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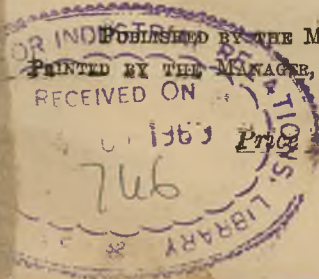
ON

AN ENQUIRY INTO CONDITIONS
OF LABOUR IN THE CEMENT
INDUSTRY IN INDIA ✓

BY
S. R. DESHPANDE

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PREFACE.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

D. V. REGE, *Chairman.*

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 AHMAḌ MUKHTAR, } *Members.*
 B. P. ADARKAR, }

TEJA SINGH SAHNI,
Secretary.

ACKNOWLEDGMENTS.

Very few of the Cement factories sent replies to the Committee's questionnaire. I am, however, grateful to the managements of these companies for the assistance they gave to the Committee's staff in collecting the information on the spot on which the present Report is based. My thanks are due to the Supervisory and Investigating staff of the Committee for the collection of the data incorporated in this Report. Although I personally visited a number of cement factories in the country, it would have been difficult for me to describe the processes in these factories but for the courtesy of some of the factories belonging both to the Associated Cement Companies, Ltd., and the Dalmia Cement, Ltd., in furnishing me with descriptive notes on the subject. My Office Superintendent, Mr. K. D. Chatterjee, was good enough to collect for me some of the background material required for this Report and I have received very considerable assistance from one of the Supervisors of the Committee, Mr. S. R. Sundaram, in the final preparation of the manuscript of this Report.

PART I.

CHAPTER I.—INTRODUCTION.

Historical and Economic background.—According to Dr. Cyril Fox, lately Director-General of Geological Survey with the Government of India, "the term cement is applied by Civil Engineers to the specially prepared material which is used as a binder for stones and brick masonry or as a matrix in the production of concrete".¹ There are two kinds of cement (a) the one prepared in accordance with strictly defined specifications and sold under certification from recognised institutions, and (b) the so-called natural cements.

The cement industry possesses great natural advantages in this country in respect of raw materials since lime-stone of excellent quality is available in abundance in many parts of the country in close proximity to railway lines. In view of this, therefore, many of the factories are located in the vicinity of quarries the distance between these two not exceeding 20 or 30 miles in any case. The factories are not, however, well situated in regard to sources of supply of power and fuel as also in regard to markets which in most cases happen to be ports.²

The industry, as a factory industry, is of comparatively recent origin. The first factory was probably established in 1904 in Madras, although no real progress was made by the industry until the outbreak of the first World War in 1914. Thereafter, from 1914 to 1918 several big factories came into existence. During the latter part of the last War the cement companies were under official control and their output was largely purchased by Government. The industry made very rapid progress during the last post-war boom and by 1924, the production of Portland Cement in India had increased to about 250,000 tons a year, which was about twice the quantity imported from abroad. The extent of the progress made would be realised from the fact that in 1914, India was producing only 945 tons of cement.

Owing to fierce internal and external competition, the industry, however, soon found itself in difficulties and was the subject matter of an enquiry by the Tariff Board, which reported in the year 1925. The Board favoured a system of bounties for the industry rather than protective duties but their proposals were found unacceptable to the Government of India. In 1926, Government imposed a specific duty of Rs. 9/- per ton on imported cement in place of the *ad-valorem* tariff of 15 per cent. Soon after three of the Indian Cement Companies went into liquidation. The surviving units, therefore, started thinking of a well-knit organisation for themselves and an Association known as the Indian Cement Manufacturers' Association was started. In 1930, there was further consolidation and the Cement Marketing Company was established to take over the control of the sales and distribution of almost all the manufacturing companies in the country. In order, however, to achieve a complete fusion of the manufacture and sales of cement, in the year 1935, the ten principal companies in India established the Associated Cement Companies, Ltd., and became responsible for an annual production of about a million and a quarter tons of cement. The authorised capital of the Company was eight crores of rupees.³ In 1937-38, this Company had to face

¹ Capital dated 30-11-1944.

² Location of Industry in India—pages 64-65.

³ Speech by Sir H. P. Mody, Chairman, Associated Cement Companies, Ltd., Bombay, at the Extraordinary General Body Meeting, published in the *Times of India*, dated May 28, 1945.

competition from the Dalmia Cement Company but it is understood that recently almost all internal competition has been eliminated as a result of an agreement between these groups.¹ According to Prof. Thomas, before the War, the production of cement was controlled by five companies, namely, (1) The Associated Cement Co. Ltd. (Bombay), (2) Dalmia Cement Co. Ltd. (Dalmianagar), (3) the Assam-Bengal Cement Co., Ltd. (Calcutta), (4) the Sone-Valley Portland Cement Co., Ltd. (Calcutta), and (5) the Andhra Cement Co., Ltd. (Bezwada).²

Since the outbreak of the War, so far as production is concerned, the industry has recorded very great progress, the production having gone up from 15 lakhs of tons in 1939 to a little over 20 lakhs of tons in 1943. The present production, it is understood, is about 25 lakhs of tons per year.³ This increase has been secured by the expansion of plant and equipment. Owing to the difficulties of getting machinery from abroad some units are now manufacturing their machinery which, it is reported, is working quite efficiently. According to the enquiries made by Dr. Thomas, "most of the new plant required could be fabricated in India in the Workshops of cement factories and only articles like power plants, boilers, reduction gears, electric motors, switch gears etc. will have to be imported from U.S.A. or U.K."⁴

Location and extent.—Before the commencement of the present hostilities India was producing all the cement required for internal consumption. Soon after, the production was in excess of the home demand and an export trade was started in this commodity in the year 1940-41. The principal foreign markets were Iraq, Ceylon, Dutch East Indies,⁵ etc.

Since August 1942, Government have instituted a control over the industry and had at first directed that 90 per cent. of the total output should be reserved for military use and only 10 per cent. made available for civilian purposes. The latter quota has now been increased to 20 per cent. At the moment the position is that India is virtually independent of foreign sources of supply of cement.⁶

The available statistical information regarding the number of cement factories and the number of persons employed in them is extremely unsatisfactory as the published statistics of factories do not relate to cement factories alone but include lime and potteries as well and further relate to British Provinces only. A special attempt was therefore made to collect the statistics of cement factories in Indian States. These figures, together with those published for British India (which relate to cement, lime and potteries), appear to show that in 1943, there were 57 such factories employing about 25,000 persons. While the global figure of employment may have some relation to the number actually employed in cement factories, the figure relating to the number of factories is obviously an over-time estimate so far as cement factories are concerned because it presumably includes lime factories and potteries as well.

The following table⁷ regarding the location of the industry in 1921 and 1939 is reproduced below and may be regarded for what it is worth :—

¹ The Indian Fiscal Policy by Mr. B. P. Adarkar—pages 329-43.

² Reports on the development of Industries for war supplies by Dr. P. J. Thomas—page 61.

³ *Ibid.*,—page 63.

⁵ Review of Trade of India, 1940-41, pp. 63-64.

⁶ Review of Trade of India, 19-10-41, pp. 63-64.

⁶ Reports on development of industries for War supplies by Dr. P. J. Thomas—page 62.

⁷ The location of Industry in India—pages 65-66.

TABLE I.

Province or State and Districts.	1921		1939	
	Number of Factories.	Number of workers.	Number of Factories.	Number of workers.
BIHAR				
Sighbhum	1	400	..	..
Palamah	1	295	1	1,016
Shahbad .. .. .	..	..	1	660
Ranchi .. .. .	..	..	1	685
Total	3	695	3	2,361
ORISSA.				
Cuttack	1	94	..	..
C. P. & BERAR.				
Jubbulpore	1	635	3	2,301
MADRAS.				
Madras	1	245	..	..
Coimbatore .. .. .	..	..	1	283
Guntur .. .. .	..	..	1	470
Kistna .. .. .	..	..	1	165
Total	1	245	3	918
PUNJAB.				
Amritsar	1	600	..	..
Attok .. .. .	..	..	1	749
Total	1	600	1	749
BENGAL.				
24-Parganas .. .. .	..	..	1	238
SIND.				
Sukkur .. .. .	..	..	1	284
Karachi .. .. .	..	..	1	240
Total .. .. .	..	..	2	524
STATES.				
Rajputana/Bundi	2	2,821	1	1,408
MYSORE.				
Bangalore .. .. .	..	..	1	25
HYDERABAD.				
Gulbarga .. .. .	..	..	1	882
BARODA.				
Okhamandal .. .. .	..	..	1	487
BOMBAY STATES.				
Porbandar .. .. .	..	..	1	525
CENTRAL INDIA STATES.				
Gwalior .. .. .	..	..	1	340
GRAND TOTAL (India)	8	5,090	19	10,758
British India	6	2,269	13	7,091
Indian States	2	2,821	6	3,667

As stated already, the industry is at present mostly controlled by two companies, viz., the Associated Cement Companies, Ltd., and Dalmia Cement Ltd. The former have fourteen factories employing 14,828 workers and the latter five employing 2,382 persons. A list showing the factories under the management of each of these companies together with their location will be found in Appendix I. The total number employed by these two companies is 17,210.

It will be seen, first of all, that out of the 19 factories belonging to these companies, seven are in Indian States and the rest in British Provinces. The largest unit in the industry, viz., the factory at Shahbad is in Hyderabad State.* Among the major Indian Provinces, these companies have no cement factories either in Bombay or in Bengal. There is no representative unit so far as size is concerned and the number employed varies from 124 in the factory in United in Central Provinces to about 3,000 in the factory at Shahbad.

Scope of the present enquiry.—For purposes of the present enquiry the number of factories surveyed was twelve employing approximately 13,500 persons. Of these seven belong to the Associated Cement Companies, Ltd., and three to the Dalmia Cement Ltd., while, of the remaining two factories, one belongs to the Andhra Cement Co., Ltd., and the other to a State Government.

CHAPTER II.—PROCESSES.

Cement is manufactured either by the 'dry' or the 'wet' process. In the 'dry' process the various raw materials are pulverised in a dry state and blended and burnt as such, while in the 'wet' process the raw materials are blended and ground in the presence of water.

The raw materials required for the manufacture of cement are limestone, clay, laterite and gypsum.

The following processes are involved in the manufacture of cement :—

1. Quarrying of calcareous and argillaceous material,
2. Preparation of raw material (crushing and mixing of raw materials in proper proportion),
3. Calcination of the prepared mixture in a Rotary kiln, and
4. Grinding of clinker to cement in Tube Mill.

Limestone is quarried from the hills by blasting and the big boulders thus obtained are conveyed in wagons to the factory and unloaded on a steel conveyor which takes them to a crusher fitted with rotating hammers. The Hammer crusher breaks the boulders to small pieces. Similarly, laterite and gypsum are crushed.

The crushed pieces of limestone, laterite and gypsum are conveyed to different hoppers which are arranged side by side. Two revolving discs are placed at the lower ends of these hoppers and the materials falling on these discs pass on to a Ball Mill by 'scraper notch arrangement'. The raw materials get thoroughly mixed in proper proportions in this Mill and form a pasty liquid called the "slurry". In the Dry process the mixture is obtained without the addition of water and is pumped with air pressure to the raw mill tubes.

The "slurry" is then pumped to the Rotary kiln which consists of a long cylinder rotating on its axis and inclined so as to facilitate the passage of the slurry to the lower end. Coal is blown through a nozzle at the lower end of the kiln and ignited, which produces intense heat. As the slurry gradually travels down due to the rotation of the kiln, the water evaporates, and the limestone decomposes to carbonic acid forming quicklime and when it reaches the flame, quicklime and clay combine chemically and form what is known as "clinker", which consists of hard roundish masses about 1½ an inch in diameter.

* No enquiries have been made in Hyderabad State.

Clinker is then ground to Portland cement in a Tube mill similar to that in which slurry is made. During the grinding a small quantity of gypsum or calcium sulphate is added in order to prevent its setting hard at once on the addition of water.

After grinding cement is stored in large silos from which it is packed into gunny bags by machines.*

As pointed out by the Tariff Board, although the process by which Portland Cement is manufactured is simple, a very complete equipment is required to secure cheap and efficient production. The machinery is both heavy and expensive. It is not, however, very elaborate and does not require a great deal of supervision. And as compared to other industries one is struck by the small number of operatives working in the departments of cement factories considering the size of such departments.

The labour employed in cement factories is mostly of unskilled character. Speaking generally, all the work in the quarries is done through contract labour although the quarries are either leased or owned by the companies themselves. Within the factories, except in the packing department all the labour is directly engaged.

The survey of labour conditions given in Part II of this report is based largely on the investigations made on the spot by the officers of the Committee supplemented by any personal investigations. Only a few of the factories surveyed sent detailed replies to the Committee's questionnaire.

In regard to the Cement factories in Baroda State and Japla in Bihar, no Survey was made, but information given in the Report is based on the replies furnished by the respective Companies.

PART II.

REGIONAL SURVEY—(i) BRITISH INDIA.

CHAPTER III.—CENTRAL PROVINCES—KYMORE.

The Kymore Cement Factory, belonging to the Associated Cement Companies Ltd., is perhaps the largest single unit of the cement industry in the country with the exception probably of the factory at Shahabad. It was started in the year 1919 and has today a production capacity of approximately 750 tons per day and employs about 3,500 workers. The company owns some quarries. In connection with the work in the quarries three contractors are employed by the company and the quarry labour is engaged by the contractors on a piece-rate basis. The company also employs a contractor for packing and loading the cement. The reason for employing contractors for work in connection with the quarries is that in Kymore there is considerable shortage of unskilled labour and the labour engaged comes mostly from the ranks of agriculturists. The company does not exercise much control over the conditions of work and wages of contract labour. About one-third of the labour employed by this factory is engaged through contractors.

Employment :—The total number of workers employed in this factory including quarry labour was 3,422 in March 1944, 2,225 men and 1,167 women. Of these, 1,198 consisting of 636 men and 562 women were employed through contractors. As compared to the pre-war period, while there has been an increase in the workers employed directly by the Company, there has been an appreciable fall in the number employed through contractors. One notable feature is that while in March 1939, contractors employed as many as 1,364 women, at present the figure is only 562. In the quarries, aboriginals such as Gonds, Kols, etc., are employed, while in the factory itself workers belonging to different

* The above description of processes in Cement factories is based on notes supplied on the subject by the A. C. C. I. and the Dalmia Cement Ltd., and details given in the Report of the Indian Tariff Board regarding the grant of Protection to the Cement Industry, 1925, p. 3.

religious persuasions can be seen. In this factory there are no well-defined categories of temporary and permanent workers but generally any worker who has put in a year's service is made permanent. Absenteeism is much greater among the quarry workers, particularly during the harvesting season, than among those employed in the factory. It is estimated that among the shift workers absenteeism is about 11 to 12 per cent., while among those on general duty it is about 19 to 20 per cent. Labour turn-over, however, is not very high and a considerable proportion of the workers have been in the factory for more than five to ten years. The factory labour is largely illiterate and undisciplined. It is reported that as compared to other factory workers in the Central Provinces they are better off.

Working Conditions.—The working conditions in this factory are good and the lighting arrangements, particularly for night shift workers are extremely satisfactory. There are no rest sheds for the employees although there are three such for quarry workers. The latter appear to be capable of improvement.

Hours of work and shifts.—In the quarries two shifts of 8 hours each are worked from 8 a.m. to 4 p.m. and 4 p.m. till 12 midnight with a rest interval of half an hour in each shift. There is also a system of change-over of shifts. In the factory itself there are three shifts besides the general shift. The shift hours are 11 p.m. to 7 a.m., 7 a.m. to 3 p.m. and 3 p.m. to 11 p.m. with a rest interval of half an hour. The system of change-over, according to the management, is as follows :—

“ A workman working in the first shift works for five days and then goes over to the third shift for 4 days. After this he changes over to the second shift and works for five days and has a rest of 32 hours before changing over to the first shift.” The hours of work for the general shift are 7.30 a.m. to 6 p.m. with an interval of an hour and a half, the total spreadover being 10½ hours and the actual working hours 9.

For the quarry workers and those on general duty, Sunday which is a bazaar day is observed as a holiday. The other shift workers, as already pointed out, get a rest interval of 32 hours after every 14 days. As the factory is a continuous-process factory, the shift workers cannot get any other holiday but so far as those on general duty are concerned they are allowed holiday on certain recognised festivals such as *Dusserah*, *Diwali*, *Holi*, etc.

Monthly-rated workers are entitled to one month's leave and 15 days' sick leave with pay in a year. The others get 45 days' leave in the year but without pay.

Wages and Earnings.—In this factory there are three wage periods. Some worker, notably those on piece-work, are paid weekly, while the bulk of the other workers are paid fortnightly. Highly skilled workers are usually paid monthly. In regard to weekly-paid workers, including contractors' labour, the payment is made on the 10th day from the beginning of the wage period, while in the case of fortnightly workers the payment is made on the 22nd day. Although in this factory there are no scales of pay as such, it is understood that increments are liberally given according to the efficiency and ability of the workers. The result is that it is possible to find in the same occupation varying rates of wages. While there has been no general revision of the basic rates of wages, in individual cases the rates in certain occupations have been increased by 5 to 15 per cent. excluding quarry workers and highly skilled workers.

A wage census of the operatives in this concern was conducted for the month of March 1944. Contract Labour was excluded from the scope of the census. The following table summarises the results of the census for principal occupations only.

TABLE II.

Table showing daily basic wages and earnings of workers in selected occupations in the Cement factory of the Associated Cement Companies, Ltd., at Kymore, Central Provinces.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.				
Burners—													
1. Kiln Deptt.	..	General.	Males	T	..	1	1	2 12 0	3 2 10	3 2 10			
2. Burner-Silo	..					3	3	4 5 8	4 12 8	4 12 8			
Turners	T	..	4	4	2 0 7	3 1 6	3 1 6			
Fitters	T	..	32	32	1 7 4	2 5 7	2 5 7			
Drivers	T	..	6	6	1 5 6	2 2 9	2 2 9			
Carpenters	T	..	15	15	1 4 9	2 1 2	2 1 2			
		..	Children	T	..	2	2	0 7 8	0 13 8	0 13 8			
Coolies—General	Males	T	..	814	814	0 7 4	0 13 8	0 13 8			
Silo—Coolies	P	..	227	195	0 15 3	1 0 11	1 0 11*			
Total	..					1,104	1,072						

As the wage periods are different the columns are left blank.

* Piece-workers are not paid doormen allowance.

It will be seen that the highest-paid occupation is of Silo Burners who earn as much as Rs. 4-12-8 per day. The bulk of the workers consists of coolies who get an average daily wage As. -7|4 and are in receipt of an average daily earning of As. -13|8. For a full month of 26 working days their earning would, therefore, come to about Rs. 22 only.

