APPENDICES

Appendix I

Leek
6th January, 1890

Dear Colonel Nisbet,

Sometime ago I received a very interesting letter from my friend Mr. Kipling who wrote to me when your guest from the Kashmir Residency.

He draws a very delightful picture of the capabilities of Kashmir for vegetable products and especially mentions silk.

I am very glad indeed to hear it. It was one of my regrets in leaving India that I had not time to go to Kashmir for I was extremely anxious to have acquainted myself with its capabilities as a silk producing state, because I had heared a good deal of it in times past and of several unsuccessful sericultural efforts.

The result of my report of sericultural in Bengal to the Government of India caused a demand for Bengal silk which in Leek soon gradrupled after I was there. The price had risen considerably and much more than is grown could easily be sold
and I bring this before your notice in order to point out what a splendid opportunity there is in Kashmir. Now there is a possibility under your influence and good management of its becoming in line a great silk producing state.

I remember when I visited Peshawar in 1886. I found a good deal of Bhokhara Silk in the bazars and I wondered that Indian silk was not used. I think it would be of great importance to have some examination made as to the silk-producing capabilities of Kashmir and to establish there such a sericultural institution as that at Pauda and one at Montpellier, both Government Institutions which are doing immense good to sericulture in Italy and France.

It always seems a great pity to me that Europe and especially England does not get more silk from our own dependencies. We have to go further afield, chiefly to China and Japan for the silk what is needed.

I thought I would venture to trouble you with these observations in the interest of such a beautiful industry as silk and which would benefit both England and Kashmir.

I feel convinced that a very large silk governing industry for the export as well as for the native use could be established in Kashmir.
In 1891 we shall have an exhibition of Silk in London as you will see by the enclosed paper and as President of the Silk Association of Great Britain and Ireland, I shall be very happy to see Kashmir will be represented as silk producing country.

I shall be glad at any time to be of service to you in matters relating to Kashmir silk.

Yours very truly,

sd/- Thomas Wardle
Leek
June 24, 1890.

Dear Colonel Nisbet,

Yesterday morning my wife handed me a letter dated 16th of November of last year which I had not sooner seen, for during my absence from home letters were placed on my dressing room drawers to wait my return and this one was found on cleaning them at the back on the floor.

I am very sorry in-deed it has escaped notice so long. Probably my not replying this may have been the reason. I have not received any reply to my letter of 18th January.

It is quite correct as you state that the London silk Exhibition of this year was not to be only for British and Irish silks. The object was to show ladies that silks are and can be made in Great Britain equal to their requirements and it was only a tentative exhibition to that end, but it is intended in 1892 to have a large exhibition at the Imperial Institute and elsewhere in which India is to be fully represented. Then will be the time for you to show us that Kashmir can do.

One exhibition that one held at town-house of lady Egerton of Tallan and opened by the suchers of Teck, passed
off very successfully indeed. A national Silk Association of ladies has been formed of which I send you a circular. I hope Mrs. Nisbet will sign it and get other ladies to do so and send it back to the lady Egeston of Tatton, the Hon. Secretary.

Already we are making spital fields busy. I send you an account of the exhibition which appeared in most of the papers.

I am deeply interested in silk future of Kashmir. I feel quite sure from its physical geography and beautiful, climate that it is destined to be a great silk producing country. It is almost the only country, I know where the Bombay Mori is found in any numbers and the wild cocoons collected. I think the climate is suitable for the development of the best races of Bombyx Mori such as those of Italy and France and it ought to have a Government Sericultural Laboratory State one, but an imperial one and under imperial management and control.

If I could do anything to assist the progress of Kashmir Sericulture I will gladly come out and report on its capabilities etc if you wish me to do so.
The Silk Association had just published its report of the last year and part of this year. I have much pleasure in asking you to accept a copy. You will see at a copy of my correspondence with Lord Cross.

With kind regards to Mr. Nisbet

Believe me.

Yours faithfully,

sd/- Thomas Wardle
Appendix III

Leek
December 5, 1890.

