CHAPTER II

EMPLOYMENT OF UNSKilled WORKERS
IN THE
TEXTILE INDUSTRY

1. Migration

Migration chiefly arises when a worker does not obtain an adequate employment in one's native place. It is a manifestation either of appalling socio-economic conditions existing in a particular region or part of a country, having bleak prospects regarding employment opportunities available, or of the fact that a particular class of workers in a certain area are ordinarily exposed to such conditions. Economic phenomenon of endemic or disguised unemployment or under-employment, primarily is a vital source of migration which generally takes place from areas where economic conditions are extremely poor and employment opportunities are shrinking to places or areas in which employment opportunities are expanding due to industrial development or otherwise. It springs from and is an integral part of a backward economy. An effective bulwark against migration is availability of adequate jobs locally to engage the economically active population. The Community Project Schemes hitherto launched by the Government are a step in the direction of bringing about a vast socio-economic revolution which may transform the country side, but perhaps they may not be adequate enough for such a revolution.
Textile Industry is one of the main industries of the country. It made a start and could flourish even in the pre-Independence days because of the National Movements. In our State as well, this is an important and well-established industry. Along with the technical staff of high degree, this industry employs a large number of unskilled workers. When we analyse the composition of this class of workers we find that it mainly consists of:

(i) Landless labourers of the country-side including artisans who had, due to the disintegration of the ages old village economy, lost their jobs or were unable to earn their living through their ancestral occupation.

(ii) Petty farmers whose share of land has been reduced to far below an economic holding and who can in no way maintain their family on agriculture or those who have been rendered altogether surplus on the small piece of land, there being several adult male members in the family.

(iii) Helpless refugees who could not readily get anything else to do.

At Kanpur, the most important centre of textile industry in this State, 86 per cent immigrant mill operatives engaged in this industry are the landless, having no substantial sources of alternative occupation in villages from where they have migrated, and 14 per cent are petty farmers having uneconomic holdings in their native place upon which they can hardly maintain even the minimum subsistence standard of life. At Lucknow, 75 per cent mill operatives are landless and 25 per cent small cultivators. The corresponding percentages for landless and petty farmers at
Modinagar (Meerut) are 80 (including 30 per cent refugees) and 20 respectively.

A. Causes of Immigration - An analysis of the statistics we collected regarding immigration of unskilled workers, discloses that the main causes can be grouped as economic, political and social. The first category consists of causes such as involuntary unemployment in rural areas and uneconomic holdings, the second generally consists of the people rendered homeless and unemployed by the vivisection of the country, and the third category comprises of social disabilities and family differences. The table below gives the proportion of immigrant unskilled workers employed in the textile industry in this State.

Table No.XIII

Pattern of Immigration in the Textile Industry

<table>
<thead>
<tr>
<th>Causes of Immigration</th>
<th>Number of Workers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A. Economic:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Unemployment of landless</td>
<td>305</td>
<td>76.25</td>
</tr>
<tr>
<td>workers in villages</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Uneconomic holdings</td>
<td>19</td>
<td>4.75</td>
</tr>
<tr>
<td>3. Indebtedness (Landless)</td>
<td>35</td>
<td>8.75</td>
</tr>
<tr>
<td><strong>B. Political:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Partition of the Country</td>
<td>16</td>
<td>4.00</td>
</tr>
<tr>
<td><strong>C. Social:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Social Disabilities</td>
<td>13</td>
<td>3.25</td>
</tr>
<tr>
<td>2. Domestic Disputes</td>
<td>12</td>
<td>3.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>400</td>
<td>100.00</td>
</tr>
</tbody>
</table>

B. Composition of the Immigrant Workers - To have a clear grasp of the worker's mental attitude and physical necessities it is very much desirable to understand their composition. Following
is a study of the cross-section of the mill operatives engaged in the textile industry. They have been divided according to (1) caste-groups, (2) age-groups, and (3) marital conditions.

(1) Dividing the workers caste-wise it is seen that the intermediary class among Hindus outnumbers the upper as well as the lower classes. Muslims are only in a minority.