The frequency* distribution of wages and earnings in this factory shows that nearly 70 per cent. of the workers are in the daily wage groups below As. 10 and 73 per cent. are in the earning group Re. 1 or less per day.

Contract labour doing unskilled work gets about As. 5 per day.

Dearness Allowance.—This factory has a rather complicated system of paying dearness allowance. In the case of monthly-rated workers they pay Rs. 9|12|- per month to those getting up to Rs. 65 per month, 15 per cent. of the wages earned to those getting between Rs. 66 and Rs. 100 per month, and 10 per cent. to those getting Rs. 101 to Rs. 350 per month. Wage-earners on a fortnightly basis get As. 6 per day provided the monthly wages do not exceed Rs. 60, while in the case of those whose wages exceed Rs. 60 the allowance is paid at the rate of 18½ per cent. of the wages. In regard to quarry workers the dearness allowance is consolidated with the wages. Piece-workers are not given any dearness allowance as their basic rates have been revised.

Bonus.—This factory was paying a bonus even before the commencement of the present hostilities. It is paid to all temporary and permanent workers. The rate at which the bonus was paid for 1942-43 was one and a half months' salary to monthly-paid staff and 1|8th of the total basic wages earned to daily-rated workers. For 1943-44, bonus has been paid to daily-paid employees at one-sixth of the total basic wages earned during the financial year and to monthly-paid employees at two months' salary exclusive of allowances.

The factory does not impose any fines on the workers, nor were there any cases of dismissal during the year 1944. Any worker found to be unsatisfactory is given his notice pay and asked to quit.

Housing.—The Company has provided quarters for a very substantial number of its workers and in all, there are about 700 quarters meant for the workers. In addition, quarters have been built also for the skilled and supervisory types of employees. The workers' quarters are built in lines containing several tenements. Each tenement consists of a room 10 ft. × 10 ft. and a verandah 10 ft. × 7 ft. The accommodation provided differs according to the class of worker. They are all pucca structures with cement flooring. There are, however, no special arrangements for water, lighting or sanitation.

In addition to the quarters built for their employees the Company has constructed about 280 quarters for the coolies working in the quarries. These consist of single-room tenements 14 ft. × 12 ft. These quarters are not as good as those built for the other employees. Although the housing supplied by the Company for its employees may not be as good as the best in the country, it is certainly one of the very good housing colonies so far as the prevailing housing standards in the country are concerned. Moreover, it is understood that the company has an ambitious programme for building more up-to-date houses for the skilled and supervisory class of workers.

Welfare work.—The Company has appointed a full-time Labour and Welfare Officer. A very fine school has been constructed for the children of the employees which is attended by over 300 students. Instruction is impart-

ed free of charge. In deserving cases books, slates, etc., are given free. The Company maintains a cheap grain shop and also a cheap cloth shop where the rates charged are much below the market rates. On a rough estimate it is found that the company loses on the grain shop -1|6 per head per day. A dispensary in charge of a well-qualified doctor assisted by compounders and a nurse is maintained by the company. A somewhat striking feature of the welfare activities is the maintenance of a sports club with a good building and a swimming pool. The workers have to pay only four annas per month as subscription. At present, the company does not maintain a canteen, nor are there any separate buildings for creches. It is understood, however, that the company has a forward welfare policy and has under contemplation a considerable extension of their welfare activities.

This is one of the few factories in the country where every worker before he is engaged is subjected to a medical examination.

There is a scheme of Provident Fund in this factory but it applies only to monthly-paid workers getting more than Rs. 25 per month. Thus, the bulk of the operatives in the factory are excluded from the purview of the scheme. There is, however, a scheme for paying gratuity to all workers except the monthly-paid staff. Those who have put in three years' service are entitled to get gratuity at the rate of one month's wages for every year of service.

General observations.—The various Labour Acts appear to be strictly enforced in this factory. Apart from the labourers engaged in the quarries who are illiterate, backward, undisciplined and irregular, the bulk of the labour force in the factory itself appears to enjoy a much better standard of living than similar industrial workers in the province.

CHAPTER IV.—MADRAS.

It was not until 1933, that a regular development of the cement industry took place in Madras, although it would appear that the first cement factory to be started in India was in Madras as early as in the year 1904. Since 1933, four cement factories have been established in Madras Province, namely, (1) the Coimbatore Cement Works, Madukkarai, (2) Kistna Cement Works, Mangalagiri, (3) the Dalmia Cement, Ltd., Dalmiapuram, Trichinopoly, and (4) the Andhra Cement Co., Ltd., Bezwada. These factories have between them a production capacity of about 27,000 tons and employ on an average about 4,000 workers.

An *ad hoc* survey has been conducted in three of these establishments covering about 3,000 workers or 75 per cent. of the total. A wage census was, however, conducted in all the four units. In the following paragraphs the conditions of work and wages in the three factories have been separately dealt with.

A.—Madukkarai.

In the factory at Madukkarai, near Coimbatore, belonging to the Associated Cement Co., Ltd., nearly 2,000 workers are employed, one-third of whom work in the quarries attached to the factory. The workers in the quarry are recruited through labour contractors who in turn give the work on contract to the coolies. The management of the factory has no direct control over quarry labour, although they are not out of touch with the day-to-day grievances of these workers. The labour employed in the quarries, it is reported, is extremely backward and unstable in character.

So far as the factory labour is concerned, there is no special machinery for recruitment. The workers in the factory usually belong to the adjacent villages. There are no regular Standing Orders regulating the relations bet-

ween the employers and the employees, although it is stated that the Manager himself personally looks into the individual grievances of the workers.

Hours of work and shifts.—Being a continuous process factory there are three shifts of 8 hours each. For the general shift the hours of work are 7.30 a.m. to 12.30 p.m. and 1.30 p.m. to 5.30 p.m. with an interval of one hour. So far as general duty workers are concerned all Sundays and 8 festival days are observed as holidays. The working conditions inside the factory are on the whole satisfactory.

Wages and Earnings.—No information is available regarding the earnings of workers employed in the quarries. The management agreed that it would be cheaper to employ this labour departmentally but that in the present circumstances it was not possible owing to the scarcity of labour. The management also agreed that it would be in the interest of the workers if a clause was inserted in the contract for the payment of a fair wage.

So far as unskilled labour is concerned, the policy of the company is to pay a rate of one anna in excess of the rate prevailing in the vicinity for agricultural labour. It was stated that before the War the local rate was annas six for a male cooly and annas three for a female cooly. At present the basic rate for a new recruit in the factory is annas seven for a man and annas four for a woman. Semi-skilled workers are paid annas eight to annas twelve and skilled workers like fitters, annas twelve to Rs. 2 per day.

A wage census of all the workers in this factory was conducted for the month of January 1944 and the following table contains information regarding wages and earnings in the principal selected occupations.

TABLE III.

Table showing average wages and earnings in principal occupations in the Cement Factory of A. C. Cs., Ltd., at Companies Ltd., at Suvukkarai, Coimbatore District.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
							8	9	10	11	12	13	
1	2	3	4	5	6	7	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	14
Burners	Males	T	8	3	3	1 10 8	1 15 0	1 15 0	60 1 0	51 10 8	60 1 0	31 days.
Millers	"	T	8	3	3	1 6 9	1 10 8	1 10 8	51 10 8	43 14 8	51 10 8	"
Drivers	"	T	8	4	4	1 4 0	1 8 8	1 8 8	40 1 7	19 6 0	27 7 0*	"
Fitters	"	T	9	31	18	1 3 2	1 5 7	1 5 7	33 13 0	27 2 0	35 10 6	"
Turners	"	T	8	22	22	1 1 10	1 6 2	1 6 2	41 2 0	34 8 0	44 8 8	"
Carpenters	"	T	9	36	22	1 0 5	1 8 8	1 8 8	33 7 6	No full timers.		"
Coolies	Combined Shifts.	T	8 & 9	108	56	0 7 8	0 11 7	0 11 7	21 8 4	14 14 7	23 10 9	"
Coolies	Females	T	8 & 9	118	42	0 4 0	0 8 6	0 8 6	13 0 2	7 12 0	16 4 6	"
Coolies	General	T	9	143	62	0 7 2	0 11 5	0 11 5	17 14 9	12 4 4	20 5 7	"
Total.					468	232							

* Only one full-timer whose daily net earning is about 14 annas.

The highest-paid occupation is of Burners who get on an average a daily wage of Rs. 1-10-8. The average wages of other semi-skilled and skilled workers vary from Rs. 1-0-5 to Rs. 1-6-9. The basic wages of coolies are about 7 annas for men and 4 annas for women.

An analysis of the frequency distribution* of wages and earnings in this factory shows that 68.8 per cent. of the workers receive a basic wage of less than annas ten per day, the percentage of those receiving a basic wage of annas 8 or less being 58.7 per cent. It is seen that 51.5 per cent. of the workers earn between annas eight but less than 12 annas per day, the percentage of those earning upto a rupee per day being 71.0. In this connection it should be remembered that this factory employs about 150 women whose basic wage is annas four per day only.

There is no regular time-scale of increment but promotions are given in deserving cases according to the efficiency of the person concerned.

The dearness allowance paid in this factory is linked up with the Coimbatore cost of living index number. At present the rate is annas, eight per month for a rise of every five points over the pre-war index of 100 points. The Coimbatore index for the month of March 1945 was 221.6. Thus, the dearness allowance would work out to about Rs. 12 p.m.

Annual bonus is paid to every regular employee of the Company. A bonus equivalent to one-sixth of the annual wages (excluding dearness allowance and over-time allowance) was paid for the year 1944.

A noticeable feature in this factory is that no fines are imposed.

Housing.—Most of the employees of this factory come from surrounding villages and the factory has, therefore, built about 150 houses only for them. The conditions prevailing in these houses are not very satisfactory. It is, however, understood that this factory has a large and ambitious programme for housing its operatives after the war.

Welfare work.—This factory is doing a lot by way of welfare work. It has a dispensary in charge of a full-time doctor where free medical aid is given to the workers and their families. It runs a school for the benefit of the children of the employees. It has a food canteen run on a co-operative basis and there is also a special canteen attached to the Works' Club. There is a special building for a club of the workers where there is a Reading Room and a Library. The company also runs a grain store where food grains and other commodities are available at cost price.

Provident Fund.—The membership of the fund is compulsory for monthly-paid officers and permanent workers in receipt of a monthly salary of Rs. 25 or more, being optional in the case of those getting less than Rs. 25 p.m. As the bulk of the workers receive less than this amount by way of wages they remain out of the purview of this fund.

The contribution of every member has been fixed at one-twelfth of his salary, the company contributing an equal amount. Full contribution of the company is payable on the worker's completing 15 years' satisfactory service ; but if the length of service is less than 15 years, only a certain percentage of the company's contribution varying from 50 per cent. to 90 per cent. is paid. Workers are not entitled to Company's contribution if their service is less than 10 years.

* Vide Appendix IX (a) and (b).

Service Gratuity.—The Company has instituted a Scheme of Service Gratuity for the benefit of those workers who are outside the purview of the provident fund scheme. The scale of gratuity varies with the length of service. The qualifying period is 3 years.

The scale is as follows :—

Period of service.	Gratuity.
1. From one year till retirement or death while in service.	One month's pay for every completed year of service.
2. Resignation on proper grounds with sufficient notice or discharge on account of reduction of staff or continued illness entailing resignation—	
(a) 3 years and under 5 years	Three months' pay.
(b) 5 years but under 10 years	Six months' pay.
(c) 10 years but under 15 years	} One month's pay for every year of completed service.
(d) 15 years and over	
3. Dismissal for causes other than misconduct—	
5 years but under 10 years	Three months' pay.
10 years and over	Six months' pay.

Gratuity is not payable to workers who are dismissed on account of misconduct.

A copy of the Gratuity Rules will be found in Appendix II.

B.—Guntur (Mangalagiri).

The total number of persons employed by the Kistna Cement Works belonging to the Associated Cement Company, Ltd., at Mangalagiri, Guntur, was, at the time of the enquiry 603, of whom, with the exception of 7 women the rest were men. About 500 to 800 persons are employed for quarrying through contractors. Their work is, however, supervised by the works staff and their wages also are fixed by the Works Manager. The contractors' employees are not paid any dearness allowance, but it is reported that their wage rates have been increased to compensate them for the increase in the cost of living.

Recruitment is made directly by the departmental officers with the approval of the manager.

Working conditions, hours of work and Shifts.—The general shift works for 9 hours with a spread-over of 10 hours, the working hours being 7 a.m. to 12 noon, and 1 p.m. to 5 p.m. Three shifts of 8 hours are worked in continuous-processes, from 6 a.m. to 2 p.m., 2 p.m. to 10 p.m. and 10 p.m. to 6 a.m.

Sunday is an off day for workers in the general shift, while the workers on continuous-processes get 32 hours off once in every 10 or 11 days.

There is no dining or rest shed for the workers. Water supply is not adequate.

Wages and Earnings.—The wage rates have been standardized and minimum and maximum wage rates for each occupation have been fixed, details of which will be found in Appendix III. From the statement regarding wages furnished by the management, it is seen that among the company workers, hammer crusher fitters earn the highest average wages, viz., Rs. 2-2-0 per day.

Coolies in the packing department earn the lowest, viz., 0-5-3 per day. The average daily earnings in the important occupations were as follows in the month of December 1944 :—

									Rs.	A.	P.
1.	Hammer crusher and waste mill fitters	..	..	..	..	..	..	..	2	2	0
2.	Millers	..	..	..	..	..	..	..	0	15	0
3.	Greasers	..	..	..	..	..	..	..	0	6	6
									to		
									0	7	6
4.	Assistant burners	..	..	..	..	..	..	..	1	2	0
5.	Mills Crane drivers	..	..	..	..	..	..	..	1	7	0
6.	Branders (packing)	..	..	..	..	..	..	..	0	6	9
7.	Coolies	{ Males (packing)	..	..	..	..	..	..	0	6	6
		{ Females (packing)	..	..	..	..	..	..	0	5	3
<i>Mechanical Engineering—</i>											
8.	Blacksmiths	..	..	..	..	..	..	..	1	7	6
9.	Carpenters	..	..	..	..	..	..	..	1	12	0
10.	Fitters	..	..	..	..	..	..	..	1	11	9
11.	Turners	..	..	..	..	..	..	..	2	1	9
12.	Tinkers	..	..	..	..	..	..	..	1	1	0
13.	Coolies	..	..	..	..	..	..	..	0	6	0
<i>Quarry—</i>											
14.	Coolies	..	..	..	..	..	..	..	0	6	6

A wage census was conducted in this factory for the second fortnight of January 1944. The following table summarizes the results of the census in the principal occupations :—

TABLE IV.

Table showing average wages and earnings in principal occupations in the Cement Factory of A. C. Cs., Ltd., at Mangalagiri, Guntur Distt. (Madras).

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Turners	General	Males	T	8	4	4	1 12 9	2 0 9	2 0 9	26 9 6	25 0 0	29 0 0	16 days.
Fitters	"	"	T	8	11	10	1 11 3	2 0 5	2 0 5	22 4 4	..	..	"
Carpenters	"	"	T	8	5	5	1 5 9	1 10 0	1 10 0	20 8 0	..	..	"
Drivers (crane)	1st	"	T	8	5	5	1 4 6	1 8 7	1 8 7	22 11 10	22 0 0	26 0 0	"
Millers	1, II, III	"	T	8	3	3	0 15 11	1 3 11	1 3 11	19 8 8	15 0 0	19 0 0	"
Coolies	General	"	T	9	112	55	0 6 1	0 10 4	0 10 4	8 10 4	7 7 0	9 8 0	"
Coolies		Female	T	9	7	7	0 4 9	0 9 0	0 9 0	6 10 9	No full-timers.		
Total					147	89							

It will be seen that Turners are paid the highest wages, their daily basic wage being Rs. 1-12-9 and net earnings Rs. 2-0-9 ; next in order come Fitters, Carpenters, Drivers and Millers, their daily basic wages being Rs. 1-11-3, Rs. 1-5-9, Rs. 1-4-6 and Rs. 0-15-11 and net earnings Rs. 2-0-5, Rs. 1-10-0, Rs. 1-8-7 and Rs. 1-3-11 respectively. The daily basic wage of coolies is Rs. 0-6-1 and their net earning is Rs. 0-10-4, while the corresponding figures for female coolies are Rs. 0-4-9 and Rs. 0-9-0.

The wage period is a fortnight.

A prosperity bonus equivalent to two months' wages was paid for 1944. There is no system of imposing fines in this factory.

Housing.—Sixty-four houses have been built providing accommodation to about 7 per cent. of the workers. The company encourages the workers to build their own huts by supplying them with building materials. There are 12 such huts. The houses are provided with electric lights and water taps.

Welfare work.—There is a well-equipped dispensary in charge of a full-time doctor with a compounder, dressing boys and a nurse. Medical aid is given free to workers and their families. The company has maintained a cost-price grain store. A Welfare Benefit Fund has been instituted from which financial aid during sickness is given and advances are given free of interest.

A recreation club with a radio and Reading Room and Library facilities has also been organised. The membership is open both to members of the staff and the workers. Membership fee varies according to earnings.

C.—Bezwada.

At Bezwada, in Kistna district of Madras Province, there is a cement factory belonging to the Andhra Cement Co., Ltd. This factory, it is reported, started working in 1940.

Employment.—The total number of workers employed and paid directly at the time of the survey was 231, of whom 180 were men and 51 women the number of those employed through contractors and paid by them being 85 (45 males and 40 females). Among the company workers, 63 per cent. are permanent and the others temporary. Contractor's labourers are employed for unskilled work such as, quarrying of raw materials, loading and unloading, packing of cement, etc. The company has no control over the conditions of work and wages of contract labour.

Labour employed in the factory is mostly local and recruited directly by the management. Workers are taken on work only after they sign an Agreement embodying the terms and conditions of employment. A copy of the Agreement will be found at Appendix IV.

Absenteeism in this factory varies from 10 per cent. to 12 per cent.

Working conditions, Hours of work and Shifts.—The working conditions inside the factory would appear to be satisfactory. No dining shed has, however, been provided for the workers.

In the continuous-process departments, three shifts of eight hours each are worked, from 8 a.m. to 4 p.m., 4 p.m. to 12 midnight and 12 midnight to 8 a.m., while in the general department, a single shift of 9 hours is worked with a spread-over of 10-1/2 hours (7.30 a.m. to 12.30 p.m., 2 p.m. to 6 p.m.).

Sunday is an off day for workers in the general shift.

Wages and Earnings.—A wage census covering all the employees of this factory was taken for the first week in January 1944 and the following table contains the results of the census for principal occupations :—

TABLE V.

