

LABOUR INVESTIGATION COMMITTEE
GOVERNMENT OF INDIA



REPORT

ON

AN ENQUIRY INTO CONDITIONS
OF LABOUR IN THE SILK
INDUSTRY IN INDIA

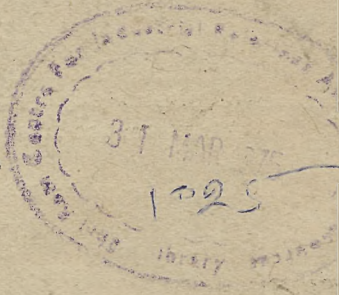
BY

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CONTENTS.		PAGES.
Preface		(ii)—(iv)
Acknowledgments		(v)
PART I.		
CHAPTER I.—Introduction		1—5
Historical and Economic background		1
Brief description of the different branches of the silk industry		1—3
Location and extent		3—4
Scope of the Enquiry		4—5
PART II.		
<i>Regional Survey of labour conditions :</i>		
Employment, Working Conditions, Hours of work and shifts, Wages and Earnings, Housing and Welfare Work :		
CHAPTER II.—Kashmir—Srinagar		5—9
CHAPTER III.—Mysore State—Bangalore & Mysore		9—13
CHAPTER IV.—Bombay		14—18
CHAPTER V.—Madras—Kollegal		18—20
CHAPTER VI.—Bengal		21—
PART III.		
CHAPTER VII.—Summary and Conclusions		23—2
Appendices		26—3
Select Bibliography		3

LIST OF APPENDICES.

- I. Statement showing the number of silk factories in India and the daily number of persons employed in them during the years 1939 and 1943.
- II. A note on the Labour Conditions in the Art silk factories in Amritsar (Punjab).
- III. Schedule of rewards and fines in the Government Filature at Srinagar.
- IV. A. Table showing average daily basic wage and average daily net earning in principal occupations in the silk filatures and silk factories covered by the Wage Census.
- IV. B. Frequency Table showing daily basic wages in the silk concerns covered by the Wage Census in different centres.
- IV. C. Frequency Table showing daily net earnings in the silk concerns covered by the Wage Census.

LIST OF TABLES.

- I. Table showing the number of silk mills and silk filatures in India and the number of persons employed in them during 1939.
- II. Table showing the number of silk establishments surveyed for purposes of the present enquiry.
- III. Table showing average daily basic wages and net earnings in selected occupations in the silk factories and in filatures covered by the Wage Census in Srinagar, Kashmir.
- IV. Table showing wages and earnings in selected occupations in the silk factories filatures covered by the Wage Census in Mysore State.
- V. Table showing the number of persons employed in the silk factories surveyed in Bombay City.
- VI. Table showing wages and earnings in selected occupations in the silk factories covered by the Wage Census in Bombay.
- VII. Table showing wages and earnings in selected occupations in silk filatures covered by the Wage Census in Kollegal, Madras.
- VIII. Table showing wages and earnings in selected occupations in silk establishments covered by the Wage Census in Bengal.

PREFACE.

The Tripartite Labour Conference at its meeting in September 1943 recommended the setting up of 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. (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 on 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 :—(2) the main *ad hoc* survey questionnaire on points likely to be common to all the industries surveyed, and (b) supplementary and special questionnaires in respect of certain industries, such as plantations, mines, railways, rickshaw pullers, port labour, municipal labour, glass, shellac, mica, etc. The main questionnaire was accompanied by a tabular form for entering wage data and this was used wherever possible. In the case of certain surveys, however, such as salt, paper, cotton, woollen and jute textiles, dockyards, silk, cement and gold mining, it was possible to conduct a wage survey on a sample basis. The chief method of collection of data was by personal investigation of industrial establishments, examination of their records and contact with labour in factories and homes. The information thus collected was supplemented and checked with replies to the Questionnaires received.

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

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

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

6. The Committee's survey covered all Provinces with the exception of the North-West Frontier Province where none of the Industries selected for survey was sufficiently important. It extended to many of the Indian States also, such as Kashmir, Patiala, Gwalior, Baroda, Mysore, Sandur, Travancore, Cochin, Bundi, Indore and some of the States of the Eastern States Agency. No survey was undertaken in the Hyderabad State as that State preferred to appoint a 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) that the Committee, as a whole, to study each industry, (ii) that the surveys to be distributed region-wise and each Member put into charge of a region, and (iii) that 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.

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

TEJA SINGH SAHNI,
Secretary.

ACKNOWLEDGMENTS.

Only two silk factories replied to the Committee's questionnaire and the data incorporated in this Report had to be collected on the spot by the Supervisory and Investigating Staff of the Committee. I am grateful to them for their assistance in this matter. The Chief Director of Sericulture, Kashmir, assisted me in understanding the problems of the Silk industry in Kashmir and the Commissioner of Labour and his Assistant in Mysore State were also most helpful. To these officials my grateful thanks are due.

In the preparation of the final stages of this Report, I have received considerable help from my Supervisor, Mr. S. R. Sundaram, who has rendered invaluable assistance in checking up the statistical and other material.

PART I.

CHAPTER I.—INTRODUCTION.

Historical and economic background.—The manufacture of silk, the ‘Queen of Textiles’ as it has been called, is one of the oldest industries in India and probably dates back to “somewhere near the beginning of the Christian Era”.¹ According to the Tariff Board’s Report (1938), prior to the year 1875, the Indian Silk Industry was in a prosperous condition with an annual production of two million pounds of silk. The industry suffered a decline between the years 1875 and 1915 owing to the ravages of a silk worm disease known as Pebrine. During the early years of the 20th century, the industry was re-suscitated and it flourished till the year 1928, when the prices of silk remained at remunerative levels². Thereafter, the industry again fell on evil days and passed through trying times due mainly to fierce competition from Far Eastern countries such as Japan and China.

The industry, therefore, applied to Government for assistance and the Government of India referred the case of the industry for protection to the Tariff Board, first during 1933 and again in 1938. As a result of the recommendations of the Board, Government granted a certain measure of protection to the industry, which considerably assisted it in meeting foreign competition.

Production.—The bulk of the world’s supply of silk, according to the Tariff Board, is produced in the East, Japan being by far the largest single source of supply and accounting for about 86 per cent. of the total. China and Italy between them produce about 12 per cent., while India’s share comes to about 2 per cent. Before the present war³, India could meet from her own production only half of her needs.

Branches of the industry and processes.—The peculiarity of the structure of the silk industry is that it does not involve merely the manufacture of goods from readily available raw material. As a matter of fact, five distinct stages are involved in it and it is from this background that its importance should be assessed. These stages are :—

- (1) the cultivation of mulberry,
- (2) the rearing of silk worms,
- (3) reeling of silk from cocoons,
- (4) twisting of yarn, and
- (5) weaving of silk fabrics from silk yarn.

The following are briefly the principal operations in the manufacture of silk :—

¹ Report of the Indian Tariff Board regarding the grant of Protection to the Sericultural Industry, 1933. Page 9.

² Report of the Indian Tariff Board regarding the grant of Protection to the Sericultural Industry, 1938. Page 1.

³ Report of the Indian Tariff Board regarding the grant of Protection to the Sericultural Industry, 1933. Pages 52 and 132.

Mulberry.—The growing of mulberry, which is the food of silk-worm, is essentially an agricultural operation involving the ploughing of ground, planting of saplings, pruning, harvesting, etc. Mulberry cultivation is attended to by agriculturalists, most of whom are also silk-worm rearers.

Silk-worm rearing.—Silk-worm rearing is predominantly a cottage industry, subsidiary to agriculture. The silk-worms are of two kinds, univoltine and multivoltine. The former give only one crop during the year and the latter five or more crops.

Silk-worm rearing requires very careful attention at each stage. The eggs take ten days to hatch. Equable temperature, good ventilation, freedom from damp and hot sun light are the conditions necessary for the proper rearing of silk worms. The worms are reared on mats in the Punjab and Kashmir and on bamboo trays arranged on stands in Mysore, Bengal and Kollegal.

The young worms, on hatching out, are fed with finely cut tender mulberry leaves for ten days. The worm during its larval stage passes through five stages and five moults at the end of each of which it casts off its skin and grows bigger and bigger. At the end of the fourth moult, the worms begin to spin into cocoons. When they are ready to spin into cocoons they are mounted on spinning trays. The rearing of silk worms, as stated above, is carried on in the houses of rearers in villages.

Silk reeling.—The silk-worm rearers do not generally reel the cocoons, but sell them to professional reelers. Two kinds of reeling machines are used in silk reeling, viz., indigenous country charka and filature basins. Charka reeling is carried on largely in domestic establishments in villages but the quality of the out-put is poor. High grade silk is reeled in power-driven filatures.

The processes in silk reeling in filatures consist of (1) cooking of cocoons, (2) reeling, (3) knotting, (4) silk cleaning and examination, (5) waste preparation.

The filatures in Mysore, Kashmir, Jammu and Kollegal are equipped with reeling basins of the Italian type. A comparatively small number of basins in Mysore is of the French type. There are also a large number of basins of local manufacture in commission in these filatures.

The first process is the cooking of cocoons in boiling water, for softening the gum on the cocoons, which takes only a few minutes. The cocoons are then brushed for removing the coarse outer layers. The ends of silk filaments will then be accessible for reeling. The waste is removed and the cooked cocoons are placed in the reeling basins. Each reeling basin is fitted with four to eight jettebouts or porcelain buttons to catch the silk filaments. The silk filaments of 4, 6, 8, 10 or more cocoons, according to the denier of raw silk required, are passed through the jettebouts or buttons, in which the filaments are consolidated into one thread and this thread passes over two guide reels. The guide reels are so fitted that the thread passing over them gets twisted a number of times, thus squeezing out the gum and moisture and making the fibres more cohesive. This is called "croissance". The thread so consolidated is finally passed over a third guide on to the "traveller" or "swift" where the silk thread is wound round. The silk is then removed from the reels and cleaned and examined by silk examiners. After examination, the silk is tested for tenacity, elasticity, winding quality, etc., and then folded and packed for

disposal. The silk waste which is obtained in reeling is properly dried and cleaned and sold as the raw material to Spun Silk Mills from which silk yarn is spun.

Throwing and twisting and weaving.—The raw silk cannot be used as such for weaving. It has to be converted into silk yarn by throwing and twisting. The threads are properly combined and twisted by these processes. The throwing is carried on either in separate factories or in Silk Weaving Mills as an adjunct. In the case of the hand-loom industry, the throwing is done by female members of the weavers' families.