Dear Colonel Nisbet,

With further reference to your letter and its accompanying parcel of samples of Kashmir silk. I have carefully examined them and have submitted them to two gentlemen of the greatest experience – one a London silk broker and the other a silk manufacturer, and I send you their opinions which I entirely endorsed, and they leave me very little to say.

I strongly urge the adoption of an improvement in cocoon reeling on European lines.

There is not the slightest doubt that it might be the foundation of a large and remunerative industry and with such a beautiful climate as Kashmir is favoured, it seems to me that it would add to the immense usefulness of India to us and to herself if Kashmir could be made to supply us and also France with such beautiful silk.

I am just considering the order for a set of cocoon reeling machinery consisting a number of reeling basins and equipments at the request of the Government of India from France and Italy, and have received the estimate. As it may possibly be of interest to you to know the particulars. I have much pleasure in sending them.

Yours very truly,

sd/-

Thomas Wardle
Council Orders issued on the recommendations in the Reorganization Scheme of Sericulture in 1942.

CHIEF SECRETARIAT - GENERAL DEPARTMENT

Subject: Reorganization of the Sericulture Industry in the State - Creation of a post of Chief Director of Sericulture and appointment of a Committee.


Order No. 698 - C of 1942
Dated: 8.7.1942.

Sanction is accorded to:

1) the creation of a post of Chief Director of Sericulture, Jammu and Kashmir, of the rank of the Head of the Department, Class I, and with a pay of ₹ 1,000/- per month from the present;

2) appointment of Mr T.C. Wazir, Director of Sericulture on special Duty, as Chief Director with effect from 1st Sawan 1999;
3) the provision of the following staff and fluctuating charges for his office:-

a) Temporary Gazetted (for a period of 2 years)

One Deputy Director on special duty to assist the Chief Director in carrying out the expansion programme at Rs 200-20-300.

b) Non Gazetted Staff

One Superintendant @ Rs 100-10-200
One Head Clerk @ Rs 75-5-100
One Stenographer @ Rs 50-5-75
One clerk @ Rs 30-3-75
Three clerks @ Rs 25-2-55
One Jamadar @ Rs 18/-
Three peons @ Rs 12/- plus 2 each.
One Chowkidar @ Rs 12/- plus 2 each.

c) Fluctuating charges

T.A. Rs 1,500
Stationery Rs 700
Postage & Telegrams Rs 500
Contingencies including rent for office accommodation and uniforms of menials Rs 1,700
d) Non-recurring charges

Type-writers, furniture and fittings etc. Rs 1,250
4) to the expenditure of Rs 18,482 during the current year being arranged for by an extra grant;

5) to the constitution of a committee composed of:
   
   i) the Development Minister .. Chairman
   
   ii) the Accountant General
   
   iii) the Director of Industries
   
   iv) the Chief Director of Sericulture and
   
   v) the Commercial Auditor

   to examine the proposals made in the report of the Director of Sericulture on special duty and submit as early as possible their recommendations, as they complete their deliberations on each subject, for orders in Council.

   and

6) the publications of the report without Appendix "C" for official use only.

By order in Council,

s d/-

N. Gopalaswami
Prime Minister
Subject: Reorganisation of the Sericulture Industry in the State and grant of certain concessions to the Sericulture employees.

Read Memorandum No. 144-C/42 dated 23rd July, 1942, from the Development Minister.

Order No. 802-C of 1942 dated 27.7.1942.

Sanction is hereby accorded:-

1) to the grant of bonus to such members of the salaried staff of the two Sericulture Factories in Kashmir and Jammu who have been called upon to work overtime or to do extra work, at rates not exceeding these specified below, namely:-

   i) to persons whose pay does not exceed Rs 50/- per month at -/4/- in the rupee.

   ii) to persons whose pay exceeds Rs 50/- per month but does not exceed Rs 100/- p.m. at -/3/- in the rupee.

   iii) to persons whose pay exceeds Rs 100/- per month at -/2/- in the rupee.