Table showing average daily basic wages and earnings in principal occupations in the Cement factory of the Associated Cement Cos. Ltd., at Bezwada.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	I, II, III	Males	T	8	4	4	2 5 2	2 5 2	2 5 2	65 0 0	65 0 0	65 0 0	31 days.
Engineering Fitters ..	I	"	T	9	3	3	1 8 11	1 11 5	1 11 5	53 5 4	48 5 4	53 5 4	"
Kiln Fitters	I, II, III	"	T	8	4	4	1 2 9	1 5 6	1 5 6	8 11 6	8 4 0	8 13 0	6 days.
Drivers	"	"	T	8	3	3	1 2 3	1 5 7	1 5 7	7 10 3	7 8 0	8 13 11	"
Greasers	"	"	T	8	8	8	0 12 0	0 12 0	0 12 0	4 15 6	5 2 3	5 2 3	"
Turners	I, II, III	"	T	8	3	2	1 2 0	1 5 0	1 5 0	7 14 0	6 12 0	7 14 0	"
Millers	"	"	T	8	8	8	1 1 1	1 3 8	1 3 8	7 15 9	..	..	"
Carpenters	I	"	T	9	2	2	1 0 0	1 0 0	1 0 0	6 0 0	6 0 0	6 0 0	"
Milling Pit Coolies ..	I, II, III	"	T	8	3	3	0 10 0	0 10 0	0 10 0	4 2 8	..	..	"
Coolies	I	"	T	9	53	21	0 8 1	0 8 11	0 8 11	2 13 10	3 0 0	3 3 0	"
	I	Females	T	9	19	10	0 6 0	0 6 0	0 6 0	1 10 5	2 4 0	2 4 0	"
Total						115		68					

The occupation of Burners is the highest-paid, the average daily wage being Rs. 2-5-2; other skilled and semi-skilled workers receive an average wage of Re. 1 to Rs. 1-8-11 per day. Male coolies get about annas eight per day and female coolies annas six.

Appendix V contains a statement supplied by the company showing the rates of wages, for certain important occupations in the factory.

Dearness allowance is paid at a flat rate of Rs. 10 p.m. to all the workers, except pit coolies and laboratory sample boys, who are paid at the rate of Rs. 5 p.m. Temporary workers are not paid any dearness allowance.

Leave with pay.—Permanent employees are granted 15 days' leave per year on average wages after a qualifying period of one year. In addition, holidays with pay for 9 days during the year on account of festivals, etc., are allowed.

Housing.—About 25 per cent. of the workers have been provided with housing accommodation in six sheds. These are kutcha structures with walls and roofs of palmyra leaves. They are given rent-free. No latrines have been provided. The conditions in these structures are very unsatisfactory. It is reported that the company has under consideration a scheme for constructing houses for workers.

Welfare work.—Except a small dispensary in charge of a whole-time qualified compounder, the company has not undertaken any welfare work.

A ration shop is run within the premises of the factory at which rice and wheat are sold at controlled rates.

Labour Organisation.—The workers of the company have organised themselves into a Union called "The Andhra Cement Factory Employees Union, Bezvada", which has been registered under the Trade Union Act but has not been recognised by the management. The Union has a membership of 110. The membership fee is a day's wages per year.

CHAPTER V.—THE PUNJAB.

There are six cement factories in the Punjab employing an average daily number of some 1,600 workers. The largest unit is located in Wah and belongs to the Associated Cement Co. Ltd. The total number of workers employed in this factory is about 1,900 or 62.5 per cent. of the total employed in the six factories. Next in order comes the Dalmias' factory at Dandot which employs about 350 persons. The other units are smaller still.

Conditions of work and wages of labour in the above two large units have been surveyed, details of which are given in the following sections.

A.—Wah.

Employment.—At Wah in the Attock District of the Punjab there is a factory belonging to the Associated Cement Companies. The total labour force is about a thousand and in addition about 300 are employed and paid through contractors for work in the quarries and in the Packing Department of the factory. All the workers in the factory are on time-rates of pay. No females are employed although there are about 30 adolescents between the

ages of 15 and 18. There is no distinction between permanent and temporary workers and all are treated as permanent. The Company recruits its labour direct from the adjoining villages but before admission to the factory, workers are medically examined by the Medical Officer of the Company.

In regard to the recruitment of skilled workers the Company has a system of apprenticeship, the period of apprenticeship being 5 years. The apprentices are given a starting pay of As. 8 a day with an annual increment of one anna. A fair number of operatives in this factory appear to have service between 5 to 10 years and the turn-over also is small, being of the order of about 6 per cent. Absenteeism, especially among unskilled workers, is on the high side, being in the neighbourhood of 40 per cent., although amongst skilled workers it is only about 5 per cent.

Working Conditions, Hours of Work and Shifts.—There are four shifts in this factory : three for the continuous-process workers and one for the general duty workers. The general shift is from 8 A.M. to 1 P.M. and 2 P.M. to 6 P.M., while the shift hours for the continuous-processes are 8 A.M. to 4 P.M., 4 P.M. to midnight and midnight to 8 A.M. No interval is allowed. The factory is well lighted and ventilated and the working conditions inside the factory can be regarded as satisfactory. There are no regular closed days for shift workers but they get 32 hours rest after 21 days of work. For general duty workers Sundays, are closed days and they also get all gazetted holidays. The sanitary arrangements in the factory are quite satisfactory. The workers are served iced water during the summer season.

Wages and Earnings—There have been no changes in the basic wage rates paid in this factory as compared to the pre-war period. A somewhat striking feature, however, is that the contractors pay their labour the same wages as does the factory. A wage census of all the workers employed on one shift was conducted in this factory for the first fortnight in the month of April 1944 and the following table summarises the results for important occupations :—

TABLE VI.

Table showing wages and earnings in principal occupations in the Cement Factory of the A. C. Cs., Ltd., at Wah, Punjab.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Burners	Common Shift.	Males	T	8	4	4	2 3 0	2 11 1	2 11 0	40 7 6	32 13 0	40 7 6	15 days.
Millers	"	"	T	8	5	5	1 13 11	2 3 5	2 3 5	30 4 0	25 5 0	30 5 0	"
Crane Drivers .. .	"	"	T	8	3	3	1 7 5	1 11 5	1 11 5	24 13 0	24 6 0	27 5 6	"
Crusher Attendants ..	"	"	T	8	3	3	1 0 0	1 5 4	1 5 4	19 15 4	15 0 0	19 15 4	"
Drillers	"	"	T	8	16	16	0 13 6	1 3 2	1 3 2	14 1 2	11 6 0	15 11 0	13 days.
Coolies	"	"	T	8	230	230	0 9 9	0 13 4	0 15 4	12 12 9	9 10 2	14 11 6	15 days.
Total					261	261							

Among skilled and semi-skilled workers the highest wage is paid to Burners and comes to Rs. 2-3-0 per day, their daily net earning including allowances etc., being Rs. 2-11-0. A Burner putting in full time attendance gets about Rs. 40 per fortnight. The daily wage rate for the majority of unskilled workers, namely, coolies is about 10 annas. The frequency distribution of wages and earnings in this factory shows that 68.4 per cent. have a basic wage of less than As. 12 per day, while the average daily earning is between As. 12 to Rs. 1-4-0 in the case of 71.6 per cent. of the operatives. Details of the frequency of wages and earnings will be found in Appendix IX (a) and (b).

There are no regular grades of pay but it is understood that increments are given to deserving workers at the discretion of the management.

In February 1945, all workers getting up to Rs. 100 per month were given dearness allowance at a flat rate of As. 0-6-6 per working day. The allowance is, however, not related to any cost of living index numbers. A somewhat novel feature is that the allowance is paid in kind and not in cash. The workers are allowed to buy certain fixed quantities of wheat, dal, sugar, gur and soap. Items which are controlled by Government are sold at the controlled rates and the others at cost price. This arrangement is very popular with the workers.

The factory paid a bonus for the year 1943-44 equal to one-sixth of the total wages earned during the year to all workers who had put in 255 days' attendance in the case of general duty workers and 275 days in the case of shift workers.

The wage period is a fortnight for all workers and wages are paid within a week after they become due.

Most of the workers in this factory are daily-rated. They are given 14 days' leave with pay in a year, while the monthly-rated workers get one month's leave in a year. Daily-rated workers are also granted 14 days' casual leave without pay in a year. Sick leave is allowed only in deserving cases.

Housing.—The Company provides, free of charge, housing accommodation to 304 workers out of a total of 941. There are two types of quarters : in the first type there are two rooms, one kitchen, one bath room, one flush latrine, a verandah, a tap and a closed courtyard, with provision of free electric light. The second type has one room, a covered verandah, a bath room, a latrine, and a closed courtyard with free supply of electricity. The size of the rooms is 12' X 12'. There is ample ventilation and satisfactory underground drainage arrangements. From the point of view of roominess and convenience of the families, these are some of the best quarters provided in the country. It is understood that in spite of the fact that the quarters are so satisfactory, there is no demand for more housing, because most of the workers like to live in their own kutchra huts in the surrounding villages.

Welfare work.—This factory has considerable welfare activities. It has a well-equipped hospital with 14 beds and operation theatre. It is in charge of a fully-qualified doctor. The factory runs a Primary School for the benefit of the children of its operatives and has under contemplation the starting of a Middle School. It also provides free conveyance to the workers' children who have to attend school at a considerable distance from the location of this factory. A canteen has been started for the benefit of the workers and there is also a grain shop at which most of the commodities of daily needs are supplied at cost price. There is a recreation club for the benefit of the operatives where a Reading Room and library are provided and also arrangements made for indoor games. A striking feature is that there is a swimming pool attached to the Club House. Provision has also been made for the workers to have shower baths at the Club House. This factory has a special Welfare and Benefit Fund

mostly for the benefit of daily-rated workers. Out of this fund cash as well as benefits in kind are given to sick workers, advances are made to workers free of interest, maternity benefit paid up to Rs. 50 per case, etc.

This factory has a Provident Fund. It is compulsory for employees in receipt of a pay or wages of Rs. 25 p.m. or more. The monthly subscription is 1/12th of the pay and the Company contributes an equal amount. Since daily-rated workers are not entitled to membership, the Provident Fund scheme does not embrace a very large proportion of the operatives of this factory and in fact the membership is reported to be only 60. There is, however, a system of paying gratuities to those who are not members of the Provident Fund. The benefit is paid according to length of service. Any one who has put in three years' approved service gets three months' pay as gratuity. The maximum gratuity payable is equivalent to 25 months' pay.

B.—Dandot.

There is at Dandot in the Jhelum District of the Punjab a cement factory belonging to Dalmia Cement, Ltd. The total number of workers employed in this factory is about 350. The factory also employs about 50 of contractors' labour. About a hundred of the workers are daily-rated, while the rest are monthly-rated. Seventy per cent. of the workers are permanent while 30 per cent. are classed as temporary. Permanent workers get 7 days' privilege leave, 7 days' sick leave and 4 days' festival holidays with pay per annum. They also get a house-rent allowance. Temporary workers get no house-rent allowance but get free accommodation. The permanent men have been put into grades and get promotions according to merit. Except for purely unskilled workers there is little turn-over in this factory presumably because, there are no alternative sources of employment in the neighbourhood. Absenteeism, it is reported, varies from 15 to 20 per cent. The labour is recruited directly. There are definite rules governing the conditions of service. No Labour Officer has been appointed yet, but the workers have direct access to the management.

Working conditions, Hours of work and shifts.—The factory works three shifts of 8 hours each for continuous-processes and there is a general duty shift of 9 hours with a spread-over of 11 hours.

There is a waiting hall for the workers to take rest. The premises of the factory are extraordinarily clean and the factory is very well ventilated and lighted.

Wages and Earnings.—It is reported by the management that as compared to the pre-war period the basic wage rates in this factory have been increased by 10 to 25 per cent. probably due to the unavailability of unskilled labour. The increase in the rates of coolies has been the greatest, the rate having gone up from As. 6 per day to As. 8 to As. 10. The following, according to the management, are the basic wage rates for certain selected occupations :—

Fitters—Rs. 35 to Rs. 85 per month.

Turners—Rs. 50 to Rs. 75.

Blacksmiths—Rs. 45 to Rs. 55.

Carpenters—Rs. 40 to Rs. 50.

Coolies—8 as. to 10 as. per day.

A wage census of workers in one shift was conducted for the first fortnight of March 1944. It is seen that the average daily wages of fitters, carpenters and coolies are Rs. 1-11-0, Rs. 1-5-9 and Rs. 0-10-0 respectively, the corresponding figures of daily net earnings being Rs. 2-3-5, Rs. 2-11-1 and Rs. 1-2-11.

The frequency* of wages and earnings in this factory shows that 52.4 per cent. of the workers have a daily basic wage between As. 8 and As. 12 and 51.8 per cent. have a daily earning of less than Re. 1-4-0.

Dearness Allowance.—The factory pays a dearness allowance which is related to a cost of living index number which it itself maintains. The workers of the factory have been divided into ten wage groups commencing with those getting up to Rs. 10 p.m. and going up to Rs. 300. When the index is between 246 and 255, those in the lowest group get 120 per cent. of their pay as dearness allowance, while those in the highest group get only 22.5 per cent. During the wage census period a cooly getting As. 10 per day was receiving about As. 9 by way of dearness allowance.

The wages are paid monthly to permanent labour and fortnightly in the case of daily-rated staff.

Sundays and four festival holidays are closed days in the year.

Fining is only nominal.

Housing.—Nearly 75 per cent. of the workers employed in this factory are housed in quarters built for them in the vicinity of the factory. These are pucca houses fitted with electric light. They consist of one room, a separate kitchen, a bath room and a latrine. A water tap is provided in each tenement. The management give each person a house-rent allowance varying from Rs. 2 to Rs. 7-8-0, while the rent charged for the quarters varies from As. 4 to Rs. 4/- per month. On the whole the housing conditions in this colony are satisfactory.

Welfare activities.—The management of this concern has paid special attention to the welfare of its operatives, realising the fact that the site of the factory is like a camp and that the workers cannot have amenities not supplied by the management. A hospital is maintained for the benefit of the work-people where free medical aid and medicines are given. At this hospital persons from surrounding villages are also treated free. The hospital is in charge of a fully-qualified doctor.

As many of the workers employed in this factory live singly, the management have made special messing arrangements for single men. They have built a pucca building for this purpose, supplied servants and utensils and provided good and nutritious food at a cost of about Rs. 15 per month. They also run a Primary School and sell grain to the work-people at cost price. Owing to the shortage of water supply the management, though alive to the needs of the workers, are not able to extend welfare activities such as the starting of a dairy and vegetable farm, etc. They propose to do so as soon as they are able to arrange for their own separate water supply.

The Company has instituted a Provident Fund which is open to every employee who has completed six months' service provided however he is able to contribute a minimum of Re. 1 p.m. The employer and the employee contribute one anna per rupee. Compound interest is paid on the balance to the credit of each operative.

There is no Trade Union at Dandot but the workers and the staff have got an Executive Committee consisting of heads of all departments and representatives of workers from the various departments. This Committee which meets pretty frequently discusses the grievances of the work-people.

Dandot is one of the few centres in the country from which it is reported that the workers are not indebted to money-lenders. Such of the workers, however, as are in need of funds are given advances by the Company without interest.

* Vide Appendix IX (a) and (b).

CHAPTER VI.—SIND.

A.—Karachi.

Outside the Municipal limits of Karachi there is a cement factory belonging to Dalmia Cement Ltd. This is a dry-process factory and one of the largest belonging to the Dalmia group. It was established in the year 1938. The factory employs about 935 persons of whom only 30 are women. No children are employed. Out of the 935 employees no fewer than 905, are on a time-rate of pay. As compared to January 1940 the complement of the factory has more than doubled. Besides those employed in the factory, about 200 workers are recruited and paid by contractors. These are employed in the quarries and for packing cement bags, unloading of stone and coal wagons, etc. It is understood that there is not much difference between the earnings of contract labour and of the employees of the company.

Workers are classified as 'permanent', 'probationers' and 'casual'. Nearly 97 per cent. of the workers are regarded as being permanent. Probationers are those who have not completed six months' service, while casual workers are engaged only for short periods to cope with extra work. The privileges attaching to permanent workers are that they can contribute to the Provident Fund, can get 25 days' leave with pay in a year and are entitled to one month's notice in case of termination of service. The turn-over of labour in this factory is not very high, being of the order of 4.5 per cent. It is reported that as compared to the pre-war period the turnover of labour has not increased considerably. Absenteeism comes to about 8 per cent. and is largely due to sickness. The relations between the employers and the employees are regulated by the Standing Orders of the company.

The company has a Labour Officer who is in charge of recruitment of labour. He also looks into the grievances of the work people.

Working conditions, Hours of work and shifts.—The factory has a general shift from 9 a.m. to 1 p.m. and 2 p.m. to 7 p.m. and also 3 continuous shifts of 8 hours each without any interval. For the general shift workers Sundays are closed days, while the continuous-shift workers are given 32 hours rest after every twelve days of work. So far as lighting and ventilation inside the factory are concerned, they are adequate although the whole factory is extremely dusty. Particularly, in the packing department the workers seem to inhale quite a lot of dust. No rest shelter has been provided for the employees of the factory.

Wages and earnings.—The company has supplied the Committee with a schedule of the wage rates paid in 1941 and at present, to different types of skilled and semi-skilled workers in the factory, which is given as Appendix VI. It will be seen that there is a system of graded promotion, the annual increment varying from Re. 1 to Rs. 3. It is understood that the basic wages have been increased in some cases to the extent of about 50 per cent., and about 20 per cent. in others. For certain skilled type of operations, the starting pay has gone up more than 100 per cent. The company also pays a house rent to its employees at Rs. 2 per month to those getting up to Rs. 39 per month, Rs. 4 to those getting between Rs. 40 and Rs. 75 per month and of Rs. 7-8-0 to those getting from Rs. 75 to Rs. 125 per month.

A wage census was conducted in this factory for the month of January 1945 and the following table contains information regarding wages and earnings in the principal occupations :—

TABLE VII.

Table showing wages and earnings in principal occupations in the Cement Factory of Dalmia Cement Ltd., at Karachi, Sind.

Occupation.	Shift.	Sex.	Piece or im.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Millers	I, II, III	Malcs	T	8	3	3	2 6 8	3 9 11	3 9 11	107 2 2	70 0 0	101 13 6	31 days.
Burners	"	"	T	8	3	2	2 5 8	3 12 7	3 12 7	116 4 0	74 8 0	123 6 3	"
Bin Attendants	"	"	T	8	3	3	1 11 1	2 10 6	2 10 6	81 0 0	51 4 0	78 14 9	"
Crusher Attendants	"	"	T	8	3	3	0 13 7	1 5 2	1 5 2	40 12 8	26 8 0	42 3 9	"
Coolies	"	"	T	8	110	109	0 12 4*	1 3 3	1 3 3	34 13 6	21 9 5	36 3 5	"
Total						122	121						

*Weighted average for coolies in the different departments. The basic wage varies from 10 annas to 13 annas per day.