The processes involved in silk weaving are very nearly the same as in cotton weaving.

Spun silk.—The silk waste obtained in silk reeling is converted to spun silk by a process of spinning similar to that of cotton.¹

The whole industry, from the cultivation of mulberry to reeling and disposal of silk, is a State monopoly in the State of Kashmir. In Mysore, which is an important silk centre, though there is no State Monopoly, the development of the industry has all along been the special concern of the State and it has been spending over two lakhs of rupees annually over it. The industry in British Indian Provinces, *viz.*, Bengal, the Punjab, Assam and Bombay is carried on mostly by private enterprise. In Madras the Government owns two filatures.

Location and extent of the industry.—The silk industry is scattered all over India. The sericultural belt runs from the Punjab and Kashmir in the North to Madras and Mysore in the South, from Bombay in the West to Bengal and Assam in the East. The industry in each region has certain characteristic features in respect of mulberry cultivation and silk-worm rearing, due mainly to climatic differences. The mulberry silk-worm industry is confined to four districts in the Mysore State, four districts in Bengal, one taluk in Madras and certain tracts in Kashmir and Jammu State and a few villages in Assam and the Punjab.

Tasar silk-worm rearing is carried on in Bihar, Orissa, Central Provinces and the Mirzapur district in the United Provinces. The rearing of Muga worms is confined to Assam, and a few places in Bihar, Assam and Madras. But these domesticated worms are not so important commercially as the mulberry-fed worms.

Mysore, Kashmir and Bengal were the original homes of the Industry although just before the war, Bombay had acquired for itself the second largest position as a silk manufacturing centre in the country.

The principal raw-silk producing areas in India are Kashmir, Mysore, Bengal and Madras. The total number of silk-reeling basins was 7,840 in the year 1937-38, of which 7,136 were country-reeling basins (one basin each) and 704 power-driven basins. The total number of filatures was ten. During the period of war, *i.e.*, between 1939-1945, the number of power-driven reeling basis has increased from 764 to about 3,000.

¹ Based on the description of Processes given in the Reports of the Indian Tariff Board regarding the grant of Protection to the Sericultural Industry, 1933 (Pages 83-4) and 1238 (Pages 12-13).

The total number of silk mills and silk filatures which stood at 11 employing about 1,979 persons in the year 1921, (9 in British India and 2 in Indian States) rose to 92 in 1939 employing 10,099 persons and their distribution in the different Provinces and States was as follows¹ :—

TABLE I.

Centre.	No. of Filatures and Silk Mills.*	Average daily number of workers.
<i>British India—</i>		
Bengal.. .. .	6	1,886
Bombay	44	2,275
Madras	7	697
U. P.	1	24
Sind	2	70
Delhi	1	36
Punjab	3	548
Bihar	3	177
<i>States—</i>		
Mysore	15	1,642
Baroda	1	30
Kashmir	6	2,551
Hyderabad	3	163
Total	92	10,099

The Second World War (1939-1945) which, while giving a fillip to the silk reeling industry, adversely affected the silk-worm rearing, and the silk-throwing and silk weaving industry in India for two reasons : centres of the industry which made silk yarn from cocoons were often dependent for the supply of their seed on foreign sources, notably France and Italy, and the manufacturers of silk were dependent for their yarn on China, Japan and Italy. When these sources of supply were cut off the industry was naturally in a bad way and many concerns which were previously producing pure silk have had to change-over to cotton-or in the alternative to artificial silk.

From the available factory statistics (vide Appendix I) it would appear that in 1943 there were about 126 silk factories employing about 12,700 persons. These apparently include factories engaged in the production of artificial silk fabrics as well. It is clear that the three most important centres of the industry are Kashmir, Mysore, and Bombay. In Kashmir and Mysore there is both silk reeling and weaving, while in Bombay there is silk weaving only.

Scope of the enquiry.—The present Report deals only with factories producing pure silk, that is silk filatures and silk throwing and weaving factories.** Most of these were engaged principally in the manufacture of parachute cloth for war purposes at the time of the Inquiry.

For purposes of this survey, thirty-one factories employing about 9,900

¹ Location of Industry in India, page 31.

* These presumably include artificial silk mills as well.

** Information was collected from certain factories in Amritsar manufacturing art silk. A note on this will be found in Appendix II.

workers or 77.9 per cent. of the total were covered as per details given below :

TABLE II.

Name of centre.	No. of units surveyed.	No. employed.
Kashmir	3 (2 weaving and 1 filature)	2,678
Mysore	5 (2 filatures, 1 weaving factory, 1 throwing factory, a spun silk mill and filature combined)	3,602
Bombay	3 (All weaving factories)	658
Madras	2 (Filatures)	1,364
Bengal	6 (4 Filatures), 2 weaving factories)	418
Punjab	12 (All weaving factories)	1,220
Total	31	9,940

PART II.

REGIONAL SURVEY.

CHAPTER II.—KASHMIR STATE.

The whole of the silk industry in Kashmir State, from the cultivation of mulberry to reeling and disposal of raw silk, is a State monopoly and the Government has a large Department of Sericulture in charge of it. Silk-worm rearers are supplied with disease-free seed by the Department and the cocoons harvested by them are purchased at prices fixed by Government. The cocoons are reeled into silk at the Government Filatures in Srinagar and Jammu. Silk weaving, however, is not a State monopoly.

The centres of silk manufacture in the State are Srinagar and Jammu. There are in Srinagar three silk factories, two of which are owned by Government, while at Jammu there is one Silk Filature owned by the State authorities. In all, the number of persons employed in the Kashmir Silk Manufacturing industry (apart from hand-loom establishments) is 2,980.

For purposes of this enquiry, only the factories in Srinagar were surveyed.

Employment.—The Government Filature at Srinagar employs about 2,215 persons, while the Government Weaving Factory employs about 350 only. The third silk factory in Srinagar is a privately-owned concern employing about 113 persons only. Of the 2,678 workers employed in the three factories at Srinagar, 2,633 are men and 45 women. As there is no certification of children for employment in factories, no children have been shown in the above figures although a certain number of children are found working in these factories.

Recruitment is made directly by the Managements and there is no Labour Officer or any other agency for recruiting labour. Except in one concern where to a small extent contract labour is employed, labour is recruited and paid direct. Recruitment is usually made from among relatives of employees. The turn-over of labour in the Kashmir Silk Industry is not very high, being of the order of about 5 per cent.

Absenteeism is not strikingly high as compared to other industries and Provinces in British India. The absenteeism figure for the largest silk factory in Srinagar was only about 7 per cent.

Working conditions, hours of work and shifts.—The working conditions inside these factories appear to be satisfactory in spite of the fact that at the

* The location of the Industry published by the Office of the Economic Adviser to the Government of India, page 29.

time of the enquiry there was no labour legislation in force in the State of Kashmir.

Although the Factory Act has not been brought into force, the hours of work are not unduly long being usually about 8 per day, the spread-over being 9 hours. The hours of work are altered according to season, the work starting at about 8 o'clock in the morning from October to March, while it starts at 7 o'clock from April to September. All the three factories work more than one shift per day and in fact the filature works as many as three shifts per day in spite of the fact that it has not enough work for keeping the factory running throughout the month. There are no multiple shifts.

No Standing Orders have been framed for regulating the relations of the employers and employees. Workers are not classified as permanent and temporary and all have the same rights and disabilities.

One striking feature relating to the conditions of labour in the Government Filature at Srinagar is that owing to the conditions created by the War there is considerable under-employment, as the factory is not able to work throughout the month. As a matter of fact, this factory worked for only 167 days during the year 1943 and in one particular month the workers could find employment in it only for five days. The factory normally works only 8 to 10 days in a month due to paucity of cocoons. This naturally results in very considerable hardship to the workers concerned. It was, however, stated by the authorities that while surplus employment undoubtedly led to inefficiency and to an addition to the overhead costs, the problem of weeding out the surplus labour was difficult of solution because the workers in this factory were reluctant to be discharged and preferred partial employment for all of them to no employment for some of them, as during the off days they could go to their villages and look after their fields. The workers' representatives with whom this matter was discussed could also find no easy solution and reiterated what the management had stated that the surplus labour would not be willing to be discharged. In any case it is understood that this is a matter which is receiving the serious consideration of the authorities concerned.

Wages and earnings.—The basic wage rates in the Silk filature at Srinagar are as follows for the different occupations :—

				Rs.	A.	P.	
Cookers	..	..	..	0	7	0	per day
Reelers	..	..	..	1	0	0	per day
Knotters	..	..	..	0	8	6	per day
Silk Cleaners	..	..	..	0	10	0	per day
Waste Cleaners	..	..	..	0	7	0	per day

Unlike most other industries in the country, the basic wage rates have been increased in all the three factories at Srinagar since the outbreak of the war, by as much as 50 per cent. in two cases and 70 per cent. in one case. In addition, the two Government factories give a dearness allowance of 50 per cent. of the monthly wages earned by the workers. In the Government Weaving Factory the weavers are not given any dearness allowance. In order, however, to ensure production, those producing below a prescribed minimum are paid at a slightly lower rate.

A Wage Census was taken for the month of April 1944 in the privately-owned factory at Srinagar and for the Hindu month of Baishakh covering the period 13th April to 12th May 1944, in the two Government factories.

The following table shows the average daily basic wages and the average daily net earnings of workers in selected important occupations.

TABLE III.
Table showing wages and earnings in selected occupations.
Industry—Silk (Filature and weaving).
Centre—Srinagar.

