

to 6-30 p.m. with two intervals from 10-30 a.m. to 11-30 a.m. and from 3-30 p.m. to 4-30 p.m. The two mills at Sholapur also observed intervals of one hour for the midday meals but one of the mills granted the recess between 12-30 p.m. and 1-30 p.m. whereas the other gave it between noon and 1 p.m.

OVERTIME

46. The Indian Factories Act provides that every person employed in any factory for more than sixty hours in any one week shall be paid, in respect of overtime worked, at a rate which shall be at least one and a quarter times the rate at which he is normally paid (section 31). The Act also contains a definite provision to the effect that no person shall be employed in any factory on a Sunday unless he has had or he will have a holiday for a whole day on one of the three days immediately preceding or succeeding the Sunday [section 22 (1) (a)].

47. In eleven out of the seventeen reporting mills in Bombay City overtime work was paid for at $1\frac{1}{4}$ times the usual rate. In three mills one full day's wage was given for six hours' overtime work put in, in one mill it was paid for eight hours' work and in another mill for five hours' work. In one mill which granted $1\frac{1}{4}$ times the usual rate for overtime work in the Spinning Department, the allowance for overtime in the Weaving Section was at $1\frac{1}{2}$ times the usual rate. Another mill reported that a full night's work was calculated as equivalent to two full days' work for purposes of calculation of the overtime rate. In Bombay City the rates were $1\frac{1}{4}$ times the usual rates in four mills and they were equal to the usual rates in two mills. One full day's wage was paid by five mills for six hours' work, by two mills for seven hours' work and by one mill for four hours' work. One of these mills reported that for work done on Sundays from 3 p.m. to 6 p.m. wages for half a day at usual rates were paid. In three mills a holiday in lieu of the Sunday or holiday which was worked was definitely stated to have been granted.

48. In Ahmedabad, seven out of the fourteen reporting mills stated that no overtime was worked. Out of the remaining mills, five granted overtime allowances at $1\frac{1}{4}$ times the usual rates. One mill stated that payment for overtime was made according to the provisions of the Factories Act. One mill reported that one full day's wages were paid for six hours' overtime work put in during the day and two full days' wages for similar work during the night. No work was done on Sundays and holidays in five mills. Two mills reported that substitute holidays were granted. In three mills the rates of remuneration were according to the usual normal rates. Three other mills reported that they paid at $1\frac{1}{4}$ times the usual rates while one mill calculated six hours' duty during the day on a Sunday or a holiday as equivalent to one normal day's work and the same duty at night as equal to two normal days' work.

49. Overtime work in the two Sholapur mills was paid for at $1\frac{1}{4}$ times the usual rates. One of the mills followed the same practice with regard to work on Sundays and holidays whereas the other mill gave substitute holidays.