Among skilled workers, Burners are the best paid and Millers get an almost equal wage. The basic rate for coolies varies from As. 10 to As. 13 per day.

An analysis of the frequency* of wages and earnings in this factory shows that the largest concentration is in the wage group As. 12 to As. 14 per day. So far as earnings are concerned, nearly 60 per cent. are found in the earning group Rs. 1-4-0 to Rs. 1-8-0 per day.

Dearness allowance in this factory is paid on a percentage basis of the wages earned. Those earning up to Rs. 20 per month are paid dearness allowance at the rate of 50 per cent. of their wages. The percentage is then reduced according to income and for the highest income group viz., Rs. 71 to 100, 26 per cent. is paid as dearness allowance. It was stated that the company was maintaining a cost of living index number. This had, however, no scientific basis and the dearness allowance paid appeared to have no relation with the index number.

The average wage of an unskilled worker in this factory working full time would be about Rs. 20 p.m. Thus, such a worker would get only Rs. 10 as dearness allowance. On the other hand, coolies in the Karachi Municipality receive by way of dearness allowance as much as Rs. 14 to Rs. 18 p. m.

The wage period is a calendar month for all the workers and wages are paid on or about the 7th of the next month. Fines in this factory are extremely negligible.

No bonus is being paid.

Housing.—This factory houses nearly 60 per cent. of its workers in four different types of quarters. In all, the number of quarters provided is 148. The 'A' type consists of one room 15' X 12', a verandah, a kitchen, a bathroom, a courtyard, flush latrines, water taps and free electric lights. The 'B' type has one room 10' X 9', a verandah, a kitchen, a flush latrine, water taps, a courtyard and free electric light. The 'C' type quarters which are intended for the unskilled workers consist of a room and a verandah. Free electric light is provided but water and sanitary arrangements are common. The rent charged for these three types of quarters are Rs. 7-8-0, Rs. 4 and Rs. 2 per month respectively. The 'A' and 'B' types of quarters are extremely clean, well ventilated and comfortable. The third type is not so well ventilated. In addition to these, the company has provided huts and tents for about 150 workers. A nominal rent of As. 8 per month is charged for the huts while no rent is charged for the tents. This is a purely provisional arrangement but the conditions in these huts and tents are none too satisfactory. It is understood that the company has under consideration a programme for building a hundred more quarters.

On the whole, the housing provided by the company is satisfactory and its special feature is the provision of separate flush latrines, water taps, etc. to each individual tenement. The colony is, however, extremely bleak. It is understood that the company has made efforts to plant trees in order to make it shady but that owing to the nature of the soil they have not been able to do so.

Those who do not live in the company's quarters stay in their own kutchahouses in the surrounding villages. These compare very unfavourably with the housing provided by the factory.

*Appendix IX (a) and (b).

Welfare activities.—The company maintains a well-equipped dispensary in charge of a full-time qualified doctor and a staff compounders, etc. There is a canteen in the factory run by a contractor. The company also maintains a common mess for workers by giving them a free kitchen and a dining hall. They pay for the cooks, servants and utensils. The expenses for two meals come to about Rs. 18 per head per month.

A free Primary School is maintained by the company for the children of its operatives. It also runs a grain shop where all provisions are supplied at controlled rates. A club with indoor games and reading room facilities has been provided. Recreation grounds and playing fields have also been supplied.

The company maintains a Provident Fund on a voluntary basis. Any employee who has completed six months' service with the company can become a member of the fund. Membership cannot be resigned. The contribution of each member can be only 1/16th of his wages subject to a minimum of Re 1 and a maximum of Rs. 5⁰ per month. The company contributes an equal amount. A member is at all times entitled to his own contribution but the company's contribution depends on the length of service. For instance, those who leave after 15 years' approved service are entitled to the full benefit. For each year of service less than 15, there is a 10 per cent. cut in the employer's contribution. Those with service of ten years or below do not get the benefit of any contribution from the employer.

The membership of the fund being voluntary, the response from the workers appears to be very poor. At the time of the enquiry it was found that out of a complement of about 900 workers in the factory only 60 had joined the fund. There is thus no compulsory provision for safeguarding the future of the operative as the company has not gone in for a system of gratuity.

B.—Rohri.

Employment.—There is a cement factory belonging to the Associated Cement Companies Ltd., at Rohri in the Sukkur District of Sind. The factory was established in the year 1937. At the time of the enquiry the average daily number of persons employed was 714, all of whom were men. No women or children are employed. All the workers are on time-rates of pay. As compared to the pre-war period, the complement of this factory has gone up by about 50 per cent. Except for about 150 workers employed in the clay fields who are engaged through contractors on wages about 12 per cent. lower than the wages of the company workers, all the other workers are employed and paid directly by the company. A special feature in regard to the employment of the workers is that excluding 16 who are termed 'permanent', the rest are all 'temporary'. In spite of this, however, a fairly large percentage of the workers appears to have put in more than one year's service. Absenteeism amounts to about 15 per cent. and is due either to sickness or to absence caused on account of the workers going to the adjoining villages for agricultural operations. The incidence of malaria among workers of this factory seems to be extraordinarily high because, from certain statistics relating to the month of February 1945 regarding the health of the workers which the company were good enough to furnish, it appears that of the total number of cases treated in that month, no fewer than 51.45 per cent. were due to malaria. There is no Labour Officer for recruitment or for looking into the grievances of the workers. Labour is recruited by the departmental heads. There are no Standing Orders regulating the relations between the employers and the employee.

Working conditions ; Hours of Work and Shifts.—The factory is well lighted and ventilated. Apart from a general shift, three other shifts are worked. The general shift is one of 8 hours with a rest interval of half an hour, the spread-over being $8\frac{1}{2}$ hours. In the case of the other three shifts, they are all straight shifts of 8 hours each. Those working on the continuous-processes get a rest period of twenty four hours every fortnight.

Wages and earnings.—It has been stated by the management that the basic wages have been increased substantially as compared to the pre-war period, the increases being as high as 50 per cent. in the case of coolies and 25 per cent. or more in the case of semi-skilled and skilled labour. The increases appear to have been given since 1941-42 onwards. Appendix VII contains information regarding the basic wages paid in this factory during 1938-39 and 1944-45 in the case of certain selected occupations.

A wage census of all the workers in this factory was conducted for the second fortnight of March 1944 and the following table contains the results for the principal occupations.

TABLE VIII.

Table showing basic wages and earnings in the selected occupations in the Cement Factory of Associated Cement Cos., Ltd., at Rohri, Sind.

Occupation.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners	General	Males	T	8	5	5	2 6 2	2 10 4	2 10 4	81 6 7	71 4 0	78 4 0	37 days.
Millers	"	"	"	"	4	4	1 13 0	2 2 11	2 2 11	35 12 6	29 0 0	35 12 6	16 ..
Coane Drivers	"	"	"	"	3	3	1 12 0	2 0 0	2 0 0	32 0 0	28 0 0	32 0 0	13 ..
Coolies	"	"	"	"	187	187	0 12 8	1 4 7	1 4 7	17 4 1	12 14 2	21 1 2	16 ..
Total							193	199					

The highest paid occupation is of Burners who receive an average daily wage of Rs. 2-6-2. Millers and Craue drivers get an average daily wage of Rs. 1-12-0 to Rs. 1-13-0. The daily rate for coolie is about annas 13.

An analysis of the frequency* of wages and earnings shows that no worker gets under As. 10 per day by way of basic wages. The largest concentration is in the group As. 12 to As. 14, being 61 per cent. of the total, the next highest being in the group As. 14 to Re. 1 accounting for 25.5 per cent. of the total. No fewer than 61 per cent. of the total have a daily earning of Re. 1 to Rs. 1-4-0. There is a large concentration in the earning group Rs. 1-12-0 to Rs. 2 per day accounting for 23.4 per cent. of the total.

Since the date of the wage census there has been an increase in the rate of the dearness allowance paid and at present the employees in this factory are paid dearness allowance at a flat rate of As. 8 per day of attendance. For the year 1944 a bonus was paid equivalent to 2 months' basic wages to those who had put in attendance of at least 250 days during the year.

Wages are paid fortnightly to daily-rated workers who form a vast majority of the total number employed. There are no undue delays in the payment of wages after they become due.

So far as the general shift workers are concerned, Sundays are observed as holidays. No other holidays are granted. No leave with pay is given to daily-rated workers, while those who are monthly-rated get one month's leave with pay per year.

Housing.—This factory has built about 90 quarters for its employees, 42 of which are allotted to the workers. The quarters contain either one or two rooms with a verandah, kitchen and a latrine. Electricity is supplied free of charge. No rent is charged to those living in these quarters. The proportion of the workers housed is roughly 10 per cent. On the whole, the quarters are clean, commodious and well ventilated. It is understood that the management intend to build more quarters for their operatives but are not able to do so owing to difficulty of obtaining building material. Those who are not housed in the company's quarters live in their own kutchha houses in the surrounding villages. These compare very unfavourably with the company's quarters.

Welfare activities.—There is a well-equipped hospital for workers and their families in this factory in charge of a fully-qualified Medical Officer assisted by other staff. The hospital contains 11 beds and also a maternity ward.

A canteen has been provided which is run by a contractor where light refreshments are served. No educational facilities are provided for the children of the operatives but such of the workers' children as are attending schools at Sukkur are provided free transport by the company.

A grain shop is being run where commodities are sold at cost price. In regard to wheat, however, it is sold at a concession rate of 20 per cent. below the controlled price.

There is a Provident Fund in this factory. It is, however, open only to monthly-rated workers. It is compulsory for those getting Rs. 25 p. m. or more and optional for those getting less than Rs. 25 p. m. Daily-rated workers are, however, not entitled to membership. It is reported that only about 60 employees of this factory are members of this fund. The employer's and worker's contributions are 1/12th of the pay of the operative per year. The full contribution of the employer is paid only to those who have put in at least 15 years' approved service. Those who have put in less than 10 years' service do not get anything by way of contribution by the employer.

* Vide Appendix IX (a) and (b).

The company has also a system of paying gratuity to those who are not members of the Provident Fund. The minimum qualifying period for gratuity is three years' approved service in which case gratuity amounts to 3 months' pay. The maximum amount paid is 25 months' pay at the rate of one month's pay for each year of completed service. The payment of gratuity is, however, entirely at the discretion of the management and each case is decided on its own merits.

General observations.—It is understood that the provisions of the various Labour Acts are strictly enforced. The workers have a Trade Union but it is not recognised by the company. There have been no strikes in this factory.

CHAPTER VII.—BIHAR.

A.—Dalmianagar.

Employment.—The cement factory belonging to Dalmia Cement, Ltd., at Dalmianagar in Bihar has been covered for purposes of the present enquiry. The total number of workers employed in this factory was 520, all of whom were males. More than 80 per cent. of the workers were on a time-rate. As compared to the pre-war period, the total complement of this factory has gone up by more than 50 per cent. Except about 100 workers who are employed and paid by contractors the rest are directly paid by the company. This factory has rather a novel method of recruiting the workers. All recruitment of skilled and semi-skilled labour is done by a Recruitment Board with the Works Manager as President, the Electrical and the Mechanical Engineers as members and the Labour Officer as the Secretary. As regards unskilled labour, the departmental heads send their requirements to the Labour Officer who makes the selection from among the workers waiting at the gates. When skilled labour is recruited it is sent to the departments for trial for a period varying from one to three months. The departmental head then sends a report on the work of the man with his recommendation as regards his suitability, pay, etc., to the Recruitment Board which after scrutiny, makes the final appointment.

About 70 per cent. of the unskilled labour employed by the factory is local and belongs to the agricultural classes. Skilled workers come from different districts of Bihar.

Workers are classified as permanent, temporary, and casual. A temporary worker is made permanent after a period of one month. The difference between the privileges of temporary and permanent workers is that while the latter are entitled to contribute to the Provident Fund and also to 7 days' sick leave and 7 days' privilege leave in a year, the former cannot contribute to the Provident Fund and get only 7 days' sick leave with pay in a year.

Labour turn-over in this factory for the year 1944 was reported to be about 24 per cent. being largely due to the number of cases of dismissal. At the time of the enquiry it was found that absenteeism was about 11 per cent. It has been reported, however, that on Saturdays absenteeism mounts up and is as high as 17 per cent., the reason for this being that the workers like to combine the Saturday with the Sunday in order to go to their villages.

Although there are no Standing Orders for the operatives there are certain well defined principles governing the relations between the employers and the employees.

Hours of work and Shifts.—This factory works five shifts per day, two for general workers and three for the others. The general shifts are of 9 hours each from 7-30 A.M. to 12-30 A.M., 2 P.M. to 6 P.M. and 6 P.M. to 11 P.M. and 1 to 5 A.M. In the three shifts of continuous-processes the actual hours of work are $7\frac{1}{2}$, the spreadover being 8.

Working Conditions.—The factory is very well ventilated and lighted. A rest shelter has been provided for the workers for resting during the recess periods. In addition to holidays and festivals, Sunday is a regular closed day for general duty workers, while those on continuous-processes get 32 hours rest after 12 days' work. The workers are provided with iced water during summer months in the departments.

Wages and earnings.—In this factory there have been no changes in the basic wages since the outbreak of the War. A minimum wage has been laid down for the most unskilled operative which is Rs. 15 per month.

A wage census was conducted in this factory for the period 7th April 1944 to 6th May 1944. An analysis of the figures shows that Burners are the highest-paid and have an average earning of Rs. 3-8-10 per day. On the other hand the coolies get a basic wage of As. 9 per day, their net daily earning being Rs. 0-13-1 or about Rs. 21-4-0 per month of 26 working days.

A study of the frequency* of wages and earnings in this factory shows that 94 per cent. of the workers have a daily basic wage of As. 8 to As. 10, while 92.8 per cent. have a daily earning As. 12 to Re. 1.

The following is the scale of dearness allowance in the case of time-workers in this factory :—

Wages per month.	Dearness allowance per month for full attendance.		
	Rs.	A.	P.
Up to Rs. 30	12	0	0
From Rs. 31 to Rs. 50	14	8	0
From Rs. 51 to Rs. 75	18	8	0
From Rs. 76 to Rs. 100	20	0	0
From Rs. 101 to 150	24	0	0
From Rs. 151 to 200	30	0	0
Above Rs. 200	40	0	0

It will be seen that the dearness allowance is linked up both with income and attendance. So far as piece-workers are concerned, they are given dearness allowance at a flat rate of 40 per cent. of their earnings.

This factory paid a bonus at the rate of 1½ months' basic wages for the year 1943-44. The payment of the bonus is dependent on the length of service according to the following scale :—

Length of service.	Bonus.
1 year	1½ months' basic wages.
Between 9 & 12 months	1 month's basic wage.
Between 6 & 9 months	½ month's basic wage.
Between 3 & 6 months	7½ days' basic wage.
Below 3 months	Nil

It is understood that about 90 per cent. of the workers receive the bonus.

The amount collected by way of fines is credited by this factory to the labour welfare account for purposes of welfare work.

The period of wage payment is a month for all workers and wages are paid within 7 to 10 days after their becoming due.

Housing.—About forty per cent. of the workers in the cement factory have been housed by the company in 65 quarters. There are three types of quarters : family quarters, bachelors' quarters and cooly quarters. The first type contains a room 13' × 10', a verandah, a kitchen, a water tap, a bath room, a latrine and an enclosed court-yard. Electric light is supplied free of charge and the rent charged for the quarter is Rs. 4 only per month. The bachelor's quarter contains one room 10' × 10', a kitchen, a verandah, an enclosed court-yard and a latrine and the rent charged is Rs. 2-8-0 per month.

In the cooly quarters there is a room 10 ft \times 10 ft., a verandah and a kitchen, the rent charged being Re. 1 per month. All the workers' houses are properly drained. The family quarters are usually allotted to well-paid workers like mistries, jobbers, etc. The majority of the operatives live in class II or class III types of quarters which are not as well ventilated as the class I quarters. It is understood that there is a very great demand for workers' quarters. This demand is being met now by fresh construction but the management are experiencing considerable difficulty in getting building material. So far as land is concerned, they are not experiencing any difficulty in this matter.

Workers who cannot be accommodated in the quarters provided by the Company usually live in their own kutchahouses in the surrounding villages, while a few live in rented quarters in the town paying a rent of about Rs. 3 per room of 10' \times 9'.

Welfare activities.—This concern is following a very forward policy in regard to welfare activities for their work people. It has a well-equipped hospital with allopathic, homeopathic and ayurvedic sections, with a female ward, a maternity ward, etc. Food is provided, free of charge, to indoor patients. The hospital is in charge of well-qualified doctors, male and female, and it also provides a school up to the 10th class where instruction is given free of charge and books and uniforms supplied free to the children of workers getting below Rs. 15 per month. The school is extremely well attended. Moreover, a Primary School and a school for adults are also provided. The Company's welfare centre contains a Library and a Reading Room. Playing fields are provided for the workers for out-door recreation, while provision has been made for indoor games, gymnastics, etc., in the Labour Welfare Centre in charge of a Labour Welfare Officer. The company also runs a store where many necessities of life, including clothing, are supplied at market or controlled rates, whichever is cheaper. Fuel, washing soap and soda are sold at a concession of 30 per cent, as compared to the market price.

A Provident Fund for the operatives was started by the company in the year 1942. It is not compulsory. Every employee who completes six months' service can become a member of the fund. The monthly contribution in any one year is 1/16th of the pay subject to a minimum of rupee one per month and a maximum of Rs. 50 per month. The employers contribute an equal amount. The employers' contribution is payable in full to anyone who has put in 15 or more years' approved service, those between 10 and 11 years' service getting only 50 per cent. of this contribution. As the Fund is voluntary, it is found that only four per cent. of the workers have joined it.

B.—Japla.

There is a factory of the Some Valley Portland Cement Company at Japla in Bihar, about 370 miles from Calcutta. It was not found possible to conduct an intensive *ad hoc* survey of labour conditions in this factory and the following paragraphs are based on the information supplied by the Company itself.

The factory employs about 1,100 workers, of whom only 30 are females. Besides these about 470 contractors' labourers are employed for work principally in the quarries. As compared to the pre-war period the complement in the factory itself has not gone up very considerably. A striking development, however, is that whereas the factory employed no contract labour before the War it does so now.

Workers come from the surrounding villages and are recruited directly by the Company. They are generally made permanent after a year's approved service. Service cards are maintained showing particulars regarding each worker.

There is a system of apprenticeship presumably for semi-skilled and skilled workers only. The period of apprenticeship is 3 years during which the apprentices are paid stipends varying from As. 8 to As. 12. A copy of the rules on the subject will be found in Appendix VIII(a). It will be observed that Rule No. 6 lays down that "No apprentice is allowed to join any Union while serving his apprenticeship or associate himself with the activities of the same."