Sl. No.	Occupation.	Shift.	Sex.	P * or T. †	No. of hours of work per shift.	Number of Workers.	Number of Samples taken.	Average daily Basic Wages earned.	Average gross earnings including over time, allowances and bonuses.	Average daily net earnings including over-time, 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.	Number 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.	Reelers 'A' Class .. ..	..	M	T	7½	584	67	1 0 0	1 8 4	1 8 0	10 14 4	8 0 0	12 0 11	8
2.	Reelers 'B' Class .. ..	..	M	T	7½	150	18	0 10 0	0 15 0	0 14 9	6 4 3	5 0 0	7 5 10	8
3.	Cookers 'A' Class .. ..	..	M	T	7½	392	49	0 7 0	0 10 6	0 10 6	4 6 5	3 8 0	5 4 0	8
4.	Cookers 'B' Class .. ..	..	M	T	7½	72	8	0 6 0	0 9 0	0 9 0	4 4 8	3 0 0	4 8 0	8
5.	Knotters 'A' Class .. ..	..	M	T	7½	146	15	0 8 6	0 13 8	0 13 8	6 10 8	4 4 0	6 13 4	8
6.	Knotters 'B' Class .. ..	..	M	T	7½	35	6	0 6 0	0 9 3	0 9 3	2 10 7	3 0 0	4 8 0	8
7.	Waste Cleaners 'A' Class .. ..	..	M	T	7½	98	12	0 7 0	0 10 6	0 10 6	4 13 11	3 8 0	5 4 0	8
8.	Waste Cleaners 'B' Class .. ..	..	M	T	7½	24	4	0 6 0	0 9 0	0 9 0	2 8 6	3 0 0	4 8 0	8
9.	Sorters 'A' Class .. ..	..	M	T	7½	101	11	0 9 0	0 13 6	0 13 6	7 2 2	5 10 0	0 8 7	10
10.	Sorters 'A' Class .. ..	..	F	T	7½	23	4	0 9 0	0 13 6	0 13 6	8 3 7	5 10 0	0 8 7	10
11.	Sorters 'B' Class .. ..	..	M	T	7½	44	6	0 7 0	0 10 6	0 10 6	3 8 0	2 10 0	3 15 6	6
12.	Sorters 'B' Class .. ..	..	F	T	7½	13	5	0 7 0	0 10 6	0 10 6	3 2 5	2 3 0	3 4 6	5
13.	Doublers—	Factory No. A	M	T	6	4	4	0 12 11	0 12 11	0 12 11	23 6 6	24 7 0	24 7 0	30
		Factory No. B	M	T	7½	23	23	0 7 3	0 9 2	0 9 1	12 11 3	12 9 6	15 13 9	26
14.	Winders—	Factory No. A	M	T	8	18	18	0 9 1	0 9 5	0 9 5	15 14 6	..	..	30
		Factory No. B	M	T	7½	33	33	0 7 8	0 9 8	0 9 8	14 12 5	13 0 0	16 4 6	26
15.	Twisters—	Factory No. A	M	T	6	2	2	0 14 11	0 14 11	0 14 11	22 14 6	..	..	30
		Factory No. B	M	T	7½	39	39	0 6 8	0 8 4	0 8 4	11 10 5	11 10 4	14 10 5	26
16.	Warpers.—	Factory No. A	M	T	6	16	16	1 5 2	1 7 8	1 7 8	41 6 0	54 10 6	65 6 0	30
		Factory No. B	M	T	8½	13	13	0 12 4	1 3 1	1 3 0	29 13 6	23 9 0	29 15 6	26
17.	Drafter—	Factory No. A	M	T	6	2	2	1 3 6	1 4 7	1 4 7	21 4 0	..	..	30
		Factory No. B	M	T	8½	20	20	0 10 10	0 14 4	0 14 4	22 12 10	18 13 5	24 11 11	26
18.	Silk Cleaners—	Factory No. A	M	T	6	2	2	0 12 2	0 12 2	0 12 2	21 5 0	..	..	30
		Factory No. B	M	T	8½	110	14	0 10 0	0 15 10	0 15 10	7 7 0	5 5 0	8 10 3	8½
19.	Weavers .. ..	.. ..	M	T	8½	45	45	0 11 3	0 12 11	0 12 11	14 12 6	22 2 0	25 8 9	26
		.. ..	M	P	8½	61	61	1 5 6	1 5 6	1 5 6	25 4 9	36 5 10	36 4 6	26

* Piece Rate.

† Time rate.

The above table is self-explanatory and does not need much comment. It has already been pointed out that in the silk filature at Srinagar, a most important factor to be considered in regard to wages is the number of days for which work is available to the worker. As will be seen from the table, the maximum number of days for which work was available to workers in certain occupations in which a very considerable number is employed such as cooks, knotters, sorters, etc., varied from 8 to 10 only in a full month. The basic wage rate for these occupations varies from As. 6 to As. 9 per day, while the average net earning varies from As. 9 to As. 0-13-8 per day. The actual average monthly earnings, however, for days during which work was available to them, were as low as Rs. 2-10-7 in the case of B class knotters, the highest being Rs. 7-2-2 in the case of A class sorters. As compared to the workers in the silk filature, those in the silk throwing and weaving units are in a happier position in the sense that they are able to get work if they choose to do it almost for a full month. Among these, special mention might be made of weavers. They generally tend only one loom. A fair proportion of the weavers are engaged on a time-rate, the system being that after a man has been trained he is put on to the piece rate. Including all allowances, a weaver putting in full attendance is, on an average, able to make about Rs. 36 per month only, although a very efficient and regular weaver can earn as much as Rs. 60 per month. In this connection it is pertinent to note that the hours of work per day vary a great deal from occupation to occupation, the minimum being 6 and the maximum $8\frac{1}{2}$.

The wage period in these factories is a month.

Rewards and fines.—There is a system of rewards and fines in the Government Filature at Srinagar.

A schedule of rewards and fines furnished by the Officer in-charge of the Factory will be found in Appendix III.

Housing.—Neither of the two Government Factories, nor the private factory in Srinagar has provided any housing for the labourers. The labourers usually live in their own houses in the surrounding villages, only a small proportion living in the city itself. The houses are mostly *kutch* structures with mud walls. It is, however, somewhat noticeable that although these are mostly *kutch* huts they are fairly clean and quite well ventilated. The number of persons staying in a room of 10 feet is about 5.

None of these factories has undertaken any welfare work.

Trade Unions.—The labour movement is of recent origin in Kashmir State. So far as the Silk Industry is concerned, it was stated that membership of the unions was not confined to workers in the factories but was also extended to silk-worm rearers in the villages. The representatives of labour complained that the managements were irresponsive to their demands and did not even care to reply to their representations. It appeared, on the other hand, that the view of the managements was that it would be difficult for them to deal with Trade Union officials unless Trade Union affairs were conducted in a sane and sober fashion and the movement was led by responsible individuals. The main grievances, however, of the representatives of workers appeared to be that there was no Labour legislation in force in Kashmir State.

The Silk Industry is one of the most important industries in the Kashmir State providing as it does employment not only to those employed in the factories but also to those engaged in silk-worm rearing, mulberry cultivation, etc. From the wage figures given above, it will be seen that the majority of workers earn less than Re. 1 per day including all allowances and even so are

not able to get full employment throughout the month. None of the factories has undertaken any welfare work even to meet the most elementary needs of the workers, such as rest sheds and the general standard of living appears to be extremely low.

It is understood that the Kashmir Government have passed both a Factories Act and a Workmen's Compensation Act although these measures have not so far been brought into force.

CHAPTER III.—MYSORE STATE.

Among the sericultural and silk centres in India, Mysore State is undoubtedly the most important. Sericulture, it is reported, has been in existence in the State for over a century now. Mysore State produces about 50 per cent. of the Indian raw silk* and nearly five times as much silk as Kashmir, which is the next largest silk producing centre in the country. Although in Mysore, silk-worm rearing and silk reeling are not a State monopoly as in Kashmir, the development of the industry has all along been the special concern of the Government, which gives active assistance to persons engaged in the industry.

The State has, as pointed out by the Tariff Board of 1933,** an 'efficiently organised' Sericultural Department and spends annually over two lakhs of rupees by way of assistance to the industry, and as a result of its active assistance since 1920, 'the face of the industry has changed'. The most notable work of the Department has been the supply of disease-free seed from the Government and aided grainages, the evolution of better-yielding cross breeds of silk worms, improvements in mulberry culture and instructions in better methods of rearing of silk worms and reeling of high-grade silk.

Sericulture is practised as a cottage industry subsidiary to agriculture in about 2,000 out of 19,000 villages in the State and about 75,000 families (as against 50,000 in 1939) derive income from mulberry cultivation and silk-worm rearing. It is estimated that including those engaged in silk reeling and connected branches, there are about two lakhs of families or nearly one-eighth of the population who are gainfully employed in this industry.†

According to the Return of Large Industrial Establishments in Mysore for 1943, there were 31 silk establishments in the State employing an average daily number of 3,826 persons, as against 28 concerns with a labour force numbering 1,669 in 1939.

During the course of the present enquiry the conditions of work and wages were studied in five of the concerns, 3 in Bangalore and 2 in Mysore. The average daily number of persons employed in these was about 3,600 or 72 per cent. of the total employed in silk factories in Mysore State at the time of the enquiry.

A Wage Census was also conducted in 12 out of the 31 silk factories on a sample basis for the month of January 1944, covering about 4,500 workers.

In the following section the conditions of work and wages in the silk establishments surveyed in Bangalore and Mysore have been dealt with briefly.

* Note regarding Development of Silk Industry in Mysore issued by the Department of Sericulture—p. 2.

** Report of the Indian Tariff Board regarding the grant of protection to the Sericultural Industry, 1933—p. 33.

† Note on the Sericultural Industry and its organisation in Mysore (November 1939) page 1.

Employment.—With the exception of about a dozen factories, most of the silk factories in Bangalore are small concerns employing less than 100 persons. The number of employees in the three units surveyed in Bangalore was 1,852, of whom 1,134 were males, 631 females and 87 children. Of the two factories surveyed in Mysore, one is a filature employing 1,500 workers and the other a Government Silk Weaving Factory employing 250 workers. Nearly 60 per cent. of the operatives in the Filature are women.

It was reported that so far as silk industry in Mysore is concerned, there is an acute shortage of labour.

The labour employed in the Bangalore factories is drawn from the surrounding villages.

Both in Bangalore and Mysore, recruitment is made direct by the factories.

Abstenteeism both in Bangalore and Mysore varies from 12 to 30 per cent. It is usually due to sickness. It was also stated by some of the factory owners that there was a tendency on the part of the operatives to stay away from work if they obtained a more remunerative job outside as they often did.

It was noticeable that in the silk factories in Mysore, particularly in the Filature and the Government Silk Weaving Factory, a fairly large proportion of the employees, particularly women, consisted of what are known as Depressed Classes.

Working conditions, hours of work and shift.—The factories in Mysore State are subject to the Mysore Factories Act, and it is understood that, on the whole, the provisions of the Act are strictly enforced. Moreover, under the Mysore Labour Act, 1942, it is compulsory for all factories employing 100 or more persons to have Standing Orders regulating the relations between the employers and the employees. These orders cover questions in respect of employment, hours of work and shifts, holidays, leave, etc.

In all the factories surveyed, the working conditions inside relating to ventilation, sanitation, supply of drinking water, provision of latrines and urinals, etc. appear to be satisfactory.