The table below gives the caste-composition of the mill operatives in the textile industry in U.P.:

Table No.XIV
Caste Composition of the Mill Operatives

<table>
<thead>
<tr>
<th>Industrial Centres</th>
<th>Hindus</th>
<th>Muslins</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Upper Class</td>
<td>Interm</td>
<td>Lower Class</td>
<td></td>
</tr>
<tr>
<td></td>
<td>% age</td>
<td>% age</td>
<td>% age</td>
<td>% age</td>
</tr>
<tr>
<td>Kanpur</td>
<td>No.</td>
<td>85</td>
<td>24.3</td>
<td>175</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>24.3</td>
<td>50.0</td>
<td>70</td>
</tr>
<tr>
<td>Lucknow</td>
<td>No.</td>
<td>5</td>
<td>20.0</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>20.0</td>
<td>48.0</td>
<td>5</td>
</tr>
<tr>
<td>Modinagar</td>
<td>No.</td>
<td>20</td>
<td>80.0</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>80.0</td>
<td>16.0</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>No.</td>
<td>110</td>
<td>27.5</td>
<td>191</td>
</tr>
<tr>
<td></td>
<td>%</td>
<td>27.5</td>
<td>47.75</td>
<td>19.0</td>
</tr>
</tbody>
</table>

1. In the industrial Community of the U.P. Caste gradation is roughly as follows:

**Upper Castes:** Brahmins, Thakurs (Rajputs), Vaishyas, Khattris and Kayastha.

**Intermediate:** Kumhis, Ahirs, Jats, Gujars, Lohars, Kahars, Kumhars, Gadaris, Nais, Telis, Kachis, Sonars, Dhotis, Mallah, Murao, Turha, Barahis, Lodha, Tamolis, Halwais, Malis, Baildars and Bharbhaja.

**Lower Castes:** Chamaras, Pasis, Quadhias, Doms, Koris, Dhamunks, Bhangis, (Hindus as well as Muslims) Kewats, Qhars, Khatiks, Dehars, Kureels, Thussis, Goniaks and Jaiswars.
(2) Distribution of the workers in different age-groups indicates that a bulk of them is between 18 to 40 years. The adolescent and the old are in a minority. The following table gives the age groups of these workers:

Table No. XV

<table>
<thead>
<tr>
<th>Centres</th>
<th>No.</th>
<th>Age</th>
<th>18 to 20 years</th>
<th>Over 20 to 30 years</th>
<th>Over 30 to 40 years</th>
<th>Over 40 to 50 years</th>
<th>Over 50 to 60 years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kanpur</td>
<td>35</td>
<td>Age</td>
<td>10.0</td>
<td>47.1</td>
<td>21.5</td>
<td>14.3</td>
<td>7.1</td>
<td>350</td>
</tr>
<tr>
<td>Lucknow</td>
<td>2</td>
<td>Age</td>
<td>8.0</td>
<td>56.0</td>
<td>20.0</td>
<td>12.0</td>
<td>4.0</td>
<td>25</td>
</tr>
<tr>
<td>Modinagar</td>
<td>3</td>
<td>Age</td>
<td>12.0</td>
<td>52.0</td>
<td>20.0</td>
<td>8.0</td>
<td>8.0</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
<td>40</td>
<td>Age</td>
<td>10.0</td>
<td>48.0</td>
<td>21.25</td>
<td>13.75</td>
<td>7.0</td>
<td>400</td>
</tr>
</tbody>
</table>

(3) As regards the marital conditions, the percentage of married workers differs from centre to centre in the state. It is the highest at Lucknow and the lowest at Modinagar.

Table No. XVI

<table>
<thead>
<tr>
<th>Industrial Centres</th>
<th>No. and Age</th>
<th>Married</th>
<th>Unmarried</th>
<th>Widower</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kanpur</td>
<td>No.</td>
<td>300</td>
<td>45</td>
<td>5</td>
<td>350</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>85.71</td>
<td>12.86</td>
<td>1.43</td>
<td>100</td>
</tr>
<tr>
<td>Lucknow</td>
<td>No.</td>
<td>20</td>
<td>2</td>
<td>3</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>80.0</td>
<td>8.0</td>
<td>12.0</td>
<td>100</td>
</tr>
<tr>
<td>Modinagar</td>
<td>No.</td>
<td>21</td>
<td>2</td>
<td>2</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>84.0</td>
<td>8.0</td>
<td>8.0</td>
<td>100</td>
</tr>
<tr>
<td>Total</td>
<td>No.</td>
<td>341</td>
<td>49</td>
<td>10</td>
<td>400</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>85.25</td>
<td>12.25</td>
<td>2.50</td>
<td>100</td>
</tr>
</tbody>
</table>
C. Sources of Immigration - The mobility of the unskilled immigrant workers is comparatively higher at Kanpur than anywhere else, the lowest being at Lucknow. As a matter of fact industrial workers have not been pulled to these Centres, but it is their crippled and deteriorated economic and social conditions that has pushed them from the rural areas to the urban centres.

