips (*purzis*) to the cultivators for the amounts allowed to them. After cutting the cane and loading it on carts the growers proceed to the factory or to the railway station where they present their requisition slips to the weighbridge clerk and the societies' clerk

who is also present. Weighment is now made in order of arrival. At the factory gate and at the busier outstations there are separate weighbridges for determining the gross and tare weights while on less congested stations one weighbridge serves both purposes.

### Procedure of Weighment

4. After the loaded carts have been weighed, the weight is recorded on a *purzie* with two copies, each of the copies being printed on a differently coloured paper. The weighment clerk keeps the original and a copy and hands over another copy to the cultivator who then proceeds to the cane carrier, a sort of endless belt which carries the cane to the mills and unloads it in the carrier. He then proceeds to the tare weighbridge and presents his *purzie* to the weighment clerk, who in the meantime has received the two copies from the gross weighbridge and after comparison weighs the empty cart and records the tare weight and the nett weight on the 3 *purzies*. The original is sent to the Cane Department for record, while the cultivator receives his now completed *purzie*; and the third copy is sent to the cashier who pays the cultivator his due, on presentation of the *purzie* after comparison with the copy he has received from the tare weighbridge. At outstations, the same procedure is followed but here the purchased cane is loaded into railway wagons and eventually transported to the factory by the railway. Although payment is made on the nett weight recorded at the purchasing weighbridge, the wagons are re-weighed at the factory, both filled and empty, and the nett weight thus found is used for factory accounts purposes.

### The Process

5. The cane is dumped on the cane carrier by the cultivators from their carts and by a gang of coolies (doonga coolies) from the railway wagons, while another gang of coolies called "Shunting Coolies" bring the full wagons to remove the emptied wagons from the carrier to the locomotive which hauls the wagons from and to the railway siding. A jamadar or overseer supervises the work of the doonga coolies and sees that their work is carried out properly. He is responsible for the proper and uniform loading of the cane carrier.

### Juice Extraction

6. The juice is extracted from the cane by pressure between iron rollers of large size (depending on the capacity of the factory). It is

clear that the more the cane has been ruptured and crushed before being pressed, the easier will be the subsequent extraction. It is common practice, therefore, to cut the cane into smaller pieces and slices by sharp knives, set close together on a shaft revolving at high speed. This shaft is set in bearings across the carrier at a point where the horizontal position terminates and the inclined position begins. The revolving knives cut through the cane without touching the carrier apron. The knives are revolved at the rate of about 500 revolutions per minute by a high speed steam engine or electric motor, as the case may be. The cane carrier itself is driven by a separate engine controlled by a man who stands on the highest point of the carrier, looking over the mills as well as the carrier. The cane thus cut is further subjected to additional rupture by passing between two deeply grooved horizontal iron rollers, called "the Crusher". At this stage a certain amount of juice is extracted from the cane and it thereafter passes consecutively through a series of mills each consisting of three horizontal rollers called a front roller, top roller and back or discharge roller, the cane first passing into the mill between feed roller and top roller and after that out of the mill, between top roller and discharge roller. The number of mills thus employed varies with the capacity and efficiency of the mill concerned, which is usually not less than three and seldom more than five. The pressed cane is transported from one mill to another by endless belt of steel slats called inter-carrier. Just before entering into the last mill water is sprayed on to the blanket of crushed and pressed cane (called bagasse) in order to obtain more juice. This is called "imbibition". The amount of water used for imbibition is usually as high as 20—25 per cent. of the weight of bagasse. The juice of the last mills is pumped back before the previous one to be imbibed by the bagasse entering this mill and the juice of this mill again to the mill before it, etc., uptill the third mill juice which is pumped on to the intermediate carrier before entering the second mill. This process is called compound imbibition. The juices of the crusher and the first mill are collected in juice pans underneath the mill and thus combined are called primary juice; while the juices of all subsequent mills eventually issue from the second mill as secondary juice. Primary juice and secondary juice flow through open steel gutters to a fine screen through which they are strained from larger and smaller pieces of fibre (cush cush). The cush cush is gathered and transported back on to the intermediate carrier, usually by mechanical means. The primary juice and secondary juice now combined and called mixed juice are pumped to the manufacturing house for further treatment. The crusher and Mills are driven by

two or more large steam engines. As these engines make from 40 to 60 r. p. m. while the mill rollers have merely a speed of 3—5 r. p. m., reduction in speed being effected through a series of reduction gears.