Except in the Filature at Bangalore which works three shifts of 8 hours each in some of the departments, the other units have only a straight shift of 9 hours per day. In Mysore, however, in the Filature, there is only a single shift, the hours of work being 8 a.m. to 1 p.m. and 2 p.m. to 6 p.m. In the Government Silk Weaving Factory, there are two straight shifts from 7 a.m. to 3.30 p.m. and 3.30 p.m. till midnight with half an hour's interval. There is also a general shift for female workers, etc. from 8 a.m. to 12.30 p.m. and 1.30 p.m. to 6 p.m. There is no system of change-over in any of these factories.

Wages and earnings.—A wage census was conducted in 12 factories on the basis of a sample for the month of January 1944, and the following table summarises the results of the enquiry for principal occupations.

TABLE IV.

Table showing wages and earnings in selected occupations.
Industry—Silk. Centre—Mysore State. (Weighted averages.)

Occupations	Sex	P * or T. †	Number of Workers	Number of Samples taken	Average daily Basic Wages earned	Average daily gross earnings including over-time, allowances and bonuses.	Average daily net earnings including over-time, allowances and bonuses.	Actual average net earnings in the wage period.	Number working days in the wage period.
1. Cocoon Sorters	M	T	12	7	0 4 1	0 8 7	0 8 7	10 7 2	Month of January, 1944. 26 working days in some factories and 25 to 27 days in others.
	F	T	132	53	0 4 3	0 7 8	0 7 8	8 1 1	
	C	T	43	10	0 3 3	0 7 9	0 7 9	7 14 6	
2. Cookers	M	T	401	68	0 4 0	0 8 4	0 8 4	8 3 0	
	F	T	390	70	0 4 0	0 7 9	0 7 9	7 13 11	
	C	T	125	27	0 3 6	0 8 3	0 8 3	7 7 2	
3. Knotters	M	T	168	38	0 4 3	0 7 8	0 7 8	8 13 8	
	F	T	69	23	0 3 10	0 7 6	0 7 6	7 10 2	
	C	T	48	12	0 3 3	0 6 11	0 6 11	5 4 7	
4. Silk E aminers	M	T	203	55	0 4 7	0 8 1	0 8 1	9 7 6	
5. Waste Preparers	M	T	73	18	0 4 2	0 8 11	0 8 11	9 12 9	
	F	T	29	8	0 3 9	0 6 0	0 6 0	6 3 3	
	C	T	15	15	0 2 7	0 4 11	0 4 11	4 2 7	
6. Basin Cleaners	M	T	62	22	0 5 2	0 10 0	0 10 0	10 9 0	
7. Shifters	M	T	31	12	0 4 6	0 9 3	0 9 3	10 11 1	

* Piece Rate.

† Time rate.

TABLE IV.—contd.

Occupation.	Sex.	P * or T. †	Number of Workers.	Number of Samples taken.	Average daily Basic Wages earned.	Average daily gross earnings including over-time, allowances and bonuses.	Average daily net earnings including over-time, allowances and bonuses.	Actual average net earnings in the wage period.	Number of working days in the wage period.
					Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
8. Reelers	M	T	406	76	0 5 6	0 9 6	0 9 6	10 2 8	Month of January, 1944: — 26 working days in some factories and 25 to 27 days in others.
	F	T	443	86	0 4 11	0 8 7	0 8 7	9 3 11	
	C	T	28	10	0 3 7	0 5 3	0 5 3	6 14 7	
9. Warpers	M	T	17	8	0 9 2	0 13 7	0 13 7	17 2 9	
	C	T	3	3	0 6 6	0 7 6	0 7 6	11 11 4	
10. Twistors	M	T	196	47	0 6 11	0 10 4	0 10 4	14 1 4	
	F	T	57	11	0 5 8	0 8 11	0 8 11	10 8 7	
	C	T	15	4	0 4 0	0 5 1	0 5 1	5 1 0	
11. Doublers	M	T	16	7	0 6 9	0 10 9	0 10 9	12 4 5	
	F	T	54	14	0 5 9	0 9 2	0 9 2	12 5 0	
	C	T	11	3	0 5 7	0 5 8	0 5 8	8 2 5	
12. Winders	M	T	24	6	0 6 10	0 11 2	0 11 2	14 11 5	
	F	T	111	31	0 6 1	0 8 11	0 8 11	11 13 9	
	C	T	11	4	0 4 1	0 5 7	0 5 7	5 14 10	
13. Weavers. {	Special	M	10	10	1 2 4	1 6 9	1 6 9	30 1 5	
	Ordinary	M	135	31	0 14 9	1 5 3	1 5 3	22 13 1	
14 Dyers	M	T	21	9	0 13 10	1 4 1	1 4 1	23 12 3	

* Piece Rate.

† Time rate.

It will be seen from the table that in the majority of occupations, the basic daily wage is between 4 to 7 as. for men, 4 to 6 as. for women and about 4 to 5 annas for children. Owing to the variations in the number of days worked by the different factories, it is difficult to arrive at an average net earning during the wage period of full time workers and no such figures have, therefore, been worked out.

The table clearly shows that except in the case of weavers, dyers, warpers and doublers, in the majority of the cases, the net earnings including dearness allowance, overtime allowance, etc., do not exceed 9 to 10 as. per day or Rs. 14 to 15 for 26 working days in the month. Weavers who are on piece work make between Rs. 35 to 40 per month of 26 days including all allowances.

The rate of dearness allowance paid varies from factory to factory. The maximum is Rs. 8 per month for adults and Rs. 6 for children. One concern in Bangalore and another at Mysore is paying at the rate of Rs. 5 per month only. The allowance paid is linked up with attendance. There is no system of paying attendance bonus in Mysore filature but the silk filature at Bangalore pays a production and also good attendance bonus.

One unit in Bangalore District and one in Mysore paid a profit bonus during the year 1943-44 amounting to one month's wages excluding dearness allowance.

Housing.—No housing is provided by the employers to workers employed in silk factories either in Bangalore or in Mysore. Many of the workers belonging to the depressed classes employed in the factory at Mysore live in an independent colony of their own. The housing conditions in this colony cannot be regarded as being particularly unsatisfactory. In most cases the houses belong to the workers themselves. Some, however, live in small huts and in them there is a considerable amount of congestion and insanitation.

Welfare work.—In the factories in Bangalore district very little is being done by way of welfare except that one factory maintains a dispensary in charge of a full-time doctor, conducts literacy classes for the employees and supplies provisions, etc., at cheap rates through the Cooperative Society. In Mysore also, except for a co-operative society in one of the factories which supplies provisions, etc., at cheap rates, very little is being done for providing medical, educational or recreational facilities to the workers. However, both the factories in Mysore have introduced a Provident Fund scheme for their employees. In the Government Factory, the workers who have put in 3 years' service are admitted to the benefits of the Provident Fund, the contribution of the workers and the management being one anna per rupee of wages each. In the Filature at Mysore, a Provident Fund was introduced only in the year 1943 but it is open only to the permanent workers. In the Government factory there is also a scheme for granting gratuities to those who are not members of the Provident Fund. The qualifying period for gratuity is 15 years' service and the maximum amount of gratuity payable is 15 months' wages.

Apart from the fact that the general wage level in the silk factories in Mysore State is perhaps the lowest in the country as compared to other silk manufacturing centres there appears to be considerable discount among the operatives in regard to the conditions of service. The workers' representatives complain bitterly about the entire absence of any amenities, such as rest shelters, dining halls, proper provision for the supply of drinking water, etc. Nor has much provision been made for safeguarding the future of the operatives except in the case of one or two factories only. Moreover, in spite of the fact that under the Mysore Labour Act 1942, each of these factories has got recognised Labour Associations, it does not seem that these Associations have been able to pull much weight and get the workers' grievances remedied.

CHAPTER IV.—BOMBAY.

The silk industry in Bombay consists mainly of silk weaving. In the introductory section it has already been stated that the industry has been hard hit by the impact of forces created by the war. This is particularly in evidence in Bombay province where according to the Bombay Labour Office Wage Census Report there were 22 factories manufacturing pure silk in 1937*, as against only 3 which were in existence at the time of the present enquiry. Apart from these three, there are a few which are not engaged on the manufacture exclusively of pure silk and they have therefore been omitted from the present survey. Many of the concerns which were formerly engaged on the production of pure silk have now changed over either to cotton or to artificial silk.

The three factories surveyed are all located in Bombay city and employ 658 persons as shown in the following tabular statement :—

TABLE V.

Factory.	No. of men.	No. of women.	Total.
A	375	125	500
B	57	6	63
C	40	55	95
Total ..	472	186	658

Recruitment is generally made directly at the gates or through jobbers and in one of the bigger units the jobbers appeared to play a most important part.

There is considerable absenteeism in the industry largely due to any lack of system regarding recruitment and also owing to the tendency on the part of one of the important units to recruit absolutely unskilled labour fresh from the villages.

All the three units have Standing Orders for their operatives.

Ventilation and lighting inside the factories are good. Drinking water supply is adequate and a sufficient number of latrines and urinals have been provided. The working conditions are, on the whole, satisfactory.

Two of the units were working more than one shift, the shift hours being 8.30 a.m. to 6.30 p.m. and 6.30 p.m. to 4.30 a.m. with a rest interval of one hour in each case. One unit works a night shift only in the Winding Department.

None of the factories has any definite system of wage fixation. While two of the units stated that there had been no change in the basic wage rates since the commencement of the war, a third one has, it would appear, increased its basic wage rate for unskilled workers by 100 per cent., *i.e.*, from six annas a day to twelve annas a day. In the largest unit the wages of weavers are made up to Rs. 38 p.m. exclusive of dearness allowance.

The wage period in the case of all these three units is the English Calendar month and payment is made before the 10th of the following month. All of them allow advances, free of interest, which are deducted from wages.

A wage census of all the operatives in these three units was conducted for the month of March 1944 and the following table summarises the results of the census for the principal occupations.

* General Wage Census Bombay—Part I—Perennial Factories, page 193.

TABLE VI.
Table showing wages and earnings in selected occupations.
Industry—Silk.

Centre—Bombay.

(Weighted Averages.)