Immigration of the Textile workers is not only inter-district but inter-state as well. At Kanpur, we came across workers who had migrated from East Punjab and Bihar. The table below gives the mileage of the point of emigration of the workers from the industrial centre:

Table No.XVII
Sources of Immigration of the Textile Workers in U.P.

<table>
<thead>
<tr>
<th>Industrial Centres</th>
<th>Number &amp; Percentage</th>
<th>WORKERS IMMIGRATING</th>
<th>Outside U.P.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Below 25 miles</td>
<td>Over 25 to 50 miles</td>
<td>Over 50 -100 miles</td>
</tr>
<tr>
<td>Kampur</td>
<td>No. 35, % 10.0</td>
<td>12.0</td>
<td>50.3</td>
<td>22.0</td>
</tr>
<tr>
<td>Lucknow</td>
<td>No. 5, % 20.0</td>
<td>13.0</td>
<td>4.0</td>
<td>3.0</td>
</tr>
<tr>
<td>Modinagar</td>
<td>No. 2, % 8.0</td>
<td>6.0</td>
<td>9.0</td>
<td>5.0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>61.0</td>
<td>189.0</td>
<td>85.0</td>
</tr>
<tr>
<td>Total</td>
<td>No. 42, % 10.5</td>
<td>15.25</td>
<td>47.25</td>
<td>21.25</td>
</tr>
</tbody>
</table>

2. Size of the Textile Workers' Families

A large majority of the textile workers have families to support either living with the operatives in the industrial centres or elsewhere in villages. The joint family system in the worker's community wherever it exists, helps to provide an
opportunity to the textile workers for earning their livelihood in industrial centres. This institution of joint family is, however, gradually declining, as it entails a heavy responsibility of looking after each and every member of the family. Industrial workers whose families are living separately in villages try to remit money home regularly. The table below gives the average size of the textile worker's families:

Table No.XVIII

Average size of Textile Worker's Family

<table>
<thead>
<tr>
<th>Description</th>
<th>Total No. of Persons</th>
<th>Number of Family Members Living With the head of the family including the head of the family</th>
<th>Elsewhere excluding head of the family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>No. of Males</td>
<td>No. of Females</td>
</tr>
<tr>
<td>Total for 400 families</td>
<td>1,881</td>
<td>440</td>
<td>441</td>
</tr>
<tr>
<td>Average No. per family</td>
<td>4.7</td>
<td>1.1</td>
<td>1.1</td>
</tr>
</tbody>
</table>

* Children below 14 years.

The above table indicates that only in one out of ten families there is an additional male or female member living with the head of the family in the industrial centre. The number of children averages two. From this table, taking the families to be more or less uniform, it also appears that 36.5 per cent families live with the main worker in the industrial towns, while only 13.5 per cent are left behind in the rural areas. If, however, the single member families are also taken into account, the figure of those left behind in the villages will slightly increase.
3. Recruitment of the Textile Workers

A. Decasualization of Labour - Before the introduction of decasualization schemes in Bombay Province and in Uttar Pradesh, the power of recruitment, dismissal and promotion of mill operatives had been entirely in the hands of jobbers and mukaddams whose competency for such a responsible task could not be considered adequate. The system of recruitment by jobbers had given rise to evils of bribery, corruption and favouritism. The Royal Commission on Labour (Report, Page 23) observed: "The jobber, who is known in different names, such as Sardar, Mukaddam, or Maistry, is almost ubiquitous in the factory system and usually combines in one person a formidable series of functions."

The U.P. Labour Tripartite Conference, 1948, examined the problem of the system of recruitment by jobbers in factory and submitted a report on 'Decasualization of Labour' to the U.P. Government.

The introduction of the two schemes, viz., the establishment of Employment exchanges in the country and the Decasualization Schemes in Bombay State and U.P. created an atmosphere wherein the evils of bribery, corruption and favouritism which were rampant in the system of recruitment to the textile and other industries were practically eliminated.