Labour turnover in this factory is small being of the order of about 5 per cent. Nor is absenteeism very high because it is only about 5 per cent. in departments other than the Packing Department where it is as high as 30 per cent. It is reported that absenteeism in the factory tends to be higher during the period of agricultural operations, during night shifts in the rainy season and after pay and festival days.

Hours of work, shifts and working conditions.—There are 3 shifts of eight hours each for continuous process departments and also a general shift of 8 hours with a spread over of 10½ hours. The general shift workers get a weekly holiday on Sundays, while other workers are given a holiday according to the convenience of the management.

It is understood that adequate provision exists for the supply of water and sanitation. A somewhat novel feature is that safety stewards have been appointed in the factory who are paid a monthly bonus if no accident occurs during the month in their respective departments.

Wages and earnings.—As compared to the pre-war period this factory has increased the wage rates for unskilled workers by 25 to 35 per cent. The rates for such workers have been standardized at As. 0-10-6 per day. There is no standardization of wages for semi-skilled or skilled workers.

The Company has supplied a schedule of wage rates for the different occupations an extract from which is given in Appendix VIII (b). It will be seen that the highest paid occupation is of Electric fitters who get Rs. 2-4-0 per day. Turners receive Rs. 2 per day, while process workers such as Millers, Kiln fitters, etc., get from Re. 1 to Rs. 1-8-0 per day.

Contract labourers receive as wages about 10 per cent. less than the factory labour. Dearness allowance to contract labour is paid by the company itself at As. 4 per rupee of earnings.

The workers in this factory are paid dearness allowance on a sliding scale. Those earning upto Rs. 28 per month get Rs. 4-8-0 p. m. as dearness allowance, while those earning between Rs. 29 and Rs. 50 get 17 per cent. of their earnings. This percentage is reduced as income increases and those getting between Rs. 101 and Rs. 150 get only 10 per cent. of their earnings as dearness allowance.

The factory pays an annual profit bonus equivalent to one month's pay.

The wage period in this factory was a week but owing to difficulty of getting small change it was changed to monthly and fortnightly. A period of one week to 10 days elapses between the date when wages become due and are paid.

No fines are imposed but during 1943 there were 80 cases of suspension.

All the workers in this factory, except members of the office staff who get one month's privilege and one month's sick leave per year, are entitled to leave with pay on the following scale :—

- 15 days privilege leave with pay per year.
- 10 days sick leave with pay per year.
- 10 days sick leave with half pay per year.
- 10 days sick leave with quarter pay per year.

Housing.—About 50 per cent. of the work-people are housed by the factory. The rest of the workers come to the factory from their village homes, within a radius of about 5 miles from the factory. From the housing plans supplied by the management it would appear that the accommodation is satisfactory. Light and water are provided free; nor is any rent charged for the houses. Small gardens have been provided in front of the workers' quarters. It would appear that the housing needs of the workers are fully met and that there is no demand for additional accommodation.

Welfare Work.—This factory seems to be doing a considerable amount of welfare work. There is a well-equipped hospital where treatment is given free of charge and arrangements have also been made in the precincts of the factory and the homes of the workers for free medical relief of workers and their families. Adequate facilities exist for indoor and outdoor recreation as clubs with indoor games and radio sets, football grounds, a childrens' park, cinemas, etc., have been provided. There is also a crèche, a school and a cheap grain shop. This factory has, however, made no provision for the future of its operatives as it has neither a Provident Fund nor a system of paying service gratuity.

PART II.

(ii) INDIAN STATES.

CHAPTER VIII.—BUNDI STATE—RAJPUTANA—LAKHERI.

In Bundi State in Rajputana, there is a cement factory belonging to the Associated Cement Companies Ltd., near the Lakheri Railway Station. The number of persons employed in this factory is about 1,600. The town has grown up as a result of this factory. This is one of the long established factories having been started in the year 1915.

Employment.—The labour in this factory is mostly local and is recruited direct. So far as unskilled workers are concerned, they are mostly recruited through the workers or the Jamadars. Occasionally the Jamadars are also sent out to the neighbouring districts to bring labour and all the expenses on account of railway fare, food, etc., of the workers during the journey are paid by the company. At the moment, however, there is no shortage of labour. In regard to skilled workers the posts are advertised in the papers.

As compared to the pre-war period, employment in this factory has gone up by about 33 per cent. A striking feature of this factory is the number of children employed, both male and female. It is reported that girls (9 and 10 years of age) are employed, there being no factory Act in Bundi State. Of the labour force employed 860 are men, 290 women and 450 children. It is stated that the employment of children has gone up by about 80 per cent. since the outbreak of the War.

All the workers belonging to this factory including quarry labour is recruited and paid direct by the Company.

The workers are classified as 'permanent', 'temporary', and 'casual'. Permanent workers consist of the monthly-rated staff only. At present about 75 per cent. of the workers are temporary and about 23 per cent. casual, only 2 per cent. of the workers being permanent and monthly-rated. The factory has no apprenticeship system as such but apprentices are taken in the workshop and in some other departments and they are paid annas eight per day plus dearness allowance. At the time of the enquiry there were 20 such apprentices.

It is reported that labour turn-over in this factory has increased appreciably since the out-break of the War. For the year 1944, for instance, the turn-over of labour among casual workers was as high as 55 per cent., being 11 per cent. in the case of other workers. The higher labour turn-over among unskilled workers is due to seasonal migration for agricultural operations which, due to the recent conditions of scarcity and high prices, has become comparatively profitable. Absenteeism is usually in the neighbourhood of 15 per cent. but during the months of August and September when malaria breaks out at Lakheri almost in epidemic form it increases to about 25 per cent.

Working condition, Hours of work and shifts.—Working conditions inside the factory are reported to be satisfactory and adequate provision has been made for sanitary arrangements for workers during working hours. There is, however, no rest shelter.

The factory works for all 24 hours in three shifts of 8 hours each while there is also a general shift of 9 hours with a spread-over of 11 hours. The continuous-shift workers are allowed 32 hours rest after every three weeks of work, while the workers on the general shift get all Sundays off.

Wages and Earnings.—A wage census of all the operatives in this factory was conducted for the first fortnight of April 1944, in most of the occupations and for the full month in those in which the wage period was monthly. It was reported by the Company that the basic wages have been increased by about 20 per cent. in the case of unskilled and from 20 to 50 per cent. in the case of skilled labour since the outbreak of War. The following Table summarises the results of the wage census and gives the basic wages and the average daily net earnings during the wage period (which varies from occupation to occupation) in important occupations. The table in Appendix IX (a) & (b) also shows the frequency of earnings in this factory :—

TABLE IX.

Table showing wages and earnings in principal occupations in the Cement Factory of the Associated Cement Companies, Ltd., at Lakheri in the Bundi State in Rajputana.

Occupations.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples tak n.	Average daily wages earned.			Average daily gross earnings including overtime, allowances and bonuses.			Average daily net earnings including overtime allowances and bonuses.			Actual average net earnings in the wage period.			Average basic wages earned in the wage period by samples with full attendance.			Average net earnings in the wage period of samples with full attendance.			No. of working days in the wage period.
							Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
Burners	1st	Males	T	8	1	1	Rs. 2 0 0	A. 8 0	P. 0	Rs. 2 8 0	A. 8 0	P. 0	Rs. 40 0 0	32 0 0	40 0 0									16	
Fitters	General Shift.	"	"	"	18	18	1 14 4	2 6 6	2 6 6	34 1 2														13	
Turners	"	"	"	"	7	7	1 12 4	2 3 0	2 3 0	32 8 3														"	
Carpenters	"	"	"	"	12	12	1 9 7	1 15 6	1 15 6	29 0 4														"	
Millers	1st	"	"	"	9	9	1 8 3	1 12 3	1 12 3	24 7 7	23 9 4	30 1 2												16	
Drivers	General	"	"	"	7	7	1 4 10	1 13 0	1 13 0	23 15 0														Different No. of working days. (13 and 16)	
Drillers	"	"	"	"	9	9	0 9 5	1 1 3	1 1 3	16 1 5	9 4 10	17 13 5												16	
Bolders	"	"	"	"	408	406	0 8 2	0 13 5	0 13 5	14 12 6														"	
Coolies—factory	"	Females	"	"	135	106	0 4 6	0 9 2	0 9 2	11 4 9														"	
	"	Boys	"	"	211	211	0 4 2	0 8 0	0 8 0	10 11 0														"	
Coolies—quarry	"	Females	"	"	110	110	0 5 8	0 8 11	0 8 11	11 15 6														25	
	"	Boys	"	"	48	48	0 4 1	0 8 8	0 8 8	11 9 4														"	
	"	Girls	"	"	8	8	0 3 0	0 7 1	0 7 1	8 1 6														"	
Total					981	652																			

Among skilled workers, Burners get the highest daily wage, namely, Rs. 2 per day. Fitters, Turners, Carpenters, Millers and Drivers are the next in order of importance from the point of view of the wages paid. Unskilled workers in the factory like coolies, who are generally females, appear to get a daily wage as low as As. 0-4-6 per day and in fact the monthly *earnings* of such workers for about 25 days' work in the month do not amount to more than about Rs. 14. Boys employed in the factory get As. 0-4-0 per day, while girls get as low as a wage as As. 3 per day. However, male coolies such as belders doing heavier type of work in the quarry appear to make about Rs. 22 per month of 25 working days, while females working in the quarries make about Rs. 14 per month including allowance, etc.

An analysis of the frequency* distribution of wages and earnings in this factory shows that nearly 62 per cent. receive a daily wage under As. 8, while 78.2 per cent. have a daily earning under Re. 1 per day. The wages and earnings in this factory are probably the lowest in the country. A striking feature is that unskilled labour in the quarries is better paid than similar labour employed in the factory itself.

The rate of dearness allowance has now been increased and is As. -18|- per day of attendance to all workers except permanent workers who get 10 per cent. of their salary plus Rs. 10|- subject to a maximum of Rs. 15|-.

The company paid a bonus for the year 1943-44 equal to two months' wages to all those who had put in at least 275 days of attendance in the case of shift workers and 255 days in the case of general-duty workers who were on the rolls of the company on the date of payment.

There is no system of graded or time-scale promotion which, it is understood, is under consideration. Increments in pay are, however, given at the discretion of the management.

The wage period for the workers in the factory is either a fortnight or a calendar month. There is no Payment of Wages Act in Bundi State.

Housing.—It has already been stated that the town of Lakheri has sprung up as a result of the cement factory there. Naturally, therefore, the employers have built houses for their workers on an extensive scale. Nearly one thousand workers are housed by the company. These houses are of two types. One consists of a single-room, a verandah and a kitchen, while the second consists of two rooms, a bath room with a tap, a latrine, a verandah, a kitchen and a store room. No rent is charged. The houses are very well ventilated and lighted and excellent sanitary arrangements have been made. Electric lights have been installed in all the workers' quarters which are supplied free of charge. It is understood that the Company proposes to build more quarters for its workers with a view to housing all the labour force. In the proposed housing scheme the minimum standard laid down is a two-room quarter with all sanitary and other conveniences. The construction has already begun and is making rapid progress.

Those not living in the Company's quarters usually live in the surrounding villages in kutchha houses which compare very unfavourably with the housing provided by the employers. The workmen's quarters at Lakheri are some of the best to be seen in the country.

* *Vide* Appendix IX (a) and (b).

Welfare Work.—The company has provided a well-equipped hospital with a qualified whole-time doctor in charge, assisted by other staff. In addition to an in-patient ward, there is an isolation ward and also an operation theatre. The employees and their dependants are given free treatment, while the indoor patients are also supplied with diet free of charge. A nurse has been employed to attend to maternity cases in the workers' quarters.

The company runs a Primary School for the benefit of the employees' children. It is proposed shortly to provide also for the higher education of the children up to the 8th class.

Extensive play grounds and a swimming pool for the use of the workers have also been provided. The employers have encouraged the employees to form a recreation club where indoor games, a library and radio facilities are supplied. The monthly subscription is As. 12 per hundred rupees of wages or salary with a minimum of As. 4 p.m. Only about a hundred employees of the company have, however, joined this club.

At present there is no canteen but it is understood that it is proposed to construct one very shortly.

As in the case of the other A.C.C.I. factories in the country, there is a Welfare and Benefit Fund here which receives an annual grant from the head office. The fund is used for giving loans to workers in need, for purchasing expensive medicines for them, etc. Occasionally compensation in excess of that laid down in the Workmen's Compensation Act is given in deserving cases. A shop is run by the company where grains, provision, vegetables, cloth, etc., are sold at cost price which is about 15 per cent. lower than the prevailing market price.

There is a Provident Fund but its membership is restricted only to monthly-rated workers on a salary of Rs. 25 or more per month. One month's pay per year is deducted from the workers' wages, while an equal contribution is made by the employers. The company's contributions, however, are payable only after 15 years of satisfactory service while for each year of service less than 15 but up to 10, a ten per cent. deduction in the company's contribution is made. Only 15 workers are at present members of the fund.

There is, however, a scheme for payment of gratuity to workers in receipt of a basic wage less than Rs. 25 p.m. The scale of gratuity is one month's pay for each year of approved service. The maximum gratuity payable is equal to 25 months' pay.

CHAPTER IX.—PATIALA STATE—SURAJPUR.

The Associated Cement Companies have a cement factory at Surajpur in the Patiala State at a distance of about 5 miles from Kalka. This factory was established in the year 1939. The total number of workers employed in it at the time of the enquiry was 1,005, out of whom 53 were females, 66 boys between the ages of 14 and 15 and the rest males. Labour is not easily available locally and nearly half of the workers have been recruited from outside, especially from Rajputana. Outside labour is paid its Railway fare by the management for coming to Surajpur.

The majority of the workers are time-rated, only 145 of the total being on piece rates. As compared to the pre-war period, employment has not shown any increase. A rather striking feature is that the factory employs

its own labour also in the quarries and only a handful of men, about 25, are employed through contractors.

Only about 6 per cent. of the workers are monthly-rated. These are entitled to a month's privilege leave with pay, 10 days' casual leave and 21 days' hospital leave in a year. They are also entitled to contribute to the Provident Fund and are given a month's notice of termination of service. Daily-rated workers and those on piece rates are not given any notice of discharge. They get 14 days' leave with pay in a year and are given the benefit of the gratuity scheme. Female workers are entitled to two months' special maternity leave and are paid during such period As. 14 per day. There is no regular system of apprenticeship but in the workshop apprentices are engaged and paid anything from As. 6 to As. 10 per day. If however, the apprentice is continued in service, his period of apprenticeship is counted towards total service.

It is reported that absenteeism is about 7 per cent. but during the harvest season, increases to about 13 per cent.

The workers are recruited through a Committee which is called a "Tribunal" consisting of the Chief Engineer and Mechanical and Electrical Engineers. All vacancies are notified at the gates. After the Tribunal selects the recruits, they are appointed, if found medically fit.

This factory has appointed no Labour Officer, nor has it any Standing Orders for regulating the relations between the employers and the workers.

Working conditions, Hours of work & shifts.—The factory is extremely well lighted and ventilated. There are three straight shifts of 8 hours each without any rest interval. There is also a general shift of 9 hours with an interval of one hour. The hours of work are also the same in the quarries.

Workers on the general shift get all Sundays as holidays, while those on continuous processes get 32 hours rest every 22nd day.

The factory provides iced water to its operatives during the summer season.

Wages & Earnings.—Since the outbreak of the War there have been no changes in the basic wages. There is no system of graded promotions but it is understood that increments are given annually in deserving cases.

A wage census of all the operatives in this factory was taken for the month of April 1944 and the following table contains information regarding wages and earnings in the principal occupations :—

TABLE X.

Table showing wages and earnings in the principal occupations in the Cement Factory at Surajpur, Patiala State.

Occupations.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Burners		Males	T	8	2	2	4 6 8	5 3 1	5 3 1	155 12 0	..	..	30 days
Fitters		"	"	10	21	21	2 1 9	2 9 2	2 9 3	65 4 11	..	..	"
Millers		"	"	8	4	4	1 12 1	2 2 3	2 2 3	61 4 10	..	..	"
Turners		Males	"	10 & 8	10	10	1 11 6	2 5 6	2 5 6	62 5 8	..	..	"
Carpenters		"	"	10	15	15	1 9 10	1 14 5	1 14 5	42 3 8	..	..	24 "
Drivers-Crane		"	"	8	3	3	1 3 6	1 10 5	1 10 5	45 4 3	..	..	19 "
Loco		Males	"	10	2	2	0 14 0	1 2 0	1 2 0	25 14 0	..	..	"
Silo-Attendant		"	"	8	3	3	0 11 8	0 15 10	0 15 10	29 6 4	..	..	"
Packers		"	P & T	8	56	56	0 10 7	1 3 1	1 3 1	30 8 5	..	..	"
Coolies (Mazdur) Factory		Males	"		173	173	0 9 9	0 13 11	0 13 11	20 6 0	..	..	24 "
Coolies (Mazdur) Quarry		"	"		164	164	0 12 9	1 1 0	1 1 0	22 5 1	..	..	"
Quarry		Females	P		30	30	0 10 9	0 14 9	0 14 9	21 4 5	..	..	"
		Boys	P & T		11	11	0 6 1	0 10 2	0 10 2	16 8 6	..	..	"
Total					494	494							

It will be seen that, among skilled workers, Burners receive the highest wages. A large majority of the workers are coolies and they receive about As. 10 as the basic wage. When the wage census was taken the average daily earnings of these men were As. 0-13-11. The corresponding figures for male quarry coolies were As. 12 ps. 9 and Rs. 1-1-0.

The distribution* of the frequency* of wages and earnings shows that about 63 per cent. receive a basic wage which is under As. 12 per day, while 81.4 per cent. have a daily earning below Rs. 1|4|.

The rate of dearness allowance at present in force is As. 8 per day of attendance to all workers, except monthly rated workers who get 10 per cent. of their pay, plus Rs. 10|- with a maximum of Rs. 15|- per month.

For the year 1943-44 the company paid a bonus equal to two months' basic wages to those on the rolls throughout the year, while those who had put in between 6 and 12 months' service got one month's basic wages only. Employees with less than six months' service received no bonus.

Overtime is worked very occasionally but when worked is paid for at the rate of 50 per cent. extra.

The wage period is a calendar month and wages are paid in accordance with the Payment of Wages Act.

Housing.—Nearly 60 per cent. of the labour force is housed in the company's quarters numbering about 275. No rent is charged. The quarters are of two types : the first consisting of two rooms, a kitchen, a bath room, a store room, a flush latrine and an enclosed courtyard, and the second consisting of one room and a kitchen with free electric light. While in the former type of quarters there are separate arrangements for water and sanitation, such arrangements are common in the second type. The second type also includes 9 'Hallman huts' at the quarry. These are made of hollow walls to keep cool during summer and are greatly appreciated by the workers. All the quarters are clean and well ventilated, with cement flooring, and are some of the best to be found in the country. It is understood that the Company has under contemplation a scheme for extending the housing facilities provided by it. Such of the workers as do not live in the Company's quarters live in surrounding villages in their own kutchra huts which are completely lacking in any sanitary arrangements.