Occupations.	Sex.	*P or †.	Number of Workers.	Number 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.	Number of working days in the wage period.
					Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Doubblers	M	T	25	25	0 7 6	1 6 2	1 6 2	23 14 7	Month of March, 1944. 25 working days in two factories and 26 days in one factory.
	F	T	9	9	1 1 6	1 5 6	1 5 6	32 6 4	
Winders	M	T	5	5	0 13 6	1 8 11	1 8 10	18 13 5	
	F	P	43	43	0 8 10	1 6 6	1 6 6	29 8 5	
Firm Winders	M	T	6	6	0 9 11	1 8 8	1 8 8	30 4 10	
	F	T	4	4	1 5 7	1 9 8	1 9 8	40 14 0	
Re-Winders	M	T	14	14	0 6 3	1 5 2	1 5 2	20 12 3	
	F	P	39	39	0 4 5	1 3 5	1 3 5	22 8 8	
Warpers	M	T	7	7	1 9 2	2 4 6	2 4 6	45 15 7	
	F	T	1	1	1 12 0	1 15 8	1 15 8	51 8 0	
Twisters	M	T	42	42	0 12 10	1 6 4	1 6 4	30 5 7	
	F	T	8	8	0 15 7	1 3 8	1 3 8	26 13 0	
Weavers	M	P	77	74	1 5 0	2 3 1	2 3 1	41 9 10	
	F	T	16	16	1 5 7	1 9 7	1 9 7	34 0 4	
Dyers	M	T	15	15	0 12 8	1 9 9	1 9 9	35 1 8	
Folders	M	T	16	16	0 8 0	1 3 6	1 3 6	29 13 0	
Coolies	F	T	1	1	0 12 0	1 0 0	1 0 0	16 0 0	
	M	T	19	19	1 0 1	1 8 4	1 8 4	26 14 6	
			347	344					
				99*1%					

* Piece Rate.

† Time Rate.

The numerically important occupations in the factories are those of winders and weavers. Winders are distributed over three distinct types of processes, *viz.*, winding, pirn winding and rewinding. Of the 111 winders, as many as 87 or 88 4 per cent. were women workers.

The average daily basic wage of male winders amounted to Re. 0-13-6, while that of the female winder was Re. 0-8-10, and their average daily net earning amounted to Rs. 1-8-10 and Rs. 1-6-6 respectively. The average net monthly earnings, however, varied from Rs. 18-13-5 to Rs. 30-4-10 in the case of males and from Rs. 22-8-8 to Rs. 40-14-0 in the case of female winders, depending upon the actual number of days worked during the wage period of 25 to 26 working days.

As regards weavers, out of a total of 93 employed in the 3 mills, 77 are males and 16 are females. The female workers are employed only in one Mill. The weavers are on piece-work basis. The average daily wage and net earning of a male weaver amounted to Rs. 1-5-0 and Rs. 2-3-1 respectively, while those of the female weavers were Rs. 1-5-7 and Rs. 1-9-7 respectively. The average net earnings of male weavers in the wage period of 25 to 26 working days varied from Rs. 41-9-10 to Rs. 44-5-7 depending upon the actual number of days worked during the wage period. The average net monthly earnings of the female weavers amounted to Rs. 34-0-4.

It is noticeable that the average net monthly earnings of female workers in the winding and warping occupations are higher than those of male workers, presumably because of their better attendance and diligence.

Warpers, whose number is small, are paid the highest, their average daily basic wage and average daily net earning being Rs. 1-9-2 and Rs. 2-4-6 in the case of male workers.

Coolies get on an average about Re. 1 per day, their average daily basic wage and average daily net earning being Rs. 1-0-1 and Rs. 1-8-4 respectively.

The total number of working days during the wage period (March 1944) was 25 in two mills and 26 in one mill.

Out of a total of 444 workers covered in the selected occupations, 129 or 29 per cent. had full attendance, the average number of days worked in the wage period by the workers being 20.6.

There are considerable variations as between the wages and earnings of operatives in the same occupation in these three units.

All the three units pay dearness allowance as laid down by the Silk and Art. Silk Association. The scale of this allowance is as follows :—

Rs.	A.	P.	per head per day when the Bombay Cost of Living Index is		
0	4	3		144—145	
0	4	6	"	"	146—147
0	4	9	"	"	148—149
0	5	0	"	"	150—151
0	5	3	"	"	152—153
0	5	6	"	"	154—155
0	5	9	"	"	156—157
0	6	0	"	"	158—159
0	6	3	"	"	160—161
0	6	6	"	"	162—163

Rs. A. P.	per head per day when the Bombay Cost of Living Index is	
0 6 9	164—165	
0 7 0	166—167	
0 7 3	168—169	
0 7 6	170—171	
0 7 9	172—173	
0 8 0	174—175	
0 8 3	176—177	
0 8 6	178—179	
0 8 9	180—181	
0 9 0	182—183	
0 9 3	184—185	
0 9 6	186—187	
0 9 9	188—189	
0 10 0	190—191	
0 10 3	192—193	
0 10 6	194—195	
0 10 9	196—197	
0 11 0	198—199	
0 11 3	200—201	
0 11 6	202—203	
0 11 9	204—205	
0 12 0	205—206	
0 12 3	208—209	
0 12 6	210—211	
0 12 9	212—213	
0 13 0	214—215	
0 13 3	216—217	
0 13 6	218—219	
0 13 9	220—221	
0 14 0	222—223	
0 14 3	224—225	
0 14 6	226—227	
0 14 9	228—229	
0 15 0	230—231	
0 15 3	232—233	
0 15 6	234—235	
0 15 9	236—237	
1 0 0	238—239	
1 0 3	240—243	
1 0 6	244—247	
1 0 9	248—251	
1 1 0	252—255	

It will be noticed that the scale of the allowance is much lower than that prevailing in the cotton mill industry in Bombay city. This is due partly to the somewhat difficult position of the industry owing to the frequent shortage of yarn and other material.

Two of the units do not resort to any fining as they find that fines do not have the desired effect on the workers.

None of the factories grants any leave with pay to its workers.

There is no provision for housing except in one case in which a few watchmen are housed by the factory.

The Silk Industry in Bombay is doing extremely little by way of welfare work and none of the three units is even providing a dispensary or a whole-time doctor. The rest shelters provided in one of the big units are worse in appearance than cattle sheds. One unit has a system of voluntary Provident Fund open only to permanent employees. The employer contributes equally with the employees and the amount is deposited in the Government Saving Bank.

None of these concerns has appointed a Labour Officer and the workers' grievances have to be taken directly to the management. The Labour employed is mostly unskilled. Being on War orders only, the industry is apprehensive of its future and does not seem inclined to have any labour policy or to formulate any long-range schemes of labour welfare. Curiously enough, the labour engaged in the industry is much weaker in the state of its organisation than that engaged in the cotton industry and there is no strong Trade Unionism among silk workers. On the whole, the conditions in the industry in Bombay can only be described as dismal.

CHAPTER V.—MADRAS.

The Sericultural Industry is confined practically to one taluk in the Madras Presidency, namely, Kollegal, which borders on Mysore State. Silk weaving, as a cottage industry is, however, scattered all over the Province.

The Madras Government have a small sericultural staff for giving technical advice and assistance to silk-worm rearers and reelers. Disease-free cellular seed is also supplied to rearers from Government Farms in limited quantity.¹

It would appear that in recent years the industry is showing a marked progress in this Presidency and it has been estimated that in 1937-38, over 37,000 persons were dependent on silk-worm rearing. The employment in silk factories has also increased considerably since 1939 because, while in that year the average number employed was about 700, the number employed in the two Silk Filatures at Kollegal for purposes of the present enquiry was about 1,364. The entire production of these two Silk Filatures has been taken over by the Department of Supply for war purposes. One of these was established only in the year 1943.

There is considerable amount of employment of women and children in these factories, as many as 733 women and 269 children having been employed in them out of a total complement of 1,364.

It is reported that there is a shortage of industrial labour in Kollegal and recruitment has, however, to be made through agents appointed for the purpose. The agents are called Labour Assistants who go about the villages to obtain labour.

Owing to the fluctuating supply of cocoons, the Filatures cannot work with a full complement throughout the year.

¹ Report of the Indian Tariff Board regarding the Grant of Protection to Sericultural Industry, 1933, Page 35.

Working conditions & hours of work and shifts.—Working conditions in regard to ventilation, lighting, sanitation, etc., in these two factories are reported to be satisfactory.

The Filatures work one shift of $7\frac{1}{2}$ hours with a spread-over of $8\frac{1}{2}$ hours. The working hours are from 8.30 a.m. to 1 p.m. and 2 p.m. to 6 p.m. with an interval of one hour in the afternoon.

A wage census of the workers employed in these two units was conducted and the table on page 20 gives information regarding the wages and earnings for the second fortnight of April 1944 for important occupations.

It will be noticed that the average basic wage varies from as. 5 in the case of knotters to as. 0-8-4 for male reelers, the variation in the daily average earning being from as. 8-5 in the case of cookers to as. 15-10 in the case of male Reelers. Thus, in the case of the lowest-paid of the above employees the monthly earnings for 26 days' work would come to about Rs. 13-9-0. It would appear that there is not much difference between basic wage rates of male and female adult workers. Young persons, both male and female, receive about as. 4-6 as daily wages.

Dearness allowance is paid at a uniform rate of Rs. 10 p.m. to adults and at Rs. 5 p.m. to half-timers. The allowance is forfeited if an employee absents himself for more than two days in the month.

No profit bonus is paid by the Filatures. Efficiency bonus at two annas per rupee earned is paid to Reelers, Winders and Knotters.

Over-time is paid for in accordance with the provisions of the Factories Act.

Fines are not levied in the Government Filature but in the Kollegal Filatures; unauthorised absence and bad work are punished by fines.

Leave.—No leave with pay is given in the Filatures. All leave is without pay and granted at the discretion of the management.

Housing.—The Government Silk Filature has built four blocks of ten tenements each accommodating about 40 families. A majority of the workers live in their own huts in villages which are very small and insanitary. The filature encourages construction of huts by workers by the grant of land free of cost and the grant of an advance of Rs. 100/-. There is no housing scheme in the Kollegal filatures.

Welfare work.—Neither of the filatures has any Provident Fund or Gratuity Scheme for the benefit of workers. The medical facilities consist of a first-aid box and weekly visit by a doctor accompanied by a compounder. It is understood that there are two Hospitals in the neighbourhood of the filature, one run by the Government and the other by Mission authorities where the workers can get treatment.

There is a canteen in the Government Kollegal Filatures. Both the filatures have provided cheap grain stores.

TABLE VII.

Table showing wages and earnings in the Silk Filatures in Kollegal, Madras, covered by the Wage Census.