The bonus will be payable at the end of each quarter on the amount of pay actually drawn during the quarter and, for the purpose of determining the categories indicated above, the
pay drawn on the last day of the quarter will be taken into consideration. At the end of each quarter a statement showing the names of all persons and the particulars of overtime put in, or extra work done by each person during the quarter will be submitted to the Development Minister who will determine the rate at which the bonus should be paid to each such person for that quarter, subject to the condition that the maximum rates specified above are not exceeded in any case.

Provided that no bonus shall be paid to the persons engaged in mulberry and rearing work unless the Development Minister is satisfied that they have actually done extra work or over-time and then only at rates not exceeding half the rates specified above.

Provided further that the bonus will be payable at the end of each quarter beginning 1st Baisakh 1999 for the period during which the existing pressure for increased production lasts, but not in any case beyond the current financial year 1999, at the end of which the position should be reserved.

II) to the allotment of the following Government houses to the officers specified below:

1) the Director of Sericulture, on payment of rent;
ii) the old Deputy Director's house at Srinagar occupied at present by the Registrar, High Court, to the Director of Sericulture, Kashmir, free of rent from the date it is vacated by the present occupation;

iii) temple view No. 3 at Jammu, which is close to the Silk Factory, to the Director of Sericulture, Jammu, free of rent subject to the condition that the house will be vacated whenever ordered.

III) to the proposal for extension of mulberry plantations in both the provinces on the lines laid down in Mr T.C. Wazir's Reorganization Report, involving an annual expenditure of Rs 1,00,000 for Kashmir and Rs 25,000 for Jammu, for a period of three years, after which the position will be reviewed, the expenditure on this account during the current financial year being Rs 25,000/- and Rs 5,000/- for Kashmir and Jammu respectively.

IV) to the introduction of bush and dwarf sized plantations in the interest of rapid extension of the industry at an annual expenditure of Rs 10,000/- for Kashmir and Rs 2,500/- for Jammu for a period of three years from Samvat 2000, after which the position will be reviewed.

V) to the establishment of a Conditioning House in Kashmir and the strengthening of the testing branch in the Jammu
Factory, involving a non-recurring expenditure of ₹ 19,000/- and

VI) to the amount required during the current financial year for expenditure on the items sanctioned above being met by an extra grant.

By order in Council,

sd/-

Gopalaswami
Prime Minister
Subject: Reorganisation of the Sericulture Department.

READ (I) Memo No. 144/C dated 28.7.42 from the Development Minister.

Order No. 832-C of 1942 dated 4.8.42.

Sanction is accorded to:

1. the appointment of the Committee consisting of the following members to consolidate and revise the Mulberry Rules:
   i) Chief Director of Sericulture ... Chairman
   ii) Provincial Directors of Sericulture
   iii) Forest Research Officer.
   iv) Two Revenue Officers to be nominated by the Development Minister
   v) Two non-official members with the approval of the Prime Minister.

2. the proposal for experimenting with cumulative incubation for giving out to rearers hatched worms instead of silk-worms eggs, on the lines laid down in Mr. T.C. Wazir's Report at an expenditure of ₹ 1,000/- for Kashmir and ₹ 250/- for Jammu funds to be provided in the next year's budget;

3. the re-introduction of the system of House Building Advance to rearers. An amount of ₹ 5,000 (₹ 3,000/- for Kashmir
and Rs 2,000/- for Jammu) be provided for this purpose during the current year. The funds shall not be operated upon until detailed rules and conditions under which such advances should be made, are framed in consultation with the Finance Department and sanctioned;

4. the fixation of the rates for cocoons at Rs 20/- per green maund for Samvat year 2000. It is not necessary to fix any basic rate and the rate should be fixed every year in advance of the rearing season;

5. the deputation of a suitable officer to Shardu next year for establishing sericulture there; funds for the purpose viz. Rs 5,000/- to be provided in the next year's budget;

6. the proposal for construction of a new Hibertation House, for proper conservation of foreign as well as local seed. Out of Rs 20,000 N.R. expenditure proposed for the purpose an amount of Rs 5,000 to be provided for purchase of land etc. during the current year; the balance of Rs 15,000/- to be provided in the next year's budget.