Welfare work.—The company maintains a well-equipped hospital for the workers and their relatives. It is in charge of a qualified doctor with suitable staff to assist him. The hospital has an operation theatre and also a maternity ward. Indoor patients are supplied, free of charge, with diet, clothing, mosquito nets, etc. At the quarry the company also maintains a well-equipped dispensary in charge of a compounder.

The company maintains a school up to the 5th standard for the benefit of the children of its operatives. No fee is charged.

The employees have formed themselves into a recreation club known as the Workers' Club. It has a Reading and a Refreshment Room, a radio, a library, provision for indoor games and also a hall for staging plays. The subscription is 1 per cent. of the pay. It is unfortunate, however, that only a very small proportion of the workers are members of this Club.

The Company has arranged for extensive playing fields and annual sports are conducted for the benefit of the employees.

A store for supplying provisions is run by the company where wheat, rice, sugar, dal and other provisions are sold at cost price which is generally 15 per cent. lower than the market price. In fixing the quota to be given to each worker, account is taken of the size of his family.

Out of the Benefit Welfare Fund of the company loans, free of interest, are advanced to workers in deserving cases.

There is a scheme of Provident Fund which is compulsory for all the employees getting Rs. 25/- or more, being voluntary in the case of those getting less than this amount. Daily-rated and piece-rated workers, however, are not entitled to subscribe. The monthly subscription is 1/12th of the pay and an equal amount is contributed by the company. The full contribution of the company is only payable to a worker after 15 years' of approved service, while for each year of service less than 15 and up to 10, the company's contribution is reduced by 10 per cent. for each year. Workers with less than 10 years' service are not entitled to the company's contribution. It is found that only 65 out of more than 1,000 employees are members of the fund.

Daily-rated workers are entitled after 15 years' service to a gratuity of one month's pay for each year of service, subject to a maximum of 25 months' pay.

General observations.—Surajpur is an industrial centre, pure and simple, which owes its existence entirely to the factory there. As there is no private housing available in Surajpur the management have naturally provided housing accommodation to a large proportion of their employees. In doing so, they have made adequate provision for the needs of the workers and their families and as a result, there is no overcrowding or congestion. As a matter of fact, the Surajpur housing colony presents a picture strangely in contrast with the one frequently associated with industrial housing in this country. Recreational facilities on a large scale have also been provided, although it seems a pity that the workers are not taking advantage of them on any considerable scale. There is only one matter in which this progressive company can go still further ahead in regard to their policy of workers' welfare and that is, by way of having a compulsory provident fund scheme for all its operatives, especially in view of the fact that at this centre the turn-over of labour is not too large.

CHAPTER X.—BARODA STATE—DWARKA.

Employment.—The Associated Cement Companies Ltd. have a cement factory at Dwarka in the Baroda State which was established in the year 1928. At the time of the enquiry this factory had a complement of 700 persons. It would appear that as compared to the pre-war period, the complement has almost doubled. No female labour is employed. All the workers are employed and paid directly by the factory. The turn-over of labour is not very large. A considerable number of employees of the factory or nearly 16 per cent. of the total have had a service of ten years or more with the company. There is no regular system of apprenticeship, although certain apprentices are taken for training in the workshops. All the workers are time-rated.

Hours of work and shifts.—The factory works three continuous shifts of 8 hours each.

Wages and Earnings.—It is stated that the basic wages of unskilled workers are As. 9 per day, of semi-skilled As. 13 and of skilled workers Re. 1/- per day. There have been only slight increases ranging from Anna 1 to As. 4 per day in the wages of certain categories of workers since the outbreak of the War.

The factory pays a dearness allowance varying from As. 5 to As. 8 per day of attendance. This is, however, subject to the attendance being regular.

A bonus is paid at the rate of 1/12th of the annual earnings excluding allowances, provided that the worker had attended the factory for ten months in the year for which the bonus was paid.

Housing.—No special provision has been made for the housing of the employees.

Welfare Work.—The company maintains a dispensary in charge of a fully qualified doctor. There is a grain shop at which provisions are supplied at controlled prices. This factory undertakes no other welfare work.

The factory has a Provident Fund scheme but it does not apply to the daily-rated staff. There is, however a scheme for paying gratuity, the scale being one month's salary for every year's completed service, subject to a maximum of 25 months' pay. Those who have put-in less than 10 years' service but more than three years can get gratuity equal to six months' pay only.

CHAPTER XI.—MYSORE.

Employment.—There is a small cement plant at Bhadravati in Mysore State which is attached to the Iron and Steel Works of the Mysore Government. It employs about 130 persons. Recruitment is made through the Labour Officer and departmental heads have little or no voice in the selection of the recruits. In addition to the labour directly employed by the factory, some contract labour is also employed for the construction of buildings, repair of roads and also for loading and unloading coal, fuel, cement bags, etc.

Hours of work and shifts.—The general duty shift is from 8 a.m. to 12-30 p.m. and 2-30 p.m. to 6 p.m. There are three other shifts of 8 hours each with a system of weekly change-over.

Wages and earnings.—It is reported that as compared to the pre-war period the basic wage rates have been slightly altered to the extent of about 15 per cent. There has, however, been no corresponding change in the hours of work. A wage census was conducted in this factory for the month of January 1944 and the following table briefly summarises the results of the census for the principal occupations :—

* Appendix IX (a) and (b).

TABLE XI.

Table showing wages and earnings of workers in selected occupations in the Cement Factory at Bhadravati, Mysore State.
(Mysore Iron & Steel Works Cement Plant.)

Occupations.	Shift.	Sex.	Piece or Time.	No. of hours of work per shift.	No. of workers.	No. of samples taken.	Average daily basic wages earned.	Average daily gross earnings including overtime, allowances and bonuses.	Average daily net earnings including overtime, allowances and bonuses.	Actual average net earnings in the wage period.	Average basic wages earned in the wage period by samples with full attendance.	Average net earnings in the wage period of samples with full attendance.	No. of working days in the wage period.
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Fitters	Continuous	Male	T	8	4	4	1 6 10	2 0 2	2 0 2	35 3 3	..	..	28
Millers	"	"	"	"	7	7	1 4 4	1 11 10	1 11 10	39 6 9	39 0 0	7 6 0	"
Carpenters	"	"	"	"	1	1	1 4 0	1 7 1	1 7 1	37 8 0	32 8 0	37 8 0	"
Crushing Machine Operators ..	"	"	"	"	2	2	1 3 11	1 8 10	1 8 10	38 14 6	..	..	"
Compressor Drivers	"	"	"	"	4	4	1 1 1	1 5 1	1 5 1	33 6 6	29 0 0	36 4 6	"
Silomen	"	"	"	"	4	4	0 12 6	1 0 3	1 0 3	26 3 3	20 4 0	26 7 0	"
Dumpers	"	"	"	"	11	11	0 9 11	0 13 9	0 13 9	21 6 5	16 7 0	22 9 9	"
Coolies	"	"	"	"	18	18	0 7 4	0 10 10	0 10 10	14 3 4	11 4 5	17 1 5	"
Total					51	51							

An analysis of the frequency* of wages and earnings shows that 43.6 of the workers receive a basic daily wage under As. 10, the percentage with a net daily earning of Re. 1 or below being 56.4.

Dearness allowance is paid at the rate of Rs. 7|8|- per month to those drawing Rs. 80|- and below and at the rate of Rs. 8|- to those drawing between Rs. 80|- and Rs. 100|-. A bonus at the rate of one-twelfth of the annual earnings was paid to such of the employees as had put in at least 75 days' attendance during the year.

The wage period is a calendar month and wages are paid within a week or two of their becoming due. The workers are allowed two religious holidays with pay per year and also two weeks' leave with pay for every completed year of service.

Housing.—The workers have been provided with housing by the employers. The proportion of the workers in the factory housed is about 50 per cent. Workers employed by contractors are also provided with houses. The rent charged is about Rs. 1|8|- per month. The Workers' quarters are provided with electric lights.

Welfare Work.—There is adequate provision of medical facilities for employees of this factory and their families. At Bhadravati there are well-equipped hospitals separately for males and for females in charge of qualified doctors, nurses, etc. There are arrangements for the free medical examination of school children and provision has been made for both a Primary School and a Middle School in the Bhadravati area. Special arrangements exist for recreation both for the employees and their children. There is a provision store where food-stuffs are sold to the employees at cost price. A restaurant is run at the factory by the Workers' Association.

In this factory all monthly-rated employees and also workers on daily wages of As. 12 and more who have put in at least three years' service are entitled to contribute to the company's provident fund. In the case of workers getting less than As. 12 per day membership is optional. An equal contribution of one anna in the rupee per month is made both by the employers and the employees.

Those who do not subscribe to the Provident Fund are entitled to a retirement gratuity which amounts to half a month's pay for each year of service. The qualifying period is 15 years and the maximum gratuity payable is equivalent to 15 months' wages.

PART III.

CHAPTER XII.—SUMMARY AND CONCLUSIONS.

In the foregoing pages a detailed description has been given of the conditions of work and wages in cement factories in India. It remains now only briefly to summarise the main facts and to point to certain conclusions.

Judging from the numbers employed, the industry cannot be regarded as one of the principal industries in the country as it employs only about 25,000 workers. At the same time, from the point of view of the future development of the country such as, construction of roads, bridges, buildings, etc., its importance is undoubted. The industry, like the Match industry, provides another illustration of the rapid growth of an indigenous industry as a result of State aid.

During recent years, as may be seen from the figures quoted already, the industry has made phenomenal progress, its production having risen from 945 tons in 1914 to about 25 lakhs of tons in 1944-45. It has many natural advantages, such as the availability of raw materials, cheap labour, etc. Nor is it

* Appendix IX (a) and (b).

entirely dependent on the foreign sources for the machinery required for production, because as Dr. Thomas has pointed out, many of the parts can now be locally manufactured*. Its future, therefore, seems assured. This is clear from the fact that the Associated Cement Companies, Limited, have recently announced that they propose to increase their authorised capital from Rs. 8 crores to Rs. 16 crores†. Like the Match industry, again the bulk of the cement production is controlled by one or two companies.

The size of the units varies greatly, the number employed in the smallest unit being about 124 and in the largest about 3,000.

A characteristic feature of the employment of labour is that, speaking generally, the labour required in the quarries and in the packing department is recruited through contractors. It is the exception rather than the rule that the factory management exercises any real control over the work and wages of contract labour. Some of the worst evils of sweated conditions and low wages used to prevail among contract labour in this country although, at present, such evils do not come very much to light, probably because, owing to the scarcity of unskilled labour contractors are not in a position to exploit such labour. On the whole, however, it is found that conditions of quarry labour are worse than those of workers engaged in the factories. In one of the important factories no contract labour is employed on any considerable scale and quarry labour also is directly in charge of the management. If this is possible in one centre it is a matter for consideration why this practice should not become universal. As a matter of fact, all enlightened opinion seems to be in favour of removing contract labour because it is obvious that human nature being what it is, a labour contractor would like to make as large a gain as possible for himself and he can do so only by squeezing his labour.

In the industry, as a whole, there is little employment of women and children although, in the factory at Lakheri in Bundi State, no fewer than 450 children of tender age are employed.

In most of the factories, although it was reported that labour was recruited direct by the management, actually the workers were engaged by lower subordinate officials. There were two exceptions to this in which recruitment was made through a Recruitment Board or through a Tribunal. This seems a desirable innovation for ensuring the selection of the most suitable recruits to industry.

Cement factories being continuous-process factories work all the 24 hours of the day. Usually, there are three shifts of 8 hours each without any interval and a general shift either of 8 or 9 hours. Only in two of the factories it was found that the hours per shift in the continuous-processes were 7-1/2 only with half an hour's interval and a spread-over of 8 hours.

In most of the factories visited during the course of the enquiries, the working conditions inside the factories were, on the whole, satisfactory. They are extremely well-lighted and ventilated and with the possible exception of one or two, were free from dust and noise.

In the general shift, Sunday is usually observed as a closed holiday, while for continuous-process workers there is no uniformity as regards the rest period to be given to such workers. In some cases, a continuous spell of 32 hours' rest is given after twelve days' work, while in others, after three weeks' work. Speaking generally, the arrangements made for the supply of water and

* Reports on the development of industries for War Supplies By Dr. P. J. Thomas, p. 63.

† Speech by Sir H. P. Mody, Chairman, Associated Cement Companies, Ltd., at the Extraordinary General Body Meeting, published in the Times of India, dated 28th May 1945.

sanitation within the precincts of the factories are satisfactory. In some of the factories arrangements are made for supplying iced water to the workers during summer months.

From the replies received to the Committee's questionnaire as also from the personal enquiries made, it does not appear that workers in cement factories are subject to any occupational disease. Nor is there any evidence to show that the inhaling of cement dust leads to any abnormal incidence of affection of the lungs, etc. In this connection, the Sone Valley Portland Cement Company has furnished the committee with medical opinion on the subject, an extract from which is reproduced below.

" Calcium salts are not considered very dangerous. The real enemies of the lungs are silica and certain mineral silicates. It is interesting to note, that, whereas ' fresh ' dusts are very active and dangerous, " old " dusts lose much of this quality. Biscoe and collaborators have published in 1939, that freshly fractured surfaces of silica and some mineral silicates are in a high reactive state and readily yield both alkali and soluble silica on contact with water. It is easy to imagine, that such qualities must be disturbing to the life of human tissues. The activity of freshly fractured crystals follows from the molecular structure (" lattice structure ") of such crystals. (Bragg).

It appears that gypsum has a protective action in the production of silicosis which is chiefly due to the agglutination of quartz and gypsum particles in the air. The heavy aggregates settle and thus reduce the quartz content of the air. (Haldane, Gardener).

Calcium salts are essential for the manifestations of life of every human tissue. I think, that even if an abnormal quantity of these phosphates and carbonates is thrust on the tissues and the blood, it is comparatively easy to deal with them. The organ of elimination is the intestine, in a lesser quantity the kidney. Silica and mineral silicates are strangers to the body and hardly manageable* "

Wages and Earnings.—In 13 factories covering about 15,000 workers or 60 per cent. of the total, a wage census was conducted and the results of the census have been briefly discussed in the appropriate sections. It is noticeable that although the bulk of production and sales of cement are controlled by a single combine and although the two main groups forming this combine have several factories in different regions, there is little or no standardization either in regard to the nomenclature of occupations or in regard to wages, even in their own units in the different centres. Standardization of wages may be a difficult problem but there is no reason why occupational nomenclature should not be standardized throughout the industry. Owing to differences in the nomenclature of occupations it has been found difficult to compile any detailed occupational tables with a view to comparing wages and earnings prevailing in the different centres in the same occupation. It has, therefore, been found necessary to prepare a frequency of wages and earnings in all these factories and a comparative table containing these frequencies will be found in Appendices IX (a) and (b). In addition, an attempt has also been made to compile a table containing figures of wages and earnings for certain selected occupations and this has been given as Appendix X. Before giving an analysis of these figures it would be pertinent to observe that owing principally to the shortage of unskilled labour during the last two or three years, many of the factories have had to change their basic rates of wages mainly for unskilled workers. These increases have varied generally from five to twenty per cent. in the case of most of the factories although in one case it was reported that the increases have been as high as 20 to 50 per cent.

* An extract from Dr. P. Feldmann's letter, dated 11th October 1941, furnished by the Company.

The following table gives in a summary form the frequency of wages and earnings in the two main groups of the industry, namely, **The Associated Cement Companies, Ltd.**, and **Dalmia Cement Ltd.** :—

TABLE XII.

Income group.	Basic Wages.		Net Earnings	
	Dalmias (% of workers to total)	A. C. C. I. (% of workers to total)	Dalmias (% of workers to total)	A.C.C.I. (% of workers to total)
Under annas 8	11.94	42.4	..	3.1
As. 8 and under annas 10	34.70	14.9	} 4.3	25.9
As. 10 and under annas 12	10.72	10.9		
As. 12 and under Rs. 1-8-0	35.26	23.7	73.5	56.1
Rs. 1-8-0 and above	7.38	8.1	22.2	14.9
	100.0	100.0	100.0	100.0

It will be seen that so far as basic wages are concerned the largest concentration is in the group under annas 8 in the case of the **Associated Cement Companies, Ltd.**, while it is in the group annas 8 to annas 10 in the case of **Dalmia Cement Ltd.** The **Dalmias** have also a slightly larger percentage in the wage group annas 12 to Rs. 1-8-0. Over Rs. 1-8-0, there is only slight difference between the two.

An examination of the earnings reveals that while 29 per cent. of the operatives in the **A. C. C. I.** factories are in the group under annas 12, all the **Dalmia** operatives are in a higher earning group than this.

The lowest wage level seems to prevail in the factory at **Lakheri**, the one at **Coimbatore** being a close second. In these two centres the wages of nearly 60 per cent. of the workers do not exceed annas eight per day. The basic daily rates for men and women in these two centres are annas seven and annas four respectively. **Sind** has the highest wage level where in the two factories studied 58.8 per cent. of the workers are found in the wage group annas 12 to annas 14 per day.

So far as earnings are concerned, in **Lakheri** 54.3 per cent. and in **Coimbatore** 52.3 per cent. of the workers earn under annas 12 per day. On the other hand, no worker in **Sind** received anything under annas 12 per day and even the percentage of those earning less than Re. 1 per day is as low as 1.3. As a matter of fact nearly 72 per cent. of the workers have a daily earning of Re. 1 to Rs. 1-8-0.

There is no uniformity regarding either the policy or the scale for the payment of dearness allowance as between the different factories, nor is the allowance linked to any official cost of living index number except in **Coimbatore** and in **Guntur**. Some of the **Dalmia** factories compile their own cost of living index number. In one factory dearness allowance is paid in kind only. The amount of the allowance comes to about annas five to annas eight per day per rupee of the basic wages in the case of daily-rated workers in most factories. Generally speaking, quarry workers get no separate dearness allowance but their wages have been revised to allow for the increase in the cost of living.

It is seen that in the industry as a whole 61.4 per cent. of the total have an earning of less than Rupee one per day, slightly over one-third of the total being in the earning group annas eight to annas twelve.