### **Bagasse**

7. The spent bagasse (still containing 2 to 3 per cent. sugar) is now sufficiently dry to be immediately burned as fuel underneath the steam producing boilers. A long endless belt (bagasse carrier) conveys it from the last mill and passes it along the boiler furnaces, each boiler being apportioned its requirements. Any surplus is dumped outside and either stocked as it is for future use or baled by a special baling press. The bagasse is burned on a sloping grate which allows of regulating the amount of air for proper combustion. The hot combustion gases pass along the boiler tubes thus heating the water contained in them to the boiling point and further to the temperature required to maintain a proper steam pressure (150 lb. sq. inch). The steam is conducted through large main pipes to the different power consuming units like mill engines and others, pumps, etc. etc. The exhaust steam, which still retains its latent heat, is conducted through other mains to a different apparatus where juice is heated and evaporated, and, where losing its latent heat, is condensed into water of varying temperatures. This water is collected and pumped back to a collecting tank and from here pumped into the steam producing boilers by the Boiler Feed Pump. The boilers are thus fed by water requiring little heat to be re-transformed into steam. The fire grates have to be kept clean and the combustion chambers have to be cleaned from clinkers periodically. It is of importance that the water level in the boilers never goes below a certain fixed minimum, and hence there is a "Boiler-In-charge" who looks after this and in general supervises all the work connected with firing the furnaces and keeping them clean. He so regulates the draft that the required quantity of steam is produced with the minimum amount of fuel. The used combustion gases are led through channels to the chimney which by the principle of temperature difference between the hot gases and the surrounding atmosphere causes a draft, sucking the air through the grates into the combustion chamber.

### **The Manufacturing Process**

8. The mixed juice from the mills is pumped to a juice weighing (or measuring) installation and after determination of its weight by

gross and tare weighment (or of its volume from which the weight is calculated) is ready for the clarification process.

## **Clarification**

9. As in India practically all factories produce a semi-refined consumption white sugar direct in one process only, the two general processes which are used to attain this purpose will be treated here. In many countries a so-called raw sugar is produced first which, after shipment to other countries, is further treated and refined in separate refineries. The two processes used for producing white sugar direct from cane are: Sulphitation and Carbonation. In both, the object is to eliminate a certain percentage of the impurities by the action of heat and excess lime and by the so-called co-precipitation with an expressly caused precipitation of insoluble lime salts formed by neutralizing the excess lime given with either sulphur dioxide gas in the former and carbon dioxide gas in the latter process. The lime dosage in the sulphitation process is only about 1/10 of that in the carbonation process because the sulphur dioxide used for neutralization in the former is a costly gas whereas the carbon dioxide used in the latter is a by-product of the quicklime manufactured at site and does not cost the factory anything. The precipitate of insoluble calcium carbonate formed in the carbonation process is obviously much more voluminous than that of calcium sulphite formed in the sulphitation process. It is this circumstance which allows of a more efficient precipitation of impurities and which makes it possible for all of the juice thus treated to be filtered through filter presses. These processes are followed in different factories with slight modifications.

## **Sulphitation**

10. After weighment the juice is pumped through juice heaters in which the juice is heated to about 170°F to a number (usually four) of so-called sulphitation tanks. A pre-determined quantity of juice is here apportioned a definite quantity of lime in the form of milk of lime while sulphur dioxide gas is pumped through the liquid simultaneously. The operator and his helpers (sulphitation mate) take care that the flow of lime and gas is regulated in such a way that the excess of lime or gas does not exceed certain definite limits and that at the end the lime is exactly neutralized by the acid gas to a pre-determined end-point. The milk of lime is made by slaking

