

CHAPTER VII

Earnings

98. The term "Earnings" for the purposes of this Report includes remuneration from (a) basic rates, (b) the dearness allowance, (c) the good attendance bonus and (d) in the case of Sholapur, the monetary value of the Grain Concession. Additional remuneration earned from Overtime or Double Substitute work has been excluded because of its irregular character. In all cases figures for net earnings, *i.e.*, after lost time and fines had been deducted, were taken. "Net earnings" are not necessarily coincident with the amounts which the workers actually received. Further deductions are made in many cases for contributions to Provident Funds, for the value of the grain or cloth purchased from the mills' grain or cloth shops, or for accommodation provided in mill chawls at rents below economic rent. As the workers receive at least cent. per cent. value for these deductions and as the exact money value in all cases where such concessions are granted is not ascertainable, no figures were called for in connexion with all those items where deductions were made for services rendered by the employer. The word "fines" includes deductions made for the value of spoilt cloth or "fents" handed over to the workers. (See Appendix C.)

MEANING OF THE TERM "AVERAGE"

99. The forms filled in for the 1921 and 1923 Enquiries gave separately for each occupation in each mill the total number of operatives in each sex and age group engaged as time-workers or piece-workers respectively, the aggregate number of working days worked by each such group, the aggregate earnings of the group, and the average earnings *per capita*. Thus,—“Mill No. 114, Men, Mule Spinning, Side Piecers, Piece, ; workmen 15, days actually worked 321 (or, in the 1921 Enquiry, 26, 27 or 31 or products of 15 and these numbers as the case may be), total earnings Rs. 473, daily average *per capita* Re. 1-7-7 (or Re. 1-3-5 or Re. 1-2-8 or Re. 1-0-3).” These units were the ultimate units on which the Tables for average daily earnings were based and the separate earnings of every individual were not known.

100. The figures given for average monthly earnings in the body of the Report of the 1921 Enquiry were arrived at by using Part I of the form and by dividing the sums of the entries for “net amount of wages earned by those working full time” by the sums of the entries for “number working full time.” “Average monthly earnings” was theoretically an average for those employees only who worked throughout the month without being absent, though owing to the wide divergencies in the manner of filling up Part I of the form by different mills, the result was actually an average on a composite basis. Enquiries made at the mills after the returns for the 1923 Enquiry had been received elicited the information that the entries made in Part I of the form were for actual full-time workers only in a very few cases, *i.e.*, those who had worked without absence, and that they merely gave totals