7. the proposal for construction of seed houses in the Muffasil involving an expenditure of Rs 55,000/- N.R. on the lines indicated in Mr T.C. Wazir's Report. Out of the total expenditure required for the purpose Rs 10,000/- be provided for purchase of land, during the current year and the balance of Rs 45,000/- in Samvat 2000.

By order in Council,

sd/- N. Gopalaswami
Prime Minister
Subject: Reorganisation of the Sericulture Industry in the State.

Read (1) Memo No: 144/C dated 6.6.42 from the Development Minister.

Order No. 886-C of 1942 dated 19.8.42.

Sanction is accorded to the proposals made in sub-items (i) to (vi) of item (4) of para 67 of Mr Wazir's report. The measures mentioned in these items shall be given effect to only after suitable rules to be framed by the Chief Director of Sericulture in consultation with the Director of Industries and Commercial Auditor are approved by the Development Minister. The expenditure involved in carrying out these measures according to the approved rules shall be met by reappropriation in the current year or, if that is not possible, by an extra grant.

As regards sub-item (vii) of item (4) the Government do not consider that a separate dispensary for the Jammu factory is necessary. As regards the Kashmir factory the proposal only after a case is made out in consultation with the D.M.S. that the establishment of one exclusively for the factory is warranted by the conditions therein.

Item (1), (2) and (3) of para 67 of the Report should be
taken up as general questions and proposals formulated after
detailed investigation for the consideration of the Government.

2. Sanction is also accorded to -

(a) the establishment of two Sechoiring centres, one at Anantnag and the other at Baramulla, in Kashmir province;
(b) the non-recurring expenditure of Rs 70,000 thereon out of which Rs 10,000 shall be found in the current year for purchase of the necessary land etc. and the balance of Rs 60,000 shall be provided in the next years' budget for construction of buildings; and
(c) the establishment of a Research Institute at Srinagar for a period of three years in the first instance. The question of continuing the Institute shall be reviewed on the eye of the expiry of that period on receipt of a full report on its working during that period. The non-recurring expenditure of Rs 30,000 required for this purpose, comprising of Rs 10,000 for adjustments of existing buildings and structures and minor improvements and Rs 20,000 for machinery, apparatus and fittings shall be provided in the next years' budget.

3. As the proposed amendments to the Recruitment Rules require revision of, they will be taken up for consideration at a later meeting.

By order in Council,

sd/- N. Gopalaswami
Prime Minister
Subject: Reorganisation of the Sericulture Industry in the State.

READ Memo No. 144-C/42 dated 15th August 1942 from the Development Minister.

Order No: 1161_C of 1942 Dated: 27th October, 1942.

Sanction is accorded to the following:

1. The framing and submission of rules by the Chief Director of Sericulture for the forecasting of probable vacancies in the different classes and categories in the Sericulture Service and the previous recruitment and training of candidates for those classes and categories so that qualified men with the requisite training will be available for being fitted into the vacancies when they occur.

2. The provision of ₹ 700/- per annum for Kashmir and ₹ 300/- per annum for Jammu for conduct of sericulture propaganda in rural areas, half the respective amounts being provided for expenditure during the current financial year.

3. The provision of ₹ 10,000 per annum - ₹ 8,000 for Kashmir and ₹ 2,000 for Jammu - for grant of rewards to different branches of the industry, an amount of ₹ 500 - ₹ 400/- for Kashmir and ₹ 100/- for Jammu - being provided for expenditure under this head during the current financial year.
II The Government are not prepared to accept the recommendation for the doubling of their contribution to the Contributory Provident Fund now in force in the Sericulture Department. In years of large profits and when the finances of the industry permit it, Government will be prepared to consider the proposals for the sanction of lumpsum bonuses to be credited to the provident Fund account of each subscriber.