quicklime in water and by passing it over a succession of sieves (mechanically operated or otherwise) to free the milk of lime from gritty particles. It is stored in a tank with mechanical stirring arrangement and pumped to the lime dosage tanks, attached to each sulphitation tank, where a definite quantity is measured out for each "batch" of juice to be sulphited. The sulphur dioxide gas is produced by burning pure sulphur in a sulphur furnace. An air compressor flows air over a thin layer of molten burning sulphur, thus keeping the combustion process going. By the pressure of this compressor the gas produced is blown into the bottom of the sulphitation tanks through a system of cast iron pipes lined with lead and ending in perforated lead coils into the tanks. After the saturation process (the process of combining lime and sulphur dioxide) is finished, the sulphitation tank is emptied into storage tank with mechanical stirring arrangement. A fresh batch of juice is taken into the tank and the process repeated. From the storage tank, the treated juice is now pumped through a second set of juice heaters, which bring the temperature of  $215^{\circ}$  F, into so-called eliminators which now function as flash tanks where the juice loses its superheat. From here it is led by gravity into the settling tanks, a series of well-insulated tanks of special design, where the juice is left standing for some time to allow the impurities to settle, their specific gravity being larger than that of the juice. In older factories the process was intermittent, there being a large number of settling tanks each being filled, allowed to stand, decanted and emptied in turn. The more modern factories have continuous settling tanks (Dorr Clarifiers) where a continuous settling and separation of clear juice and muddy juice takes place and which allows of less labour and less supervision. In the older tanks the supernatant clear juice is decanted in a gutter off, and the lower muddy layer subsequently empties into a second gutter. The former goes to a storage tank, prior to further treatment; the latter is pumped through filter presses where it is forced by pressure through filter cloth, the clear juice passing through and the impurities (mud) being retained in the press. The clear juice is run into the clear juice storage tank mentioned above; the mud, after lacking with water and drying with steam is dropped into trolleys underneath the presses when the press frames are full with mud and do not allow further passage of juice. The mud in the trolleys is weighed and sampled (for chemical analysis in the laboratory) and dumped outside the factory in any convenient place, where it finds ready removal by cultivators who value it as a manure for their fields.

## Carbonation

11. There essentially the same procedure is followed. The raw juice is heated in juice heaters but now only to  $122^{\circ}\text{F}$  and is pumped into carbonation tanks, where a quantity of lime milk is given simultaneously with a steam of carbon dioxide gas. The end point here is considerably more alkaline (for chemical reasons). The juice is now pumped through filter presses in its entirety. The clear juice is treated a second time with carbon dioxide, (this time to a lower alkalinity) passed through juice heaters (temperature  $158^{\circ}\text{F}$ ) and through a second set of filter presses. The clear juice, after this second filtration, is treated with sulphur-dioxide in continuous sulphitation tanks to complete neutrality and after heating in a third juice heater to  $215^{\circ}\text{F}$  stored in a storage tank prior to further treatment. The quicklime is, in carbonation factories, always produced ~~at~~ site in a lime kiln, a tall cylindrical structure lined with fire brick in which limestone of suitable size and coke, mixed in definite proportions (12 : 1 by weight) are burned together, the coke being the fuel. The limestone under this treatment is dissociated into quicklime and carbon dioxide while the coke burns with oxygen from the air which is sucked through the kiln to carbon dioxide. The quicklime is withdrawn from the bottom, the Co pump which, after it has passed a gas-washer, pumps it into the carbonation tanks. The quicklime is slaked with water (always mechanically) in a rotary drum slaker, and after straining and settling to remove grit the milk of lime is pumped to the lime dosage tanks attached to the first carbonation tanks. The press mud is weighed and disposed off, but is not suitable for use as manure.

## Evaporators

12. The further processes are identical for sulphitation and carbonation and no differentiation is necessary. The clear juice from the evaporator supply tank now passes through a series of closed heating bodies, each having a so-called calendria consisting of a steam chamber traversed by numerous brass tubes. The exhaust steam from the engines etc., surrounds the tubes, the juice flows through the tubes and thus becomes heated. The steam condenses on the outside of the tubes, flows down and is extracted from the calendria by gravity or by a pump and goes back to the boiler water supply tank. The juice being heated starts to boil at this lower temperature, a slight vacuum is created in the juice side of the body. This is repeated in a third body where of course a still higher

vacuum is necessary. This process is called compound evaporation. The number of subsequent bodies is often only three but lately four and five and even six bodies are being used. Depending upon the number of bodies employed such compound evaporators are called triple (for three) effects, quadruple, quintuple or sextuple effects. The last body works under a vacuum of from 24—27 inches (mercury) and its vapour is condensed by mixing it thoroughly with cold water in the condenser, the condensation of the vapour causing the vacuum. A vacuum pump serves to remove any incondensable gases (air) which may be present in the vapour and the water to be able to keep a high vacuum. The juice leaves this set of evaporator bodies at a high density and is now called syrup. The tubes of the evaporator bodies eventually get fouled by a deposit of calcium salts which have become insoluble in the increasingly dense juice and it is necessary to periodically clean the tubes by scraping and brushing them after having been treated with hot caustic soda solution or murictic acid or both. In a sulphitation factory this becomes necessary after 14—20 days' run; in a carbonation factory not until after 40 to 50 days. The factory then closes down for from 20-30 hours which stoppage is of course utilized also to clean out the steam boiler combustion chambers and other tanks and apparatus in the factory and to effect necessary repairs and adjustments. While the juice flowed from one evaporator body to the other by gravity, it has to be extracted from the last vessel by a pump, which pumps it to the syrup sulphitation vessels. There it is given a last treatment with sulphur dioxide (also in carbonation factories) mainly to decolourise the syrup as much as possible. From here the syrup is discharged into a tank from which a pump elevates it to a number of tanks on the vacuum-pan floor where it is stored until required in the vacuum-pans.