The need for a scheme of decasualization of labour arose out of the daily fluctuating demand of casual labourers in the mills on account of the uncertain absenteeism and labour turnover. The methods of recruitment of labour through the agency of maistries and jobbers were unreliable and inadequate to meet the daily requirements of all the factories. The prevailing bribery,
corruption and nepotism, were much too detrimental to the interests of both the industry and the labour.

B. The Textile Worker's Decasualization Schemes - The Textile Worker's Decasualization Scheme of the Bombay Government, and the Scheme for Resettlement and Decasualization of Labour prepared by the Regional Employment Exchange, Kanpur, aim to evolve a workable scheme for recruitment through employment exchanges. Salient features of these two schemes are given here below:

1. Textile Worker's Decasualization Scheme of the Bombay Government - The principal objects of the scheme are:

   (i) "to secure the rationalization of the recruitment system of the textile industry;

   (ii) "to increase efficiency and production by reducing labour turnover;

   (iii) "to reduce the waiting period of unemployed textile workers;

   (iv) "to eliminate bribery, corruption and favouritism in the recruitment of textile workers;

   (v) "to encourage the systematic training of textile workers with a view to ensuring a steady supply of efficient workers."

2. Scheme for Resettlement and Decasualization of Labour at Kanpur - This scheme inter alia, aims at:

   (i) "elimination of bribery, corruption and favouritism;

   (ii) "stoppage of abuse of substitute system;

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(iii) "provision of widest choice of selection to employers and employment seekers alike in having selecting the best available person/job thereby increasing efficiency and production;

(iv) "provision of neutral unbiased and helpful machinery to reduce matter of complaints and friction on either side as far as employment is concerned;

(v) "decasualization of labour by switch over of surplus from one mill to the deficit in others thereby reducing labour turnover."¹

All the unskilled textile workers, we investigated, were recommended by employment exchanges and recruited directly by factory officials, such as Mill Managers and Labour Officers, with the help of departmental heads. The system of recruitment of textile hands by jobbers and maistries is no longer in vogue, yet traces of it were still observed. The suggestions and recommendations of these jobbers and maistries still counted with the mill authorities. It seems as if the system of recruitment has not yet been completely made free from the bareful influence of the old practices. It is only the passage of time which will purge the new system of old influences.

4. Labour Turn-over and Absenteeism

A. Labour Turnover - Labour turn-over has been defined as the change of the personnel of workers in an industrial establishment. It thus measures the change of the working force while

¹. Ibid Page 19.
absenteeism measures the extent to which the workers fail to attend to their regular work.

Labour turnover is obviously the net result of the mal-adjustment of our industrial life. It is wasteful and destructive of the potential manpower of the nation. It provides no opportunity to unskilled workers to be fully conversant with the techniques of craftsmanship of higher degree and obviously most of the workers are put on unskilled category of jobs irrespective of the length of time for which they have served in any industrial establishment.

The causes of labour turnover, as a rule, are primarily dismissal and resignation. The latter seldom arises particularly in the case of unskilled textile workers, because there exists no certainty and security about the continuity of their employment even in other industrial establishments. If at all it comes about it is necessitated or becomes almost inevitable only in the case of those workers who are temperamentally sensitive and who get absolutely dissatisfied with their jobs either due to lack of amenities or by observing wide disparity of wage rates in the same industry or among different industrial centres, or else in the case of those workers who have to attend to some other business in their native place.

Our investigation reveals that out of 400 textile workers 140 (35 per cent) had to change their employers within one year.

Labour turnover has an economic impact upon the life of the unskilled workers engaged in the textile industry. It is important in the sense that with high rates of labour turnover, the continuity of employment is broken and opportunities of earning
wages are interrupted, reducing the labour almost to a state of pauperism. How wasteful and destructive labour turnover is, can be seen from the following figures:

Table No. XIX

Table showing the extent of turnover

<table>
<thead>
<tr>
<th>No. of Employers changed during one year.</th>
<th>Average duration of each employment (Months)</th>
<th>Category of the Worker</th>
<th>No. of workers changing employments in the different industrial towns.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kanpur</td>
</tr>
<tr>
<td>8</td>
<td>1.5</td>
<td>Temporary</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>14</td>
</tr>
<tr>
<td>5</td>
<td>2.4</td>
<td>Temporary</td>
<td>31</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>45</td>
</tr>
<tr>
<td>4</td>
<td>3.0</td>
<td>Temporary</td>
<td>49</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>49</td>
</tr>
<tr>
<td>3</td>
<td>4.0</td>
<td>Temporary</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>2.9</td>
<td>Temporary</td>
<td>90</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Casual</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>118</td>
</tr>
</tbody>
</table>

The above table indicates that temporary operatives have to change employment every 2.9 months, while the casual have to change every 2.2 months.