III Such employees now in service as had on 1st Katik 1995, completed fifteen years continuous service shall be given the option of electing for the pension system. On such election their service from 1st Katik 1986 will alone account as qualifying for pension, subject to the proviso that they refund :-

a) the amount of commission, without interest, drawn by them from that date, namely 1st Katik 1986, and

b) the share of Government contribution to their Contributory Provident Fund account from 1st Katik 1955, together with the interest calculated thereon and credited to their account.

IV A fund to be called the Employees Benefit Fund shall be established and in years of profit the Government may appropriate to this Fund such amount as they may determine. The detailed rules for the establishment and administration of this Fund shall be framed by the Chief Director of Sericulture and submitted to the Government for approval.
V  Annual Sericulture Conference shall be held with the Prime Minister as Chairman and the Development Minister, the Revenue Commissioner, the Chief Conservator of Forests, the Director of Industries and Gazetted Officers of the Sericulture Department as members. The Commercial Auditor and the Accountant General will also attend when matters involving increased expenditure are to be discussed. The Chief Director of Sericulture will act as Secretary of the Conference.

VI  Proposals for the acquisition of land for nurseries and plantations and for deputations to Mysore and Bengal, also the provision of ₹ 3,000/- for temporary staff for rearing supervision in Kashmir shall be brought up at the next Budget Council meeting for consideration.

VII The revision of the pay and the number of posts in the Sericulture Department as shown in the annexure to this order is sanctioned.

By order in Council,

sd/- N. Ccpalaswami,
Prime Minister.
Subject: Reorganisation of the Jammu and Kashmir Sericulture Department - additions to and reductions in the staff.

READ: Memo No: 144-C#42 dated 28th October 1942 from the Development Minister.

Order No: 1200-C of 1942
Dated 5th November, 1942.

Sanction is accorded to the additions to and reductions in the staff of the Jammu and Kashmir Sericulture Department, as shown in the statement forming an annexure to this order. The new posts should not be filled up until the Development Minister is personally satisfied that all the preliminaries have been completed and their services are immediately required for waiting for them.

By order in Council,

sd/-

N. Gopalswami,
Prime Minister.
### Appendix X

**ANNEXURE TO COUNCIL ORDER NO:1161/C OF 1942**

<table>
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<tr>
<th>Designation</th>
<th>Existing Scale</th>
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<tr>
<td>Sub Inspectors</td>
<td>20-1-35</td>
<td>24-2-40</td>
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<tr>
<td>Hazri Navises</td>
<td>20-1-35</td>
<td>24-2-40</td>
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<td>24-2-40</td>
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<td>Seed Examiners</td>
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<td>Silk Sorters</td>
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<td>Sentries</td>
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<td>12/- plus 2/-</td>
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<tr>
<td>Mali</td>
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**KASHMIR SERICULTURE (MULBERRY BRANCH)**

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</tr>
<tr>
<td></td>
<td>1@ 10/-</td>
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<tr>
<td>Malies</td>
<td>14/-</td>
<td>14/-</td>
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### JAMMU SERICULTURE

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### JAMMU SERICULTURE (MULBERRY BRANCH)

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<td>Sub Inspector</td>
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<td>Malies</td>
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### KASHMIR SERICULTURE

<table>
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<td>Superintendent, Office of the Director of Sericulture, Kashmir</td>
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<td>Accountant</td>
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### JAMMU SERICULTURE

<table>
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<tr>
<td>Head Malik</td>
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Subject: Rules for recruitment to the Kashmir Sericulture Subordinate Service - Revision of.

Read: U.O. 144-C dated 29th October 1942.

from the Development Minister.

Order No. 1196-C of 1942
Dated 3rd November 1942

It is ordered that:

I. In rule 3 of the Kashmir Civil Service Rules, between the words "the Accountant General" and the words "or the Chief Engineer P.W.D. and Electric" the words "the Chief Director of Sericulture" be inserted.

II. In Council Order No. 1326-C of 1939 (Rules regarding procedure for recruitment to Gazetted Service):

1. In para (3)- Special Qualifications - under the heading "Kashmir Sericulture Service" (page 4) for the existing entry the following be substituted:

"Class II Deputy Directors Direct Graduates, preferably in Science or Agriculture".