### **Crystallization**

13. A further concentration of the syrup now causes the sugar to come in a state of supersaturation on which it starts crystallizing out, first in very small microscopic crystals which soon by further crystallization grow larger and larger. This process is effected in so-called vacuum-pans, these pans being essentially of the same construction as the bodies of an evaporator. The process, however, is now continuous and for obvious reasons no compound evaporation can be utilized here. The vacuum-pan works under full vacuum as the lower the boiling temperature the less changes there are for overheating the mass and causing unwanted colour formation. The



heating elements may be calendrias or coils depending upon the type of boiling (or massecuite) which it is desired to make. In these pans the syrup is further concentrated until grains are formed. When the requisite number of primary grains have appeared it is necessary to slow down the process of concentration as no new secondary grains are now wanted and all further deposit of sugar is wanted for the purpose of attaining a larger size of grain. As the syrup gets exhausted, more of it is taken into the pan from the supply tanks taking care that the conditions of supersaturation remains favourable to the aim in view. When the pan is full the massecuite is boiled to the required density and then after breaking the vacuum the whole mass is discharged in a large U-shaped tank with slow moving stirring gear called a crystallizer. Here the massecuite is stirred until its turn comes to be centrifuged. This process is a mechanical separation of the crystals and the surrounding molasses. This is done in centrifugals, a cylindrical basket with holes in the walls. A fine screen is spread around the inner circumference. This basket revolves at high speed (800-900 r.p.m.) and when the massecuite is fed into the rotating basket, it is then forced against the screen by centripetal force, the molasses passing through the grains remain on the inside of the screen. Around the basket is an outer shell against which the molasses are projected. Eventually these are collected at the bottom and flow out in a gutter and thence into a collecting tank from which they are pumped to a series of supply tanks on the pan-floor to be boiled once more in a second or 'B' massecuite. The sugar is eventually discharged from the centrifugal after having been washed off with fine spray of water applied through a nozzle under pressure. It falls on a hopper and is conveyed to a mixer where it is mixed with a suitable liquid (syrup) and thus turned into a magma. This magma is pumped to a second set of centrifugals where the same process is repeated. The molasses which are now obtained are of high purity and are pumped to the syrup sulphitation tanks where it is mixed with the syrup and eventually finds its way into the first massecuite (A massecuite). The molasses from the first centrifugals is, together with an admixture of syrup, boiled into a second massecuite (B massecuite) as indicated above. It is dropped in a second set of crystallizers and eventually centrifuged in a separate battery of centrifugals. The sugar (B sugar) thus obtained is mixed with A sugar and centrifuged a second time. The molasses are again collected and pumped back to a third set of tanks on the pan-floor to be eventually reboiled into a third or C massecuite, which when ready is dropped into C crystallizers and centrifuged in another set of centrifugals. The molasses obtained from these is

considered fully exhausted as regards crystallizable sugar, and after weighment and sampling this molasses is pumped to a huge tank outside the factory for storage and subsequent sale. Sugar is conveyed to a mixer and after having been mixed with water into a magma it is pumped to a separate set of centrifugal machines and centrifuged and washed. The molasses of these goes back to the pan-floor for reboiling (in a subsequent C massecuite). The sugar which is of a fine grain is mixed with syrup and pumped back to the pan-floor. There it is used to start a new A or B massecuite, thus obviating the necessity of forming new grain. The double cured A and B sugars are dried with steam (while still in the centrifugals) and finally dropped on a hopper which conveys it to a sugar-sifter. Of these there are different designs but the object is to separate the different sizes of grains by passing the sugar through successive screens of varying fineness. The finished sugar is now filled in bags, weighed and sampled and after the bags have been sewn and counted and numbered according to quality they are brought to the sugar godown for subsequent despatch. The Laboratory has the function of sampling and analysing the different materials, from juice to massecuite and finished sugars to enable the Chief Chemist to make a sugar balance and give an account of the recovery and losses in bagasse, mud, molasses etc, the total of recovered sugar and the known losses subtracted from the sugar known to have been introduced in the cane being recorded as "Unknown" or "Undetermined loss". A second function of the laboratory is control of the different chemical processes so that conditions may be established which ensure a maximum recovery of sugar of the best possible quality. Bagasse tests in the laboratory determine the milling efficiency, and is the only guide to effect improvement in milling results.