Occupation.	Shift.	Sex.	† P. or T.	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.	Wage Period.
							Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Cocoon Sorters	1st	Males	T	9	6	6	0 6 0	0 13 7	0 13 7	1 7 10	Wage period is fortnightly and the number of working days is 12.
		Females	T	9	42	19	0 5 9	0 11 7	0 11 7	6 5 10	
Cookers	"	Males	T	9	10	10	0 5 9	0 8 5	0 8 5	4 11 1	
		Females	T	9	128	122	0 6 2	0 11 8	0 11 8	7 6 10	
Reelers	"	Males	P	9	68	68	0 8 4	0 15 10	0 15 10	8 15 7	
		Males	T	9	40	39	0 5 5	0 8 10	0 8 10	5 4 4	
		Females	P	9	95	95	0 8 4	0 14 10	0 14 10	9 3 5	
		Females	T	9	74	71	0 5 8	0 9 11	0 9 11	5 12 10	
Silk Knotters	"	Males	T	9	43	17	0 5 0	0 10 6	0 10 6	6 15 7	
		Females	T	9	39	13	0 5 0	0 10 4	0 10 4	6 11 8	
		Boys	T	9	45	24	0 4 7	0 11 0	0 11 0	6 10 0	
		Girls	T	9	19	12	0 4 6	0 9 7	0 9 7	6 7 3	
Silk Cleaners	"	Males	T	9	5	5	0 6 10	0 11 4	0 11 4	7 7 1	
		Females	T	9	58	25	0 6 9	0 12 11	0 12 11	7 13 9	
Waste Cleaners	"	Males	T	9	1	1	0 5 0	0 5 0	0 5 0	1 4 0	
		Females	T	9	60	29	0 5 10	0 10 10	0 10 10	6 12 0	
Miscellaneous Coolies and Bundling Coolies.	"	Males	T	9	30	13	0 7 0	0 8 4	0 8 4	5 7 4	
Rewinders	"	Males	T	9	3	2	0 7 0	0 13 11	0 13 11	10 0 6	
					766	571					

†P = Piece rate.

T = Time rate.

CHAPTER VI.—BENGAL.

Bengal is no longer the flourishing centre of silk manufactures that it was in the days of the East India Company. According to the Tariff Board, an experimental Silk Filature was set up in Howrah in the year 1832 and the East India Company improved the reeling technique by introducing Indian and French methods. At this time, Bengal silk dominated the English market where high prices ruled. With the exit of the East India Company, the silk industry in Bengal lost its ground owing to its inability to keep pace with modern developments. Even so, however, according to the figures published by the Tariff Board in 1931-32 no fewer than a lakh and sixty thousand workers were dependent on silk-worm rearing in Bengal.

There were in 1939* in Bengal six silk manufacturing concerns employing about 1,886 persons. For purposes of the present enquiry four Filatures and two silk factories have been surveyed. The total number of workers employed in these six units was 418 in 1944. Of these, 382 were men and 36 women.

Recruitment is made directly by the Management, generally from among the relatives and friends of employees. Only in one factory are workers recruited through special agents who are paid a commission for procuring labour. The average recruiting expenses are reported to be about Rs. 4|- to Rs. 5|- per labourer.

Labour turnover in these factories is reported to be high during sowing and harvesting seasons, although there are no actual records maintained by any of these factories. Over 50 per cent. of the operatives had put in less than a year's service.

While ventilation in these factories is not too bad, the sanitary arrangements leave much to be desired. None of the Filatures has provided any latrines or urinals while similar sanitary arrangements in other factories are inadequate and unsatisfactory.

All the units surveyed work a single shift only, the working hours being 7 a.m. to 1 p.m. and 2 p.m. to 5 p.m.

Wages and Earnings.—A wage census of all the operatives was conducted in one Filature and a Silk Weaving Mill in Calcutta for a month of 1945 and the following table gives the figures of wages and earnings in principal occupations.

* The Location of Industry in India published by the Office of the Economic Adviser to the Government of India, page 30.

TABLE VIII

Table showing wages and earnings in selected occupations in the silk factories covered by the Wage Census in Bengal.

Occupation.	Sex.	P. or T.†	Number of workers.	Number of samples.	Average daily earnings			Number of working days in the wage period.
					Basic wages earned.	including overtime, allowances and bonuses.	including overtime, allowances and bonuses.	
					Rs. A. P.	Rs. A. P.	Rs. A. P.	
Dyers	Males	P. & T.	7	7	1 2 3	1 11 1	1 11 1	22 and 26 days in the two concerns covered by the Wage Census.
Warpers	"	P. & T.	5	5	1 0 3	1 9 4	1 9 4	
Packers	"	P	4	4	0 15 8	1 8 8	1 8 8	
Weavers	"	P	55	55	0 11 3	1 2 11	1 2 11	
Winders	"	P & T	20	20	0 11 2	0 15 11	0 15 11	
Coolies	"	T	8	8	0 9 0	0 14 9	0 14 9	
Reelers	"	T	5	5	0 8 11	0 14 1	0 14 1	
Reachers	"	T	2	2	0 8 0	0 13 10	0 13 10	
Total			106	106				

† P. = Piece rate.
T = Time rate.

It will be seen that the basic wage is about annas eight to annas nine in the case of Reachers, Reelers and Coolies. The basic earning of a weaver is annas eleven and pies three (0-11-3) only, his total earning being Rs. 1-2-11 per day. The highest daily earning is of Dyers being Rs. 1-11-1.

There are considerable variations in the wages and earnings of persons employed in the same occupation in different units.

Two of the Silk Filatures do not pay any dearness allowance. On the other hand, the silk factories pay a dearness allowance at varying rates from 0-1-6 to 0-5-0 per day. Yet another factory pays dearness allowance at the rate of Rs. 2|- per month plus 10 as. per rupee of the total earnings.

The wage period varies from concern to concern. The Filatures pay daily, while the silk factories weekly, fortnightly and monthly.

None of the concerns pays any bonus to the workers except one which gives bonus on the 'Pujah' holiday equal to half a month's average wages. In one factory there is a system of paying efficiency bonus at Re. 1 per week.

Two of the factories provide housing for about 180 operatives, while the other units have no provision for housing their employees. The majority of the workers in the industry live in their own huts or in houses belonging to private landlords. The conditions prevailing in these are reported to be very unsatisfactory.

No welfare work is being undertaken by any of these factories, nor is there any provision for the future of the operatives.

Trade Unionism is in an extremely weak position.

PART III.

CHAPTER VII.—SUMMARY AND CONCLUSIONS.

The available information on the subject shows that the pure silk industry, as a factory industry, employed in 1943 about 11,000 persons only. Its importance, however, is not to be judged by the number of persons employed in filatures and in factories engaged on the manufacture of silk because, it also provides means of sustenance to thousands of families of agriculturists engaged in its primary stages, such as mulberry growing, silk worm rearing, etc., and to numerous hand-loom workers as well. An ancient and at one time a famous and flourishing industry, it has probably gone through more vicissitudes of fortune than any other industry in this country. Its history for the last 20 years, for instance, shows that at the end of World War No. I the influx of raw silk and silk fabrics from China and Japan hit it extremely hard, but still more injurious to its interests were the imports from abroad of artificial silk. This had a particularly adverse effect on the production of raw silk in the country. The conditions created by the present War have shown, as perhaps never before, how desirable it is for the industry to look ahead and be prepared for such contingencies. When, for instance, Government decided to make parachute cloth in the year 1941, it was found that genuine silk which was required for this purpose was not available in India in any considerable quantities. Nor was there enough local supply of the seed required for rearing silk worms. Special efforts had, therefore, to be made to develop the pure silk industry in India by the purchase of Iranian cocoons which were made available to some of the filatures in the country.

A new Filature was set up in Madras with 500 basins capable of producing a lakh and fifty thousand pounds of reeled silk in a year. In Bengal arrangements were made for setting up about 1,500 basins by private persons with the financial assistance of the Government of India. In Mysore under the silk filature expansion scheme arrangements were made to increase the number of basins by more than 1,000. The outturn of raw silk produced in Kashmir, Mysore, Bengal and Madras came to about 3,00,000 pounds in the year 1943. The estimated production for 1944 is 6,00,000 pounds which, it is expected might go up to a million pounds during 1945.*

At the present time most of the silk manufacturing concerns in this country are engaged on the manufacture of fabrics required for war purposes, such as parachute cloth, etc. But there seems ever present in the minds of those in charge of this industry a growing anxiety as regards its future. Thus, while before the War, it was the influx of imports and local manufacture of artificial silk that thwarted the progress of the industry, at present, it is the uncertainty of the future that seems to come in the way of formulation of any long-range policy regarding the conditions of work and wages of those employed in this industry. And it is probably this background of uncertainty which explains, as nothing else does, the factual data relating to the industry which have appeared in the previous sections of this Report.

As compared to the pre-war period, while the silk reeling section has shown an increase in the number of persons employed, the silk weaving section has recorded no increase and has, in fact, shown a decrease because of the difficulties of obtaining the necessary yarn.

A noticeable feature of the industry is the employment of women on a large scale. In Mysore, for instance, of the total number employed in the industry, about 60 per cent. is female labour.

Most of the silk establishments except those in Kashmir, are subject to the provisions of the Factories Act and working conditions inside these are, on the whole, satisfactory. The hours of work are nowhere excessive and in many cases they are actually lower than those permitted by the provisions of the Factories Act in British India.

To an industrial employee the wage he earns is naturally the most vital consideration. It will be noticed from the tables in Appendix IV A, B, and C, that both wages and earnings in most of the occupations in the industry are very much on the low side and probably compare unfavourably with those prevailing in a sister industry like cotton. The basic wage rates in some centres for certain occupations, such as reelers,—an occupation which certainly cannot be called unskilled—are as low as as. 5 per day. In a factory in Bengal, a weaver was getting only as. 7 per day as basic wages and his average total earnings for a month of 22 working days amounted to no more than Rs. 10-15-0. The Kashmir wage rates are higher than those prevailing in South India although in the largest unit in Kashmir, the worker is not sure of full employment in the month. Moreover, in South India, the bulk of the workers are females, while those in Kashmir are males. The existing wage level in the industry probably explains the large percentage of absenteeism which prevails in it. And, in fact it was openly stated in one centre that the workers found it more remunerative to work on the roads than to work in a silk manufacturing concern !

* Reports on the development of Industries for war Supplies by Dr. P. J. Thomas—page 8.

