

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

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

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

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