

CHAPTER II

Methods of Wage Payments

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

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

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