Housing.—The location of cement factories being what it is, it has been found necessary by the managements to supply housing for their operatives and it is seen that nearly 31.5 per cent. of the total labour force is housed by the employers, *vide* Appendix XI. In certain places, such as, Dandot in the Punjab, as many as 75 per cent. of the employees are housed, the smallest percentage being 7 at Madukkarai. At Rohri the percentage is 10 where the management intend to build more quarters, but are not able to do so owing to difficulty of obtaining building material. It is reported that at Wah, in the Punjab, more houses have not been provided for the workers because they prefer to live in their own *kutcha* village homes. Except in the case of the Dalmia factories where the workers are given house rent and charged rent, housing is generally free. Cement factories have naturally one advantage in building quarters for their workers which is that cement is easily available for building purposes. Apart from this, however, it must be admitted that the housing schemes for cement workers are some of the best to be found in the country and the employers have shown a great deal of imagination in the construction of the quarters in order to ensure the comfort and convenience of their employees. Two outstanding examples of excellent housing are provided by the factories at Wah and Surajpur in the Punjab. Here one finds an ordinary unskilled employee being provided with a quarter containing a couple of good living rooms, a courtyard and separate arrangements for water, sanitation etc. It is understood that many of these factories wish to go in for further extension of building activity, but are handicapped because of the difficulties created by the War. Incidentally most of the cement factories are in the happy position of not having much difficulty in getting land for building purposes.

Welfare Work.—With the solitary exception of one or two factories, judging from the existing standards of welfare work in this country, the Cement Industry can be regarded as being well in advance of others so far as the organisation of welfare activities for their employees is concerned. Most of these Units have well-equipped hospitals in which the workers and their families are given free medical treatment. Some have canteens and almost all have clubs with indoor games, etc., and also large playing fields. Most of them run cheap grain shops, have provided educational facilities for the children of the operatives and some have even gone to the length of providing swimming pools. It must be stated in this connection that as cement factories are generally located in out of the way places where no amenities exist, welfare work by employers is not only desirable but necessary.

From the worker's point of view, a matter perhaps as important as the wages which he gets, is the provision for his future. Fortunately in the cement industry most of the Units have provided both a Provident Fund and a scheme for Service Gratuity. It is to be regretted, however, that the membership of the Provident Fund should be restricted to workers beyond certain income limits. As the bulk of the labour in cement factories is unskilled, it rarely attains these income limits with the result that majority of the employees in these factories remains outside the purview of the Provident Fund Scheme. Those, however, not covered by the Provident Fund are usually entitled to Service Gratuity schemes, while in the factories belonging to the Dalmia group wages. All the A. C. I. factories have both the Provident Fund and the Service Gratuity schemes, while in the factories belonging to the Dalmia group there is no system of paying gratuities, but there is a Provident Fund only, membership of which is restricted to those getting Rs. 25/- or more per month. Thus, in the case of the Dalmia group there is no effective provision for safeguarding the future of the majority of their workers.

So far as the A.C.C.I. factories are concerned, there is uniformity as regards welfare work in the various units belonging to this group. It is understood also that they have post-war programmes for widening the scope of these activities to a considerable extent.

A recent development so far as the A.C.C.I. factories are concerned is the starting of a Benefit Fund for relieving distress among the operatives working in factories attached to them. Each factory is given an initial amount and an annual subsidy as a contribution to this fund. Workers are given advances from this fund and in the case of those who are sick certain *ex-gratia* payments are also made. Similarly if it is found that the compensation obtained by the injured person under the Workmen's Compensation Act is not adequate it is supplemented by the Company from this Fund.

Judging from prevailing standards in the country, one could say that so far as working conditions, housing, welfare work, and provision for the future are concerned, this industry has done well by its labour. The wage levels in the industry, however, in spite of its sheltered position, continue to be low. Moreover, the scale of dearness allowance granted in the industry does not seem to have kept pace with the rise in the cost of living and would appear to be much lower than the scales prevailing in other organised industries in the country.

S. R. DESHPANDE,

SIMLA,

The 18th June 1945.

CEMENT INDUSTRY.
APPENDIX I.

List of Cement Factories under the control of the Associated Cement Companies, Ltd., and the Dalmia Cement Ltd.

Serial No.	Location of the Factory.	Province in which situated.	Number of workers employed as on 1st Oct. 1944.
<i>The Associated Cement Companies, Ltd.</i>			
<i>British India.</i>			
1	Kymore C. P. .. ..	.. Central Provinces ..	2,056
2	Katni .. ..	.. Do. ..	557
3	United .. ..	.. Do. ..	124
4	Madukarai .. ..	.. Madras	1,133
5	Bezwada, Kistna .. ..	.. Do.	558
6	Wah .. ..	.. Punjab	916
7	Khalari .. ..	.. Bihar	778
8	Rohri .. ..	.. Sind	586
			6,708
STATES.			
9	Shahabad .. ..	.. Hyderabad State ..	2,973
10	Lakheri .. ..	.. Bundi State	1,796
11	Porbandar .. ..	.. Porbandar State ..	890
12	Surajpur .. ..	.. Patiala State	876
13	Banmor .. ..	.. Gwalior State	872
14	Dwarka .. ..	.. Baroda State	713
			8,120
Total			14,828
<i>Dalmia Cement Ltd.</i>			
<i>British India.</i>			
1	Shantinagar .. ..	.. Sind	971
2	Dandot .. ..	.. Punjab	411
3	Dalmiapuram .. ..	.. Madras	378
4	Dalmianagar .. ..	.. Bihar	330
			2,090
STATES.			
5	Dalmiadadri .. ..	.. Jind State	292
			292
Total			2,382

APPENDIX II.

Rules governing the grant of Service Gratuity to workers in the Cement Factory of the Associated Cement Cos., Ltd., at Muduhkarai, Coimbatore District, Madras.

A scale for the payment of gratuities to retiring and retrenched employees who are not on the Company's Provident Fund has been fixed as

follows :—

Column I. In the case of	Column II. Period of service.	Column III. Gratuity.
Death while employed	From one year till death of continued and satisfactory service.	One month's equivalent pay for every one year's completed service, subject to a maximum of 25 months' pay.
Resignation with proper notice on good and sufficient grounds or dismissal on grounds of reduction in staff or continued illness necessitating resignation.	(a) Three years but under 5 years continued and satisfactory service.	Three months' equivalent pay.
	(b) Five years but under 10 years continued and satisfactory service.		Six months' equivalent pay.
	(c) Ten years but under 15 years continued and satisfactory service.	One month's equivalent pay for every year's completed service subject to a maximum of 25 months' pay.
	(d) Fifteen years and over continued and satisfactory service.	
Dismissal for causes other than reduction in staff, dishonesty, insubordination or other misconduct including unauthorised absence from work.	(a) Five years but under 10 years of continued service.	Three months' equivalent pay.
	(b) Ten years and over continued service.	Six months' equivalent pay.

No gratuity will be payable to any employee on dismissal at any time for dishonesty, insubordination or other misconduct, including unauthorised absence from work or on voluntarily leaving the company's service without proper notice.

The above scale of gratuity shall be paid to the employee or in the case of his death to his nearest relative either in one lump sum or in such proportions monthly as may be decided by the Managing Director.

No employee shall be entitled to consider that this scale of gratuities is payable to him or to his relative as a matter of right and it shall be at the discretion of the Managing Director to pay part or all of any such gratuity or to withhold payment completely.

1. Basis of payment.—The gratuity payable should be based on the rate of pay drawn by the employee at the time of termination of his service.

2. Equivalent pay.—In the case of daily-paid employees the definition of equivalent pay will be as follows :—

a. For a shift duty worker the equivalent pay will be 30 times his daily rate of wages.

b. For a general duty worker the equivalent pay will be 26 times his daily rate of wages.

No overtime or dearness allowance or any *ex-gratia* payment should be taken into account for purposes of the above computation.

Employees transferred from the daily-paid to monthly-paid Roll.—Where an employee has worked for part of his career as a daily-paid worker and is subsequently transferred to the roll of monthly-paid staff the rule shall be follows :—

The total amount which such an employee shall get will be his Provident Fund as per Rules plus a gratuity on the lines outlined in our circular letter No. ADM|GEN, 5630, dated 7th April 1943, for the number of years that he has worked as a daily-paid employee. The basis for the latter payment shall be the rate of pay the employee was drawing immediately before his transfer to the Monthly Roll.

APPENDIX III.
GUNTUR (MANGALAGIRI).

Statement showing the minimum and maximum wages fixed for occupations in the Kistna Cement Works of The Associated Cement Companies, Ltd. at Guntur (Mangalagiri).

(Exclusive of D. A.)

Serial No.	Class of workers.	Rate of Wages.					
		Maximum.			Minimum.		
		Rs.	A.	P.	Rs.	A.	P.
1	Fitter	3	0	0	1	4	0
2	Asst. Fitter	0	14	0	0	12	0
3	Turbine Attendant	1	2	0	1	2	0
4	Switch Board Attendant	0	10	0	0	10	0
5	Fireman	2	0	0	0	15	0
6	Asst. Fireman	0	10	0	0	8	0
7	Electrician	2	0	0	1	12	0
8	Lineman	1	12	0	1	12	0
9	Asst. Wireman	1	2	0	0	14	0
10	Helper	0	14	0	0	6	0
11	Draughtsman	1	12	0	1	12	0
12	Apprentice Draughtsman	1	2	0	1	2	0
13	Greaser	0	8	0	0	6	0
14	Cleaner	0	7	0	0	6	0
15	Miller	1	2	0	0	8	0
16	Fluxo Attendant	0	7	0	0	6	0
17	Crane Driver	1	8	0	1	4	0
18	Motor Driver	1	8	0	1	8	0
19	Asst. Burner	1	2	0	1	2	0
20	Appr. Burner	0	12	0	0	12	0
21	Kiln Slurry Feed Attendant	0	7	0	0	6	0
22	Silo Clerk	1	0	0	0	8	0
23	Bag Brander	0	7	0	0	6	0
24	Grain shop keeper	1	12	0	1	12	0
25	Attender	0	14	6	0	8	0
26	Typist	2	6	0	2	6	0
27	Clerk	1	8	0	1	2	0
28	Karanam	1	3	0	1	3	0
29	Peon	0	8	0	0	4	0
30	Mali	0	12	0	0	11	0
31	Club Bearer	0	7	0	0	7	0
32	Sweeper	0	7	0	0	6	0
33	Watchman	0	14	0	0	6	0
34	Workshop Boy	0	8	0	0	8	0
35	Apprentice	0	12	0	0	6	0
36	Turner	3	0	0	1	8	0
37	Asst. Turner	1	0	0	0	14	0
38	Asst. Welder	1	12	0	1	4	0
39	Tinsmith	1	4	0	0	14	0
40	Khalasi	2	4	0	0	12	0
41	Moulder	2	10	0	1	0	0
42	Asst. Moulder	1	2	0	0	12	0
43	Blacksmith	2	4	0	1	0	0
44	Hammerman	0	14	0	0	10	0
45	Carpenter	2	8	0	1	4	0
46	Asst. Carpenter	0	14	0	0	14	0
47	Pattern Maker	1	12	0	1	12	0
48	Pump Driver	0	8	0	0	6	0
49	Sampler	0	12	0	0	6	0
50	Hospital Boy	1	0	0	1	0	0
51	Zamadar	0	14	0	0	14	0
52	Dresser	0	8	0	0	7	0
53	Ayah	0	6	0	0	6	0
54	Midwife	1	0	0	1	0	0
55	Mason	1	8	0	1	0	0
56	Asst. Mason	0	9	0	0	9	0
57	Majstry	0	14	0	0	12	0
58	Mate	0	10	0	0	10	0
59	Rod Bender	0	10	0	0	10	0
60	Male Cooly	0	10	0	0	4	0
61	Female Cooly	0	6	0	0	4	0

APPENDIX IV.

Agreement of monthly-paid staff and workers in force in the Cement Works of the Andhra Cement Co., Ltd. at Bezwada.

AGREEMENT made this day of 194.... between Messrs. The Andhra Cement Co., Ltd., (hereinafter called the Employer) of the one part and son of at present residing at Bezwada (hereinafter called the Employee) of the other part.

WHEREBY IT IS AGREED AS FOLLOWS :—

1. During the term of one year from the date hereof determinable as hereinafter mentioned, the Employer will employ the employee as in their factory/office at Bezwada, Kistna District.

2. The employee shall receive Rs. only a month towards remuneration for his services unless the management increases or reduces the same as hereinafter mentioned.

3. The employer shall have a right to dispense with the services of or reduce the salary of the employee during the shutdown of the factory for any length of time and the employee agrees not to claim any right, salary or compensation for that period.

4. The employee will, during the continuance of the agreement, well and faithfully serve the employer and shall not enter into any other employment with or without remuneration and at all times devote his sole attention to perform the functions allotted to him to the utmost of his power, skill and ability.

PROVIDED the employer may require the employee to perform the functions of any other employee of the Company in case of an emergency and the employee agrees not to claim compensation or extra remuneration for the same.

5. The employee will not at any time except under legal process, divulge to other than the authorised officers of the company any matters relating to the said business which may become known to him by reason of his position in the service of the employer or otherwise howsoever and will be true and faithful to the employer in all dealings and transactions whatsoever relating to the said business.

6. The employee shall keep or cause to be kept all such Books of Account or other Books as the employer shall provide for that purposes and shall enter or cause to be entered therein all such particulars as the employer requires. The said Books shall be kept at the place reserved for the purpose and shall be open at all times to the inspection of the employer or any person authorised by them.

7. It shall be lawful for the employer to dismiss the employee summarily from his employment without any notice or payment of salary as hereinafter mentioned, if the employee commits a breach of any of the stipulations hereof or for wilful neglect of duty or disobedience of orders or if he should misconduct himself or where he is inefficient ; of which negligence, inefficiency, misconduct or disobedience of orders the employer will be the sole judge.

8. The employee shall be entitled to 15 days' leave during the year and the same shall include casual, privilege, sick and all other kinds of leave. Leave over and above that period shall be on loss of pay except in such cases where the employer, in their discretion grant such leave on pay. In the event of illness or other cause incapacitating the employee from attending to his duties for three consecutive weeks, the employer may determine this agreement without notice after paying arrears of salary due to the employee. The year for purposes of computing the days of leave shall be one calendar year commencing from 1st January. Leave not availed in any year shall not accrue for the succeeding years.

9. This agreement shall continue to be in force even after the term of one year expiring unless the employer gives a notice in writing to the employee terminating his services. Where the employee continues the service, it is understood that such service is subject to the same terms of service contained in this agreement and the agreement shall continue to be in force during the next year of service. It is also agreed that no other rights save those expressly mentioned herein will accrue to the employee by virtue of long and continuous service for a number of terms.

IN WITNESS WHEREOF we, the parties to this agreement, have hereto set our respective hands at this day of 194 first above written,

FOR THE ANDHRA ENGINEERING CO., LTD.
FOR THE ANDHRA CEMENT CO., LTD.,

MANAGING DIRECTOR,
MANAGING AGENTS,

WITNESS

EMPLOYER

WITNESS

EMPLOYER

APPENDIX V.

Statement showing the minimum and maximum wage rates fixed for each occupation in the Cement Factory at Bezwada.

Class of worker.	Maximum rate of wages.			Minimum rate of wages.			Class of worker.	Maximum rate of wages.			Minimum rate of wages.		
	Rs.	As.	P.	Rs.	As.	P.		Rs.	As.	P.	Rs.	As.	P.
<i>Crane.</i>													
Drivers ..	1	4	0	1	4	0	Blacksmith ..	1	13	4	1	0	0
Cleaners ..	0	10	0	0	10	0	Carpenters ..	1	8	0	1	4	0
<i>Civil Engineering.</i>													
Adolescents ..	..	..	..	..	..	..	Coolies ..	0	10	0	0	10	0
Carpenters ..	1	8	0	1	4	0	Fitters ..	2	5	4	1	0	0
Masons ..	1	4	0	1	0	0	Semi-fitters ..	1	0	0	1	0	0
Mason Assts. ..	0	10	0	0	10	0	Hammermen ..	0	12	0	0	12	0
Maistries ..	0	12	0	0	12	0	Moulders ..	1	12	0	1	12	0
<i>Electrical.</i>													
Electricians ..	1	10	0	1	4	0	Moulder Assts. ..	0	14	0	0	10	0
Coolies ..	0	10	0	0	10	0	Turners Welders ..	1	14	0	1	12	0
Switch Board Operators ..	1	0	0	1	0	0	Helpers ..	0	10	0	0	10	0
Wireman ..	1	2	0	1	0	0	Milling Coolies ..	0	10	0	0	10	0
Helpers ..	0	10	0	0	10	0	Millers ..	1	4	0	1	4	0
<i>Crusher & Wash Mill.</i>													
Fitters ..	1	4	0	0	12	0	Pump Fitters ..	1	4	0	1	4	0
Wagon Triplers ..	0	10	0	0	10	0	Mills Foreman ..	3	0	0	3	0	0
Burners ..	2	5	4	1	5	4	<i>Packing.</i>						
Clinker weighers ..	0	10	0	0	10	0	Asst. Silo Clerk ..	0	12	0	0	12	0
Coal Pickers ..	0	10	0	0	10	0	Branders ..	0	10	0	0	10	0
Coolies ..	0	10	0	0	10	0	Coolies (Men) ..	0	10	0	0	10	0
Greasers ..	0	12	0	0	12	0	Coolies (Women) ..	0	8	0	0	8	0
<i>Locomotives.</i>													
Driver ..	1	0	0	1	0	0	Fitters ..	1	4	0	0	12	0
Cleaners ..	0	12	0	0	12	0	Packers ..	0	12	0	0	12	0
<i>Laboratory.</i>													
Apprentice Gauger ..	..	..	..	..	..	..	Sealing men ..	0	10	0	0	10	0
Attendants ..	0	10	0	0	10	0	Stackers ..	0	10	0	0	10	0
Chemist Assts. ..	2	10	8	2	10	8	Tally Clerks ..	0	12	0	0	12	0
Testors ..	1	0	0	1	0	0	<i>Stores.</i>						
Sample boys ..	0	10	0	0	10	0	Assts. ..	1	5	4	0	15	0
<i>Medical & Sanitation.</i>													
Sweepers (Males) ..	0	10	0	0	10	0	Peon ..	0	8	0	0	8	0
(Females) ..	0	8	0	0	8	0	<i>Time Office.</i>						
<i>Watch & Ward.</i>													
							Office Boy ..	0	7	6	0	7	6
							Time-keeper ..	1	2	9	1	2	9
							Assts. ..	1	2	0	1	2	0
							Head Watchman ..	0	8	0	0	8	0
							Watchman ..	0	8	0	0	8	0

APPENDIX VI.

Schedule of wage rates and dearness allowance in 1941 and revised rates as from July 1943 in the Cement Factory of Dalmia Cement Ltd., at Karachi.