B. Absenteeism - Absenteeism rates in the textile industry has been calculated as “the total man-shifts lost because of absence
The main causes of absenteeism in the textile industry are sickness and social ceremonies.

The table below gives the percentage of absenteeism:

**Table No. XX**

**Percentage of Absenteeism in different Industrial Centres**

<table>
<thead>
<tr>
<th>Causes of Absenteeism</th>
<th>Kampur</th>
<th>Lucknow</th>
<th>Modinagar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sickness</td>
<td>2.1</td>
<td>1.2</td>
<td>1.1</td>
</tr>
<tr>
<td>Night Shifts</td>
<td>0.2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Social ceremonies</td>
<td>1.1</td>
<td>0.8</td>
<td>0.4</td>
</tr>
</tbody>
</table>

5. **Structure of the Textile Workers**

**Classes of Workers** - The U.P. Government have defined the permanent, temporary and substitute categories of textile workers as follows:

1. "A permanent workman is one who is engaged on a permanent nature of work throughout the year and has completed his probationary period, if any.

2. "A temporary workman is one who is engaged for the work of temporary or casual nature or to fill in a temporary need of extra hands on permanent or temporary jobs.

3. "A substitute (casual) is one who is employed on the post of permanent workman or a probationer, who is temporarily absent on leave or otherwise."

The permanent textile workers are engaged with a certainty of job and are chosen to fill in the permanent vacancy which fall

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1. Refer to U.P. Gazette, October 6, 1951, Page 775.
vacant in the textile industry, on a selection basis. This
category of operatives is to be differentiated and distinguished
from the temporary and casual categories of textile workers.
Temporary and casual operatives are engaged, definitely for a
short period to fill in the temporary and casual nature of jobs
which very frequently fall vacant in an industrial establishment.
Their jobs are terminated or the jobs finish themselves without
any notice or assurance of re-employment. They have to work
irregularly, not of their own accord of course, or short jobs and
possibly for a number of different employers during a year.

It has been presumed in the case of a permanent operative
that he has, during the course of his service, acquired necessary
skill required for the job or jobs he has been performing. As
far as experience and acquisition of necessary skill is concerned,
many temporary and casual workers also possess exactly the same
standard. Many workers we have investigated had been performing
unskilled jobs for the last many years, intermittently of course,
and had acquired sound skill and technique about the job, but
unfortunately they had not been declared permanent or provided
for in the permanent vacancies existing for the time being.

The main characteristic of the temporary and casual jobs is
the short duration of one single employment. The distribution of
operatives into permanent, temporary and casual categories is
largely a matter of economic organization of the industry and of
the labour engaged therein. The monthly earnings of the temporary
and casual operatives are generally irregular, uncertain and often
inadequate to provide them with even a reasonable level of liveli-
hood.
The table below gives the proportion of the textile operatives classified as permanent, temporary and casual or substitutes.

### Table No. XXI

**Classes of Workers in the Textile Industry**

<table>
<thead>
<tr>
<th>Industrial Centres</th>
<th>No. and %</th>
<th>Workers Employed</th>
<th>As</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Permanent</td>
<td>Temporary</td>
<td>Casual</td>
</tr>
<tr>
<td>Kanpur</td>
<td>No.</td>
<td>43</td>
<td>279</td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>12.29</td>
<td>79.71</td>
<td>8.0</td>
</tr>
<tr>
<td>Lucknow</td>
<td>No.</td>
<td>4</td>
<td>18</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>16.0</td>
<td>72.0</td>
<td>12.0</td>
</tr>
<tr>
<td>Modinagar</td>
<td>No.</td>
<td>2</td>
<td>19</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>%age</td>
<td>8.0</td>
<td>76.0</td>
<td>16.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>No.</strong></td>
<td>49</td>
<td>316</td>
<td>35</td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td><strong>%age</strong></td>
<td>12.25</td>
<td>79.0</td>
<td>8.75</td>
</tr>
</tbody>
</table>

The above table indicates that a large proportion of operatives are kept temporary. Permanent category has only slightly over 12 per cent.