The survey shows that 32 out of 38 establishments pay dearness allowance at varying rates. Except in Bombay City, in none of the other centres is the dearness allowance paid in this industry at all commensurate with the rise in prices. The establishments in Mysore pay Rs. 8/- per month to adults and Rs. 5/- to half-time workers; in Kashmir 50 per cent. of the earned wages are paid by way of dearness allowance; in Bengal, the rate varies from 0-1-6 to 0-5-0 per rupee of the total earnings while in Bombay, where it is linked to the official cost of living index number, it amounted at the time of the enquiry to about 13 annas 6 pies per day.

In none of the centres surveyed did provision exist for the housing of the workers by the employers. Nor is any provision made for welfare work, except occasionally in the form of a dispensary or a grain store. With the exception of one or two factories in Mysore, no schemes of Provident Fund or Service Gratuity exist for workers in this industry.

Trade Unionism is in an extremely weak position. Except for centres where there are no other alternative sources of employment, the silk factories, particularly those in Bombay, attract the most inefficient and the least skilled workers owing to the inferior conditions of work and wages prevailing in such factories. Mobility of labour as between the various silk manufacturing centres is also weak because of the long distances between the different centres. On the whole, labour conditions in this industry can only be described as dismal. Considering that this is a luxury trade which in normal times at any rate caters mainly to the vanity of the rich, and in times of war, manufactures some of the most delicate and precise types of fabrics, it would appear that if ever there was a case for guaranteeing basic minimum conditions to labour employed in an industry, the silk industry in India is a case in point.

S. R. DESHPANDE.

SIMLA,
The 22nd June 1945

APPENDIX I.

Statement showing the Number of Silk Factories in India and the Daily Number of persons employed for the years 1939 and 1943.

Centre.	1939		1943	
	No. of units.	Average daily No. of persons employed.	No. of Units.	Average daily No. of persons employed.
<i>British India—</i>				
Bengal	6	1,886	2	86
Bombay	44	2,275	56	3,997
Madras	7	697	6	310
United Provinces	1	24	1	39
Sind	2	70	6	143
Delhi	1	36	3	56
Punjab	3	548	6	622
Bihar	3	177	4	220
<i>States—</i>				
Mysore	15	1,642	1	3,826
Kashmir	6	2,551	6	3,372
Baroda	1	30	..	..
Hyderabad	3	163	5	..
Total	92	10,099	126	12,671

APPENDIX II.

Note on the Labour conditions in the art silk weaving factories in Amritsar, Punjab.

Employment.—In addition to the Government Demonstration Silk Factory which employs about 17 persons only, there are in Amritsar about eleven factories which manufacture cotton, wool and artificial silk. The total number of persons employed in these is approximately 1,220 of whom 1,143 are males, 39 females and 38 children. The workers are usually recruited directly but there is no special agency appointed for the purpose. At the moment, there is considerable shortage of labour in Amritsar and certain factory owners complained that other factories took away their labour by the inducement of higher wages, etc. Some of these factories are doing a large amount of work for the Army and Government. It was reported that, as compared to the pre-war period, labour turn-over had gone up considerably as a result largely of the competition between employers. The factories concerned do not keep any elaborate statistics of absenteeism, although it would appear from certain statistics which have been analysed that absenteeism is about 10 per cent. The principal cause of absenteeism is sickness.

Hours of work and shifts.—The actual hours of work in most of these factories are 9 per day, the spread-over being 10-hours. Most of these factories are working one shift only, the shift hours being from 8 or 9 a.m. to 6 or 7 p.m., although the timings vary from concern to concern.

Working conditions.—The working conditions inside the factories appear to be fairly satisfactory.

Wages and Earnings.—Of the 1,220 workers, 756 were time-rated and 464 on piece-work. No wage census has been conducted in these concerns but from the *ad hoc* enquiries made, it appears that those employed in principal occupations putting in full-time attendance for the month were in receipt of wages shown in the following table.

Table showing Wages of Workers with full attendance in principal occupations in the Act. Silk factories in Amritsar covered by ad hoc Survey.

Occupation.	Wages in concerns.											
	1	2	3	4	5	6	7	8	9	10	11	
	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Weavers	40 8 0	37 2 0	35 14 6	46 12 0	35 0 0	36 10 0	28 4 0	29 5 0	35 8 0	40 8 0	31 2 0	
Winders	17 0 0	15 12 0	18 8 0	23 4 0	23 10 0	21 0 0	20 0 0	15 0 0	13 0 0	23 0 0	..	
Warpers	36 0 0	16 6 9	33 10 0	32 12 0	34 6 0	21 2 0	..	32 0 0	30 0 0	34 0 0	..	
Finishers	19 4 0	24 0 0	..	..	..	..	..	..	..	..	26 0 0
Coolies .. ..	..	24 10 7	17 12 0	..	..	..	14 13 0	17 14 0	12 0 0	..	20 5 0

It will be seen from the table that weavers who are numerically important earn the highest amount in all the concerns, their average net monthly earnings for full attendance varying from Rs. 28-4-0 to Rs. 46-12-0. Next in order come the warpers whose average net monthly wages with full attendance amount to Rs. 16-8-9 to Rs. 36-0-0. But their number is small. Next to weavers in numerical importance are the winders, whose average net monthly earnings vary from Rs. 15-12-0 to Rs. 23-10-0. The net monthly earnings of coolies amount to Rs. 12|- to Rs. 24-10-7. In five concerns the basic wages have increased by 20 per cent. to 30 per cent. since the War.

In five concerns leave with pay is given to monthly-rated workers, four of them allowing 15 days and one 2 days. Sunday is a paid weekly holiday to workers in three concerns subject to their being present either on the preceding Saturday or following Monday.

Dearness allowance is being paid at a uniform rate in all these concerns in accordance with the recommendations of the Textile Manufacturers' Association, Amritsar. The scale at which dearness allowance is being paid since July 1943, is as follows :

Wages up to Rs. 30|- p. m.	..	Annas 8 per rupee per day.
Wages Rs. 31 to Rs. 60 p. m.	..	Annas six with a minimum of Rs. 15|-.
Wages above Rs. 60|- p. m.	..	Annas four per rupee with a minimum of Rs. 22-8-0.

Except three of these concerns, the others pay no War or profit bonus. The amount of bonus varied from Rs. 10|- to Rs. 50|- per annum in the case of those who had paid it. The payment has, however, been conditional on attendance during the year for which it has been paid.

Housing.—It is noticed that among the factories surveyed 7 per cent. of the employees were provided with housing by the employers. In one of the factories about 65 per cent. of the workers were provided with housing, a married man being given two rooms and a courtyard and a single man, one room and a court-yard. The rooms are fairly well ventilated and the rent charged is only nominal, being annas eight per month. In this connection it was pointed out by one of the factories employing a fairly large number of men that while they were willing to build quarters for their work-people they were unable to do so for two reasons : firstly, land was not easily available except at fancy prices and secondly, building material prices had gone up to such an extent as to make it prohibitive to build houses. Their main difficulty, however, appeared to be in regard to obtaining the necessary land for building purposes. As a matter of fact, one of the employers stated that he was prepared to house all of his workers at his own cost provided Government made land available.

Industrial housing has become an extremely acute problem so far as Amritsar is concerned, because where workers are required to live in private tenements, for a small room measuring 11 ft.×9 ft. without any verandah, they have to pay as much as Rs. 2 to Rs. 8 per month. The result is that there is tremendous amount of subletting and congestion and sometimes as many as 8 workers are found to be occupying a single room.

Welfare work.—Except one concern which maintains a well-equipped dispensary in charge of a qualified part-time doctor, none of the others has any suitable arrangements for looking after their sick operatives. Nor are any other activities in evidence for the workers' welfare except that four of the concerns give grains and cloth at concession rates to their operatives. Some of these factories have sprung up as a result of the conditions created by the War and are apprehensive of their future. They are, therefore, not inclined to have a long-range labour policy including the welfare of labour. On the whole, it can be stated that so far as these factories are concerned they have a long lee-way to make up in regard to welfare activities.

APPENDIX III.

Schedule of Rewards and fines in the Government Silk Filature at Srinagar.

Denier.	Ends.	Spinner day's wages.	Knotter day's wages.
Clear	0	+1	+ $\frac{1}{2}$
Do.	1	+ $\frac{1}{2}$	0
Do.	2	0	-1/8
Do.	3	-1/8	- $\frac{1}{4}$
Do.	4	- $\frac{1}{4}$	-3/8
1 point out	0	+ $\frac{1}{2}$	+ $\frac{1}{2}$
Do.	1	0	0
Do.	2	-1/8	-1/8
Do.	3	- $\frac{1}{4}$	- $\frac{1}{4}$
Do.	4	-3/8	-3/8
2 points out	0	0	+ $\frac{1}{2}$
Do.	1	0	0
Do.	2	- $\frac{1}{4}$	- $\frac{1}{4}$
Do.	3	-3/8	- $\frac{1}{4}$
Do.	4	- $\frac{1}{2}$	-3/8
3 points out	0	- $\frac{1}{4}$	+1/8
Do.	1	- $\frac{1}{4}$	0
Do.	2	-3/8	- $\frac{1}{4}$
Do.	3	- $\frac{1}{2}$	- $\frac{1}{4}$
Do.	4	-5/8	- $\frac{1}{4}$
4 points out	0	- $\frac{1}{2}$	+1/8
Do.	1	- $\frac{1}{2}$	0
Do.	2	-5/8	- $\frac{1}{4}$
Do.	3	-5/8	- $\frac{1}{4}$
Do.	4	- $\frac{3}{4}$	- $\frac{1}{2}$

NOTE :—

- (1) In case of *furfuri* 1/8 of day's wages to be fined.
- (2) Points and ends above 4 to be fined by discretion of the officer in charge.

Murain Wallas—

100 tavelles and all clear + $\frac{1}{4}$ day's wages.

80 tavelles and 2 ends -1/8 day's wages.

53 tavelles and 3 ends - $\frac{1}{4}$ day's wages.

40 tavelles and 4 ends -3/8 day's wages.

Anything above this fine according to the discretion of officer in charge.

Mysore.

S. No.	Occupations.	No. of units surveyed.	Piece or time rate.	No. of workers in the occupation.	
1.	Reelers	7	T	M. 406	F. 443
				849	
2.	Cookers	7	T	M. 401	F. 390
				791 + C. 125	
3.	Knotters	7	T	M. 108	F. 69
				177	
4.	Waste Preparers (cleaners) ..	7	T	73	29
				102 + C15	
5.	Cocoa Sorters	7	T	12	132
				144 + C. 43	
6.	Twisters	5	T	196	57
				253	
7.	Doublers	5	T	16	54
				70	
8.	Winders	5	T	24	111
				135	
9.	Warpers	5	T	17	3
				20	
10.	Weavers.. .. .	5	T	Spl. Ordy.	10 135
11.	Dyers	5	T	21	
12.	Cleaners	5	T	62	

M = Males.