Serial No.	Designation.	Grade in 1941.	Dearness Allowance 1941.	Present grade from July, 1943.	Present rate of Dearness Allowance.
1	1st Black Smith	30-3-60	12½% to 10%	70-3-100	30% to 26%
2	Pattern Maker	30-3-60	Do.	70-3-100	Do.
3	Gas Welder	40-3-70	10 %	70-3-100	Do.
4	Boiler Operator	40-4-80	Do.	70-3-100	Do.
5	Turbine Attendant	40-4-80	Do.	70-3-100	Do.
6	Electrician	40-4-80	Do.	70-3-100	Do.
7	Turner	40-4-80	Do.	70-3-100	Do.
8	Crane Driver	30-3-60	12½% to 10%	45-2½-70	34% to 30%
9	Switch Board Operator	30-3-60	Do.	Do.	Do.
10	Feed Water Operator	30-3-60	Do.	Do.	Do.
11	Relieving F.W.S. Attendant	30-2-50	Do.	Do.	Do.
12	Compressor Attd.	30-2-50	Do.	Do.	Do.
13	Cement Silo Attd.	30-3-60	Do.	Do.	Do.
14	2nd Black Smith	30-2-50	Do.	Do.	Do.
15	Asst. Turner	36-3-60	Do.	Do.	Do.
16	Moulder	30-3-60	Do.	Do.	Do.
17	Electric Welder	30-3-60	Do.	Do.	Do.
18	Mason	30-3-60	Do.	Do.	Do.
19	Carpenter	30-3-60	Do.	Do.	Do.
20	Painter	30-2-50	Do.	Do.	Do.
21	Loco drivers	30-2-50	Do.	Do.	Do.
22	Condenser Attd.	30-3-60	Do.	Do.	Do.
23	P. House Fireman	30-1-40	12½ %	Do.	Do.
24	Khalasi	30-1-40	Do.	45-2.1/2-70 } 35-1.1/2-50 } 30-1-40 } 30-1-40 }	Do. 38% to 34% 42% to 38% 42% to 38%
25	Coal Attd.	25-1-35	Do.	30-1-40	Do.
26	Crusher Helper	25-1-35	Do.	Do.	Do.
27	Carpenter Helper	25-1-35	Do.	Do.	Do.
28	Loco Fireman	25-1-35	Do.	Do.	Do.
29	Winder	40-4-80	10%	70-3-100	30% to 26%
30	Crusher Attd.	30-2-50	12½% to 10%	35-1½-50	38% to 34%
31	Granulator Attd.	30-2-50	Do.	Do.	Do.
32	Coal Miller Attd.	30-2-50	Do.	Do.	Do.
33	Asst. Moulder	30-2-50	Do.	Do.	Do.
34	Fitter	40-4-80	10%	70-3-100	30% to 26%
		40-3-70		45-2½-70	
35	Double C.P. Attd.	30-2-50	12½% to 10%	35-1.1/2-50	38% to 34%
36	Mate	30-1-40	12½ %	30-1-40	42% to 38%
37	Hammer Man	30-1-40	Do.	30-1-40	Do.
38	Flate Grate Fireman	25-1-35	Do.	25-1-35	46% to 38%
39	Fitter Helper	25-1-35	Do.	Do.	Do.
40	Electrician Helper	25-1-35	Do.	Do.	Do.
41	Oilman	25-1-35	Do.	Do.	Do.
42	Asst. Wireman	28-1-35	Do.	Do.	Do.
43	Relieving Oilman	25-1-35	Do.	Do.	Do.
44	Packer	40-4-80	10%	45-2½-70	34% to 30%
45	Machine Man	30-3-60	12½ % to 10%	35-1½-50	38% to 34%
46	Electrician	50-5-100	10%	70-3-100	30% to 26%
47	Miller	50-5-100	10%	Do.	Do.
48	Head Points Man Quarry	25-1-35	12½%	30-1-40	42% to 38%
49	Water Supply Fitter	30-3-60	12½% to 10%	45-2.1/2-70	34% to 30%

APPENDIX VII.

Statement showing the basic wages paid in 1938-39 and 1944-45 in the Sind Cement Works, Rohri, of the Associated Cement Companies, Ltd.

Occupations.	Basic Wage rates.	
	1938-39.	1944-45.
	Rs. A. P.	Rs. A. P.
<i>Unskilled Labour—</i>		
Mazdoor	0 8 0	0 12 0
Boiler Ashman	0 9 0	0 15 0
Packing House Mazdoor	0 8 0	0 14 0
<i>Semi-skilled labour—</i>		
Testing Boy	0 9 0	0 12 0
Greaser	0 10 0	1 0 0
Mate	0 10 0	1 4 0
Khalasi	1 4 0	1 8 0
Water carrier	0 12 0	1 0 0
Hammerman	0 9 0	0 15 0
Chowkidar	0 10 0	0 15 0
<i>Semi-skilled Artisans—</i>		
Mason	1 6 0	2 6 0
Carpenter	1 10 0	2 8 0
Wireman	1 0 0	2 0 0
Fireman	0 12 0	1 0 0
Asst. Fitter	1 0 0	1 4 0
Asst. Turner	0 11 0	1 8 0
Asst. Moulder	0 10 0	1 4 0
<i>Skilled Artisans—</i>		
Boiler Attendant	1 10 0	..
Switch Board Attendant	1 2 0	1 14 0
Fitters	1 8 0	2 8 0
Mechanics	2 0 0	..
Turners	1 10 0	2 10 0
Welders	2 0 0	3 0 0
Electricians	1 8 0	2 6 0
Moulders	1 4 0	2 8 0
Blacksmiths	1 10 0	2 10 0

APPENDIX VIII(a).

Rules of apprenticeship in the Cement Factory of the Sone Valley Portland Cement Co. Ltd. at Japla.

FORM OF INDENTURE FOR APPRENTICES.

1. The period of training will be for 3 years from the date of appointment.
2. The rate of pay will be -[8]- per day for the first year ; -[10]- per day for the second year and -[12]- per day for the third year. Overtime will be paid as per factory act.
3. Quarters will be provided if available, otherwise the apprentice will make his own arrangements.
4. The apprentice will enjoy the existing and future privileges granted to employees.
5. Fifteen days' leave with pay is granted for each completed twelve months' service, but this cannot be accumulated.
6. No apprentice is allowed to join any Union, while serving his apprenticeship or associate himself with the activities of the same.
7. The Company cannot hold out any promise of employment after apprenticeship is finished but will issue a certificate to the effect that a proper apprenticeship has been served.
8. The apprentice must sign this Indenture and agree to obey and carry out the Clauses thereof, failure so to do makes him liable to the termination

of his apprenticeship, as will also any misbehaviour, absence without leave or wilful damage to the Company's property or violation of any existing or future rules of the Company.

Signed on behalf of

THE SONE VALLEY PORTLAND CEMENT CO., LTD.
GENERAL MANAGER.

I, do hereby agree to and accept the above and will abide by them.

Signature of apprentice

Department

Date of appointment

APPENDIX VIII(b).

Table showing the daily rates of wages in the Sone Valley Portland Cement Co., Japla.

	Rs.	A.	P.	Rs.	A.	P.
Blacksmith	1	8	0	1	8	0
Bricklayer	1	5	0	1	5	0
Carpenter	1	8	0	1	8	0
Electric Fitters	2	2	0	2	4	0
Armature Winder	1	12	0	2	0	0
Fireman	0	12	0	0	12	0
Fitters	1	5	4	1	5	0
Asst. Fitters	0	9	3	0	14	0
Grosser	0	9	3	0	12	0
Apprentice Fitter	0	9	3	0	8	0
Moulder	1	0	0	1	2	0
Turner	1	14	0	2	0	0
Tindles	1	0	0	1	0	0
Millers	1	0	0	1	0	0
Munshies	1	0	0	1	0	0
Khalasies	0	10	0	0	12	0
Sweepers	0	9	3	0	10	6
Trolleyman	0	9	3	0	12	0
Coolies	0	8	0	0	10	6

APPENDIX IX (a).

Frequency table showing average daily basic wages earned by workers employed in Cement Factories.

Provinces.	Sind.						Punjab.						Madras.						C. P.		Bihar.		Rajputana.		Mysore.		All centres.														
	Karachi.		Rohri.		All centres in Sind.		Dandot.		Wah.		Surajpur (Patiala).		All centres in Punjab.		Bezwada.		Guntur.		Trichinopoly.		Coimbatore.		All centres in Madras.		Kymore.		Dalminagar.		Lakheri.		Bhadrawati.										
	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.							
Less than 4 As. —	1	0.2	..	..	1	0.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87	1.4					
4 as. but less than 6 as.	5	0.7	5	0.4	..	..	7	2.5	..	..	157	20.1	164	11.2	..	..	..	..	369	34.9	4	3	542	8.8				
6	16	11.2	47	10.4	66	9.5	129	10.0	13	6.7	167	58.4	73	34.8	301	38.6	554	37.7	820	53.5	..	..	180	18.9	21	15.8	1,724	27.9						
8	38	26.6	..	..	104	28	232	18.0	73	37.8	23	8	26	12.4	79	10.1	201	13.6	255	16.4	195	94	162	15.5	37	27.8	1,082	17.6						
10	27	14.5	6	2.2	33	7.1	36	25.8	261	57.8	172	24.8	469	36.4	30	15.5	2	0.7	17	8.1	20	2.6	69	4.7	55	3.5	24	3.2	10	7.5	670	10.8
12	104	55.6	167	61	271	58.8	16	11.2	29	6.4	11	1.6	56	4.4	32	16.6	11	3.8	14	6.7	8	1	65	4.4	101	6.5	30	2.9	23	17.3	546	8.9
14	15	8	69	25.5	84	18.2	3	2.1	24	5.3	124	17.9	151	11.7	8	4.2	9	3.1	3	1.4	55	7.1	75	5.1	66	4.3	1	0.5	11	1.0	14	10.5	402	6.5
1/2	10	5.4	10	2.2	8	5.6	17	3.8	10	1.4	35	2.7	10	5.2	10	3.5	8	3.8	26	3.4	54	3.7	14	0.9	1	0.5	56	5.2	7	5.4	177	2.9
1/2	5	2.7	5	1.1	23	5.2	10	1.4	33	2.6	12	6.2	4	1.4	24	11.3	83	10.6	153	8.4	14	0.9	12	1.0	2	1.5	169	3.1
1/4	13	6.9	17	5.8	30	6.5	6	4.2	13	2.9	28	4	47	3.7	6	3.1	18	6.3	20	14.3	37	4.7	91	6.2	38	2.5	2	1	37	3.5	14	10.5	259	4.2
1/8	3	1.6	2	0.7	5	1.1	3	2.1	17	3.8	15	2.2	35	2.7	5	2.6	18	6.3	1	0.5	7	0.9	31	2.1	73	4.7	2	1	34	3.2	150	2.9
1/12	3	1.6	7	2.6	10	2.2	16	11.2	11	2.9	28	4	55	4.3	10	3.5	8	3.8	5	0.6	23	1.6	38	2.5	1	0.5	13	1.1	140	2.3
Over Rs. 2	7	3.7	6	2.2	13	2.8	8	1.8	31	4.5	39	3.0	4	2.1	7	2.5	6	2.9	2	0.3	19	1.3	66	4.3	5	2.4	22	1.5	1	0.7	165	2.7
								187	100	274	100	461	100	142	100	451	100	694	100	1,287	100	193	100	286	100	210	100	780	100	1,469	100	1,550	100	207	100	6,056	100	133	100	6,163	10.0

APPENDIX IX (b).

Frequency table showing average net earnings of workers employed in Cement Factories.

Provinces.	Sind.						Punjab.						Madras						C. P.		Bihar.		Rajputana.		Mysore.		All centres.														
	Karachi.		Rohri.		All centres in Sind.		Dandot.		Wab.		Surajpur (Patiala).		All centres in Punjab.		Bezwada.		Guntur.		Trichinopoly.		Coimbatore.		All centres in Madras.		Knyore.		Dalminagar.		Lakheri.		Bhadrawati.										
	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.	No. of workers.	% age.							
Less than 8 As.	1	0.2	..	..	1	..	65	33.7	..	..	..	..	6	0.8	71	4.8	6	0.4	..	..	80	7.5	4	3	162	2.6						
8 As. but less than 12 As.	20	4.4	89	12.8	109	8.5	34	17.6	181	63.3	32	15.2	402	51.5	649	44.2	147	9.5	..	..	494	46.8	29	21.8	1,428	23.2						
12	16	11.2	163	36.2	270	38.9	449	34.9	46	23.8	18	6.3	62	29.5	149	19.1	275	18.7	979	63.2	192	92.8	252	23.9	42	31.6	2,196	35.6						
1/2	40	21.4	167	61	207	44.9	57	10.6	159	35.4	210	30.3	426	33.1	20	10.4	19	6.6	31	14.8	39	5.0	109	7.6	97	6.3	3	1.5	46	4.4	30	22.6	918	14.9
1/4	112	59.9	13	4.7	125	27.1	23	16.1	33	7.3	4	0.6	60	4.7	16	8.3	4	1.4	10	4.8	103	13.2	133	9.1	84	5.4	2	1	72	6.8	13	9.8	489	7.9
1/8	5	2.7	8	3.3	13	2.8	13	9.1	34	7.5	24	3.5	71	5.5	6	3.1	29	10.1	12	5.7	66	8.5	113	7.7	41	2.6	2	1	30	2.9	10	7.5	280	4.5
1/12	6	3.6	65	23.4	71	15.4	8	5.6	16	3.5	38	5.5	62	4.8	1	0.5	7	2.5	40	19	5	0.6	53	3.6	27	1.7	1	0.5	35	3.3	249	4.0
2/4	13	6.9	7	2.6	20	4.3	6	4.2	8	1.8	18	2.6	32	2.5	1	0.5	21	7.3	2	1	7	0.9	31	2.1	75	4.8	1	0.5	18	1.7	4	3.0	181	2.9
2/4	1	0.5	2	0.7	3	0.7	9	1.9	10	1.3	19	1.5	4	2.1	4	1.4	7	3.3	2	0.3	17	1.1	25	1.6	1	0.5	10	0.9	75	1.2
Over Rs. 2/5/-	1	0.5	1	2.2	16	3.5	19	13.2	8	1.8	31	4.5	58	4.5	3	1.1	14	6.7	1	0.1	18	1.1	69	4.5	5	2.4	19	1.8	1	0.7	166	3.2
								187	100	274	100	461	100	142	100	451	100	694	100	1,287	100	193	100	286	100	210	100	780	100	1,469	100	1,550	100	207	100	1,056	100	133	100	6,163	10.0

NOTE.—As these are all continuous process factories, the Wage Census related to one shift only.

APPENDIX X.

Table showing the daily basic wages and net earnings in selected occupation in the Cement Factories at various centres.

Centres.	Occupations.													
	Burners.		Turners.		Fitters.		Drivers.		Carpenters.		Millers.		Coolies.	
	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.	Basic Wages.	Net earnings.
C. P.—														
Kymore ..	4 5 8	4 12 8	2 0 7	3 1 6	1 7 4	2 5 7	1 5 6	2 2 9	1 4 9	2 1 2	..	..	0 7 4	0 13 8
	2 12 0	3 2 10	..	..	..	..	..	..	0 7 8	0 13 8	..	(Silo)	0 15 3	1 0 11
Madras—														
Bezwada ..	2 5 2	2 5 2	1 2 0	1 5 0	1 2 9	1 5 6	1 2 3	1 5 7	1 0 0	1 0 0	1 1 1	1 3 8	0 8 1	0 8 11
	..	..	..	..	1 8 11	1 11 5	..	..	..	..	..	..	0 10 0	0 10 0
Guntur ..	..	..	1 12 9	2 0 9	1 11 3	2 0 5	1 4 6	1 8 7	1 5 9	1 10 0	0 15 11	1 3 11	F 0 6 0	0 6 0
													0 6 1	0 10 4
													0 6 9	0 10 1
													0 4 9	0 9 0
Trichnapoly ..	1 14 2	2 10 4	2 0 9	2 14 3	(8 hours) 1 14 4	2 10 1	1 4 8	2 0 9	1 4 7	1 15 0	1 9 8	2 9 3	0 6 8	0 11 5
	..	..	..	..	(9 hours) 1 5 2	1 15 2	..	..	..	..	0 10 1	1 0 3	0 7 10	0 14 7
Coimbatore ..	1 10 8	1 15 0	1 1 10	1 6 2	1 3 2	1 5 7	1 4 0	1 8 8	1 0 5	1 8 8	1 6 9	1 10 8	0 7 8	0 11 7
													F 0 4 0	0 8 6
Punjab—														
Dandot ..	..	..	..	..	1 11 8	2 11 1	..	..	1 5 9	2 3 5	..	..	0 10 0	1 2 11
Wah ..	2 3 0	2 11 0	..	..	..	..	1 7 5	1 11 5	..	..	1 13 11	2 3 5	0 9 9	0 15 4
Sind—														
Karachi ..	2 5 8	3 12 7	..	..	..	..	..	..	..	..	2 6 8	3 9 11	0 12 4	1 2 3
Rohri ..	2 6 2	2 10 4	..	..	..	..	1 12 0	2 0 0	..	..	1 13 0	2 2 11	0 12 8	1 0 0
Bihar—														
Dalmjanagar ..	2 14 2	3 8 10	..	..	..	..	..	..	..	..	1 12 4	2 2 8	0 8 0	0 13 1
Surajpur ..	4 6 8	5 3 1	1 11 6	2 0 0	2 1 9	2 9 3	1 3 6	1 10 5	1 9 10	1 14 5	1 12 1	2 2 3	0 9 9	0 13 11
													0 12 9	1 1 0
													F 0 10 9	0 14 9
													0 6 1	0 10 2
Bundi—Lakheri	2 0 0	2 8 0	1 12 4	2 3 0	1 14 4	2 6 6	1 4 10	1 13 0	1 9 7	1 15 6	1 6 3	1 12 3	0 4 1	0 8 2
													F 0 5 8	0 8 11
													0 4 1	0 8 8
													0 3 0	0 7 1
Mysore—Bhadra- vati.	..	..	..	..	1 6 10	2 0 2	1 1 1	1 5 1	1 4 0	1 7 1	1 4 4	1 11 10	0 7 4	0 10 10

APPENDIX IX(a).

Statement showing the proportion of workers housed.

Name of Centres.	No. of units *	Total No. of workers.	Percentage of workers housed.
1. Central Provinces—			
Kymore	1	3,422	21·7
2. Madras—			
A. Madukarai	3	2,000	7%
B. Bezwada		231	25%
C. Kistna		803	7%
3. Bihar—			
Rehtas Industries, Dalmiapur	1	520	40%
Sone Valley Portland Cement Co., Ltd., Japla	1	1,100	50%
4. Wah—Punjab	1	1,257	24%
5. Dandot	1	400	75%
6. Sind, Rohri	1	714	10%
7. Sind, Karachi	1	935	61%
8. Khori, Rajputana States	1	1,600	63%
9. Surajpur, Patiala State	1	1,005	60%
10. Dwaraka, Baroda	1	750	No housing scheme.
11. Mysore Stato, Bhadrawati	1	130	50%
Total	14	14,867	31·5% (weighted average).

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No. of units surveyed—12. Information in the case of the other two units is based on the replies furnished by the Companies.