(2) (i) in the table under para (a) against "Sericulture" (page 6) for the existing entry the following be substituted:

"Class II Deputy Directors 1 : 2"

(ii) in the table under para (b) against "Sericulture" (page 10) for the existing second entry relating to Deputy Directors the following be substituted:

"Class II Deputy Directors Class I of Subordinate Service"

and (iii) in the paragraph relating to special tests and training against "Sericulture" (page 13) for the existing entries the following be substituted:

"Departmental Examination"
III. In the annexure to Council Order No: 29-C of 1942
(Rules for recruitment to superior non-gazetted service:--

In para (3) - Classification, method of recruitment and special qualifications -

(a) under "A Kashmir Ministerial Service" for the words "Hazri Navises in the Sericulture Department" the words "Hazri Navises, Assistant Hazri Navises and Time Keepers in the Sericulture Department" be substituted;

(b) under "B-Kashmir General Subordinate Service" - Class IX - the entry relating to "Time Keepers" be omitted; and

(c) for the rules relating to "P-Kashmir Sericulture Subordinate Service" the following be substituted:-

P - Kashmir Sericulture Subordinate Service.

Class I.

Senior Assistants of all branches, viz., Filatures, Mulberry, Seed, Research or Laboratory 100-5-150

1/3rd by direct appointment and 2/3 by promotion from Class II. Direct appointments should be made from Graduates, preferably in Science or Agriculture who have received training in the state or outside in all branches of the Industry.

Class II.

Assistants 75-5-125

2/3rds by direct appointment and 1/3rd by promotion from Class III. Direct recruitment should be made from Graduates preferably in Science or in Agriculture who have received training inside the state or outside in all branches of the industry.
Class III.

Inspectors of all branches 40-2-60 1/4th by direct recruitment and 3/4ths by promotion from Class IV and category 1 of Class V. Direct recruitment should be made from those who have passed the Intermediate Examination, preferably in Science, and have received training in all branches of the industry.

Class IV.

Sub-Inspectors 24-2-40 At the discretion of the appointing authority Direct recruitment should be made from candidates possessing qualifications not below Matriculation, preferably in Science, who have received training in all branches of the industry.

Class V.

Cat. 1. Head Seed Examiners 24-2-40 —do—

2. Seed Examiners 20-1-35 At the discretion of the appointing authority. Direct recruits should be literate.

Class VI.

Migrans 15-1/3-20 —do—

By order in Council,

sd: N. Gopalaswami
Prime Minister
# Appendix XII

**ANNEXURE TO COUNCIL ORDER NO: 1200 -C of 1942**

(A) **Kashmir Sericulture**

<table>
<thead>
<tr>
<th>Position</th>
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<td>20-2-60</td>
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<td>Ledger Clerk</td>
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<td>30-3-75</td>
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<td>2</td>
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<td>46</td>
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<tr>
<td>Peons</td>
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<td>Malies</td>
<td>..</td>
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(Mulberry Branch).

26. Sub Inspectors
27. Peons
28. Head Malies
29. Malies

 existing

28. Sub Inspectors 8 @ 24-2-40
29. Peons 14 3 Existing
30. Head Malies 9 -do-
31. Malies 30 10 -do-

(B) Jammu Sericulture

1. Accountant
2. Cashier
3. Ledger Clerk
4. Clerks

 existing

1. Accountant 1 @ 75-5-125
2. Cashier 1 " 30-3-75
3. Ledger Clerk 1 " 30-3-75
4. Clerks 2 " 25-2-55

(Mulberry and Seed Section)

5. Malies
6. Inspector (for Seed)
7. Head Seed Examiners
8. Seed Examiners

 existing

5. Malies 11 4 Existing
6. Inspector (for Seed) 1 -do-
7. Head Seed Examiners 2 2 24-2-40
8. Seed Examiners 6 22 26-1-35

Reduction in Staff

(A) Kashmir Sericulture

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<th>Net Decrease</th>
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(B) Jammu Sericulture

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