

## CHAPTER V

## Rates of Wages

70. Although full information was procured in the 1926 Enquiry in connection with rates of wages paid to individual operatives in cotton mills in Bombay, Ahmedabad and Sholapur, it has been found impossible to present any comparable figures owing to the very wide variations which exist both in methods of payment and the manner in which rates are fixed not only as between centre and centre but also as between unit and unit in a particular centre. Variations were also found to exist for the same occupation in a unit. The variations were most intensified in the case of Ahmedabad on account of the different methods adopted for the treatment of the Dearness Allowance and the wage cut of 15·625 per cent. effected in 1923. One example will illustrate the difficulties encountered.

71. In the case of Grinders one mill paid a daily rate of thirteen annas and nine pies *plus* Rs. 2 per month for Dearness Allowance, *less* 15½ per cent. for the wage cut *plus* Rs. 2 per month for good attendance bonus. In another case there was a daily rate of fifteen annas and nine pies with no addition for dearness allowance, *less* 15½ per cent., and no bonus. In the same mill there was also a consolidated rate of Rs. 45 per month as far as the basic rate and the dearness allowance were concerned but 15½ per cent. was deducted for the wage cut. Some mills gave absolute consolidated rates without any additions or deductions, the variation being as follows : Rs. 27, Rs. 29-4, Rs. 30, Rs. 32-2, Rs. 33, Rs. 33-12, Rs. 34, Rs. 40, Rs. 43 and Rs. 45. Another mill gave Rs. 1-2-6 per day without dearness allowance and good attendance bonus but deducted the percentage for the cut. Still another variation to be found was a daily rate of As. 13 or As. 14 without the dearness allowance and the cut but with Rs. 2 per month for the bonus.

72. The same sort of variation is to be found in the case of almost all occupations both for time rates and for piece rates. In the case of piece rates the variation is still more striking on account of the different rates for different qualities of production. The bases on which wage rates are determined are time, piece, and in a few instances, partly time partly piece.

73. With regard to time rates of wages, there are several variations in the periods for which the rates are fixed. The predominant basis in Ahmedabad is a daily rate. In Bombay and Sholapur there is an almost equal distribution between daily rates and "monthly" rates. The word "monthly" in this case indicates either the total number of working days in the wage period, 26 days, 27 days, 30 days, 31 days or an actual calendar month irrespective of the number of days it contains. "Monthly" rates with the variations indicated also exist to a considerable extent in Ahmedabad. The Dearness Allowance in Ahmed-