

rates, either piece or time, often vary widely between unit and unit in the same centre; and that there also exist, marked variations in the rates for various individuals in particular occupation groups within the same units.

77. Wages in the Mixing and Waste Room are fixed on time rates in all the centres studied. In the Blow Room all workers in Ahmedabad and Sholapur were on time rates, but Jobbers and Assistant Jobbers in some mills in Bombay were paid at piece rates on the total production of the workers under them. The unit of payment was 100 hanks. Thirty-two Inter Attendants were also paid at X* per hank as against 127 on time rates. The remaining operatives returned from the Blow Room Section in the Bombay mills were paid at time rates. All work in the Carding Room was also paid for at time rates both in Ahmedabad and in Sholapur. In Bombay, Jobbers and Assistant Jobbers in a few mills were paid at piece rates in relation to every 100 lbs. of sliver produced. Can Carriers were paid in some mills at time rates and in others at piece rates, the unit of payment in the latter case being either on production or the number of cans attended to. The predominant method of payment for Tenters attending Drawing Frames was on the basis of piece rates, 100 hanks of sliver generally being the unit of payment at all centres. Jobbers, Assistant Jobbers and Line Levellers were paid at time rates in some mills and at piece rates in others. A curious combination of time and piece rates exists for Drawing Frame Tenters in the Sholapur mills. The total production on each head or frame in charge of one operative during the month is taken and the piece wage value determined at X per hank of sliver. The resulting figure becomes the time rate for 26 or 27 working days as the case may be. If a tenter has worked for 20 out of 26 days he gets $\frac{20}{26}$ of the piece rate value of the production. The *badli* or the substitute is paid at definite time rates irrespective of the production although the *badli's* production affects the regular worker's rate. Where a tenter puts in full time work his wage resolves itself into a pure piece rate.

78. Slubbing, Inter and Roving Frame Tenters in the Bombay mills are generally paid on the basis of outturn of work according to the hanks of roving produced. In a few cases tenters also receive fixed wages, the proportion being 158 on time rates to a total of 2,283 Tenters returned. Doffers in the Slubbing, Inter and Roving Frame Department are uniformly paid at time rates. Jobbers are paid either at time or at piece rates but Doffer Jobbers are generally on fixed wages. Both in Ahmedabad and in Sholapur Slubbing Tenters are paid uniformly at piece rates but in the case of Inter and Roving Tenters both time and piece rates prevail. In Ahmedabad the predominant mode of payment for Roving Tenters is a conjunction of time and piece rates. Doffers are on fixed wages.

79. Apart from the Supervisory Jobbers there are three main occupation groups in the Ring Spinning Department: (1) Doffers, (2) Tarwallas or Followers and (3) Siders or, as they are sometimes

* The symbol X will be used in preference to the term 'at so much' or actual rates.