## 6. Working Conditions

**A. Shift System:** Section 58 of the Factories Act, 1948, prohibits overlapping of shifts. Work in the textile industry is usually carried on in two or three shifts, each shift being of 8 hours duration. Modi Spinning and Weaving Mills Co., Ltd., Modinagar, Shri Vikram Cotton Mills, Ltd., Lucknow, and Lakshmi Rattan Cotton Mills Co., Ltd., Kanpur, have three shifts each, while J.K. Manufacturers, Kanpur, J.K. Jute Mills Co., Ltd., Kanpur and Kanpur Cotton Mills are running only two shifts daily. Morning shift generally starts between 6 to 7 A.M. and
lacks to 2 or 3 P.M., with an interval of half an hour at noon. Mid-day shift commences from 2 to 3 P.M., and lasts to 10 or 11 P.M., with the usual interval of half an hour. Similarly, night shift works from 10 or 11 P.M. to 6 or 7 A.M., with an interval of half an hour.

B. Spread Over of Shifts - Spread over of shifts undoubtedly differs from mill to mill, but the timings of shifts have been fixed with due regard to the convenience and comfort of the industrial workers.

The Table below shows the spread over of shifts in the sampled units:-

Table No.XXII

Spread over of Shifts in the Textile Industry

<table>
<thead>
<tr>
<th>SHIFTS</th>
<th>MORNING</th>
<th>MIDDAY</th>
<th>NIGHT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timings</td>
<td>Rest</td>
<td>Timings</td>
<td>Rest</td>
</tr>
<tr>
<td>(a) 6.30 A.M. to 11.30 A.M.</td>
<td>4.00 P.M. to 8.30 P.M.</td>
<td>5.00 P.M. to 10.00 P.M.</td>
<td>1.00 A.M. to 6.00 A.M.</td>
</tr>
<tr>
<td>4.00 P.M. to 12.30 P.M.</td>
<td>9.00 P.M. to 5.30 P.M.</td>
<td>6.00 A.M. to 1.30 A.M.</td>
<td></td>
</tr>
<tr>
<td>(b) 6.00 A.M. to 12.00 P.M.</td>
<td>2.00 P.M. to 8.00 P.M.</td>
<td>11.00 P.M. to 7.00 A.M.</td>
<td></td>
</tr>
<tr>
<td>2.00 P.M. to 10.00 P.M.</td>
<td>5.00 P.M. to 11.00 P.M.</td>
<td>4.00 A.M. to 4.30 A.M.</td>
<td></td>
</tr>
<tr>
<td>(c) 7.00 A.M. to 12.30 P.M.</td>
<td>3.00 P.M. to 8.30 P.M.</td>
<td>7.00 A.M. to 4.30 A.M.</td>
<td></td>
</tr>
</tbody>
</table>

In B.I.C. Concerns (Lalimli Woollen Mills), Kanpur, the spread over of shifts is as follows:-
Table No. XXIII

<table>
<thead>
<tr>
<th>Shifts</th>
<th>Timings</th>
<th>Rest Interval</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Monday 6.30 A.M. to 4.30 P.M.</td>
<td>11.30 A.M. to 12.30</td>
</tr>
<tr>
<td></td>
<td>Tuesday 6.30 A.M. to 4 P.M.</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Wednesday</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Friday</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Saturday 6.30 A.M. to 11.30 A.M.</td>
<td>Half day</td>
</tr>
<tr>
<td>B</td>
<td>Monday 4.30 P.M. to 1 P.M.</td>
<td>8.30 P.M. to 9 P.M.</td>
</tr>
<tr>
<td></td>
<td>Tuesday 4 P.M. to 12.30 P.M.</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Wednesday</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Friday</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Saturday</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

C. Latrines and Urinals - Latrines and Urinals are provided to textile workers in an adequate number and are generally kept clean. Privacy of latrines and urinals in the mill premises is also properly maintained. Every latrine is under cover and has been so partitioned off as to secure privacy. Where workers of both sexes are employed there are Sign Boards on Entrance to latrines viz., "Men Only" or "Women only".