F = Females.

APPENDIX IV (A).

Summary table showing daily average basic wages and daily average net earnings in important selected occupations in the silk establishments covered by wage census.

		Kashmir (Srinagar).				Bombay.				Bengal.				Amritsar.			Madras.				
Average daily basic wage.	Average daily net earnings.	No. of units surveyed.	No. of workers in the occupation.	Average daily basic wage.	Average daily net earnings.	No. of units surveyed.	Piece or time rate.	No. of Workers in the occupation.	Average daily basic wage.	Average daily net earnings.	No. of units surveyed.	No. of Workers in the occupation.	Average daily basic wage.	Average daily net earnings.	No. of units surveyed.	Average daily basic wage.	Average daily net earnings.	No. of units surveyed.	No. of workers in the occupation.	Average daily basic wage.	Average daily net earnings.
Rs. A. P.	Rs. A. P.	2	Class 1. A. 584 B. 150	Rs. A. P. M. 1 0 0 F. 0 10 0	Rs. A. P. 1 8 0 0 14 9	3/4	..	..	..	..	(2)	5	M. 0 8 11 0 14 1	..	..	Rs. A. P. ..	..	(2)	68 40 95 74	Rs. A. P. M.P.* 0 8 4 M.T. 0 5 5 F.P. 0 8 4 F.T. 0 5 8	Rs. A. P. 0 15 10 0 8 9 0 14 10 0 9 11
M. 0 5 6 F. 0 4 11	0 9 6 0 8 7	2				..	..	..	..	..	..	..	..	..	..	..	..	..	10 128	M. 0 5 9 F. 0 6 2	0 8 5 0 11 8
M. 0 4 0 F. 0 4 0 C. 0 3 6	0 8 4 0 7 9 0 8 3	2	A. 392 B. 72	M. 0 7 0 M. 0 6 0	0 10 6 0 9 0	..	..	..	..	..	..	..	..	..	..	..	..	..	43 39 45 19	M. 0 5 0 F. 0 5 0 Boys 0 4 7 Girls 0 4 6	0 10 6 0 10 4 0 11 0 0 9 7
M. 0 4 3 F. 0 3 10	0 7 8 0 7 6	2	A. 146 B. 35	M. 0 8 6 M. 0 6 0	0 13 8 0 9 3	..	..	..	..	..	..	..	..	..	..	..	..	..	1 60	M. 0 5 0 F. 0 5 10	0 5 0 0 10 10
M. 0 4 2 F. 0 3 9 C. 0 2 7	0 8 11 0 6 0 0 4 11	2	A. 98 B. 24	M. 0 7 0 M. 0 6 0	0 10 6 0 9 0	..	..	..	..	..	..	..	..	..	..	..	..	..	6 42	M. 0 6 0 F. 0 5 9	0 13 7 0 11 7
F. 0 4 3 M. 0 4 1 C. 0 3 3	0 7 8 0 8 7 0 7 9	2	M. 101 F. 23	0 9 0 0 9 0	0 13 6 0 13 6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
M. 0 6 11 F. 0 5 8	0 10 4 0 8 11	2	A. 2 B. 39	0 14 11 0 6 8	0 14 11 0 8 4	3	T	M. 42 F. 8	0 12 0 0 15 7	1 6 4 1 3 8	..	..	..	..	..	..	..	..	..	..	..
M. 0 6 9 F. 0 5 9	0 10 9 0 9 2	2	A. 4 B. 23	0 12 11 0 7 3	0 12 11 0 9 1	3	T	F. 9 M. 25	1 1 6 0 7 6	1 5 6 1 6 2	..	..	..	..	..	..	..	..	..	..	..
M. 0 6 10 F. 0 6 1	0 11 2 0 8 11	2	A. 18 B. 33	0 9 1 0 7 8	0 9 5 0 9 8	3	T	M. 5† F. 43†	0 13 6 0 8 10	1 8 10 1 6 6	..	20	M. 0 11 2 0 15 11	..	..	0 8 0 to 0 14 0	..	..	3	M. 0 7 0	0 13 11
M. 0 9 2 F. 0 6 6	0 13 7 0 7 6	2	A. 16 B. 13	1 5 2 0 12 4	1 7 8 1 3 0	3	T	M. 7 F. 1	1 9 2 1 12 0	2 4 6 1 15 8	..	5	M. 1 0 3 1 9 4	..	..	0 10 0 to 1 6 0	..	..	..	..	..
M. 1 2 4 M. 0 14 9	1 6 9 1 5 3	2	A. 45 B. 61	0 11 3 1 5 6	0 12 11 1 5 6	3	T	Weavers— M. 77 F. 16	1 5 0 1 5 7	2 3 1 1 9 7	..	55	M. 0 11 3 1 2 11	..	..	1 1 6 to 1 6 6	..	..	..	..	..
M. 0 13 10	1 4 1	..	..	..	..	3	T	Dyers— M. 15	0 12 8	1 9 9	..	7	M. 1 2 3 1 11 1	..	..	..	..	..	..	..	..
M. 0 5 2	0 10 0	1	A. 2 B. 110	0 12 2 0 10 0	0 12 2 0 15 10	3	T	Coolies— M. 19	1 0 1	1 8 4	..	8	M. 0 9 0 0 14 9	..	..	0 8 6 to 0 15 0	..	30	M. 0 7 0	0 8 4	

C. = Children.

† Pirn-winders— M. 6 0 9 11 1 8 8
F. 4 1 5 7 1 9 8
Re-winders— M. 14 0 6 3 1 5 2
F. 39 0 4 5 1 3 5

M.P. Males—Piece-work.
M.T. = Males—Time-rate.
F.P. = Females—Piece-work.
F.T. = Females—Time-rate.

APPENDIX IV (B).

Table showing the frequency of daily basic wages of workers employed in the silk mills and filatures covered by the wage census in different centres.

Wage Groups.	Centres.									
	Kashmir.		Mysore.		Bombay.		Madras.		All Centres.	
	Srinagar.		Bangalore and Mysore.		Bombay.		Kollegal.			
	No. of workers.	Percentage to total.	No. of workers.	Percentage to total.	No. of workers.	Percentage to total.	No. of workers.	Percentage to total.	No. of workers.	Percentage to total.
Under As. 4	1	.04	794	18.22	..	..	44	5.1	839	10.51
As. 4 but below as. 6	5	.22	2,263	51.93	46	10.4	291	33.8	2,605	32.68
As. 6 but below as. 8	852	36.86	666	15.28	91	20.6	412	47.9	2,021	25.33
As. 8 but below as. 10	377	16.31	268	6.15	25	5.7	106	11.6	776	9.73
As. 10 but below as. 12	370	16.01	49	1.12	35	7.9	6	.75	460	5.76
As. 12 but below as. 14	24	1.04	105	2.41	15	3.3	1	.15	145	1.81
As. 14 but below Re. 1	8	.35	106	2.43	37	8.4	3	.40	154	1.93
Re. 1-0-0 but below Re. 1-2-0	601	26.01	34	.78	35	7.8	..	..	670	8.40
Re. 1-2-0 but below Re. 1-4-0	4	.17	27	.62	10	2.3	1	.15	42	.53
Re. 1-4-0 but below Re. 1-6-0	66	2.87	9	.21	101	22.5	..	..	176	2.21
Re. 1-6-0 but below Re. 1-8-0	1	.04	3	.07	9	2.2	..	..	13	.16
Re. 1-8-0 but below Re. 1-10-0	1	.04	22	.50	12	2.7	..	..	35	.44
Re. 1-10-0 but below Re. 1-12-0 .. .. .	..	..	1	.02	4	.9	..	..	5	.06
Re. 1-12-0 but below Re. 1-14-0 .. .. .	..	..	2	.05	2	.4	..	..	4	.05
Re. 1-14-0 but below Rs. 2 .. .. .	..	..	7	.16	..	..	..	..	7	.08
Rs 2 and over	1	.04	2	.05	22	4.9	1	.15	26	.32
Total	2,311	100	4,358	100	444	100	865	100	7,978	100

APPENDIX IV (C).

Table showing the frequency of daily net earnings of workers in the Silk factories and flatures covered by wage census.

Earning group.	Centres.									
	Kashmir.		Mysore.		Bombay.		Madras.		All Centres.	
	No. of workers.	% to total.	No. of workers.	% to total.	No. of workers.	% to total.	No. of workers.	% to total.	No. of workers.	% to total.
Under As. 4	1	0.04	24	0.55	..	..	..	..	25	0.3
As. 4 but below As. 6	3	0.13	190	4.36	..	..	45	5.2	238	2.9
As. 6 but below As. 8	4	0.17	1,061	24.35	..	..	24	2.4	1,089	13.6
As. 8 but below As. 10	291	12.59	1,832	42.04	..	..	123	14.1	2,246	28.2
As. 10 but below As. 12	620	26.83	549	12.59	..	..	422	49.9	1,591	19.9
As. 12 but below As. 14	390	16.88	328	7.50	..	..	76	8.4	794	9.9
As. 14 but below Re. 1	314	13.59	48	1.10	1	0.2	128	14.2	491	6.2
Re. 1 but below Re. 1-2.0 .. .. .	..	..	16	0.37	1	0.2	42	5.1	59	0.8
Re. 1-2.0 but below Re. 1-4.0	14	0.60	87	2.00	60	13.5	3	0.4	164	2.1
Re. 1-4.0 but below Re. 1-6.0	63	2.73	159	3.67	119	26.8	..	..	341	4.3
Re. 1-6.0 but below Re. 1-8.0	7	0.30	15	0.35	53	11.9	1	0.15	76	0.9
Re. 1-8.0 but below Re. 1-10.0	599	25.92	24	0.55	50	11.3	..	..	673	8.5
Re. 1-10.0 but below Re. 1-12.0	2	0.09	13	0.29	18	4.0	..	..	33	0.4
Re. 1-12.0 but below Re. 1-14.0	2	0.09	..	..	8	1.9	..	..	10	0.1
Re. 1-14.0 but below Rs. 2 .. .. .	..	..	2	0.05	14	3.2	..	..	16	0.2
Rs. 2 and over	1	0.04	10	0.23	120	27.0	1	0.15	132	1.7
Total	2,311	100	4,358	100	444	100	865	100	7,978	100

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