D. Rest and Lunch Rooms - In every sampled unit rest shelters and lunch rooms are provided and are maintained in good condition. Effective and suitable provisions have been made in every room for securing and maintaining adequate ventilation, lighting and seating arrangements.
E. **Canteens** - There are Canteens in all the sampled units. The Canteen Buildings generally accommodate a Dining Hall, Kitchen, Store Room, Pantry, and Washing places separately for workers and for utensils. The Canteens are kept clean and adequate arrangements exist for securing and maintaining ventilation and lighting.

7. **Holidays and Leave With Pay**

1. **Holidays** - According to Holidays with Pay Act, 1946, every worker who has completed a period of 12 months' continuous service in a factory is allowed, during the subsequent period of 12 months, holidays up to a period of 10, or if a child, up to a period of 14 consecutive days.

Textile workers at Kanpur, Lucknow, and Modinagar are allowed weekly holidays (Sundays are observed without pay). Festival holidays, as Holi, Id, etc., are also allowed as holidays without wages. Holidays should always be with pay. When they are allowed without pay, their beneficial effects tend to be lost, particularly among the low-paid workers owing to the resultant financial loss.

Besides weekly holidays, every worker is entitled to leave with wages after completion of 12 months' continuous service in a factory.

2. **Leave** - 15 days' leave with pay is given, provided a worker has not absented without proper leave for more than 10½ days during a period of one year and leave plus absenteeism do not exceed the period of 60 days inclusive of 10½ days absenteeism. If he has been present for all the working days, he is allowed 15 days' leave with pay, otherwise it gets reduced according to the number of days the worker was present.

2.(b) **Insurance Leave (Sickness)** - Insurance leave is granted to textile workers for which they get half of the average daily wages.
As a result of the recommendations of the U.P. Labour
Enquiry Committee, 1946-48, Government fixed, in December, 1948,
a minimum basic wage of Rs.30/- per month in the urban areas of
the cities of Kanpur, Agra, Meerut, Bareilly, Lucknow, Allahabad
and Banaras and Rs.28/- per mensum in other places for industrial
employees engaged in Cotton and Woollen textile industry. The
dearness allowance was fixed in accordance with the following table:

Table No. XXIV

<table>
<thead>
<tr>
<th>Kanpur Cost of Living Index Number</th>
<th>Dearness Allowance in annas per point per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 to 125</td>
<td>Nil</td>
</tr>
<tr>
<td>126 to 200</td>
<td>3.0</td>
</tr>
<tr>
<td>201 to 300</td>
<td>2.8</td>
</tr>
<tr>
<td>301 to 400</td>
<td>2.7</td>
</tr>
<tr>
<td>401 to 500</td>
<td>2.5</td>
</tr>
<tr>
<td>501 to 600</td>
<td>2.3</td>
</tr>
<tr>
<td>601 to 700</td>
<td>2.0</td>
</tr>
</tbody>
</table>

Kanpur Cost of Living Index numbers are to be utilized for
the purpose of calculating dearness allowance in accordance with
Government Orders dated December 6, 1948. It prescribes a uniform
scale for dear food allowance for the textile industry in the
State.

The textile industrialists outside Kanpur, specially of
the coarse count spinning and weaving mills, strongly represen-
ted to Government that the heavily increased labour costs as a
result of the enforcement of these Government Orders (No.3754(LL)/

1. U.P. Government Notification No.3754(LL)/XVIII-894(L)-1948,
December, 1948.
XVIII-894(L)-1948 severely narrowed their margin of profits.

Government have very carefully considered the matter in the light of the discussions at the Tripartite Conference and found considerable force in the representation.

Government felt that they could not reasonably force the concerns to continue going when they (concerns) could not pay their way. It was, however, equally obvious that the workers could not be deprived of their just share by way of fair wages if the concerns could pay. Hence, considering all these points Government have decided to suspend for the time being the Order, No.3754(LL)/XVIII-894(L)-1948, dated December 6, 1948 in so far as it was applicable to textile mills situated outside Kanpur district.

Earnings in the Textile Industry - The table below gives the range in the monthly earnings of the Unskilled Textile Operatives:

<table>
<thead>
<tr>
<th>Income Groups</th>
<th>Textile Operatives</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td>Rs.16/- to Rs.24/-</td>
<td>19</td>
</tr>
<tr>
<td>Rs.25/- to Rs.33/-</td>
<td>36</td>
</tr>
<tr>
<td>Rs.34/- to Rs.42/-</td>
<td>28</td>
</tr>
<tr>
<td>Rs.43/- to Rs.51/-</td>
<td>66</td>
</tr>
<tr>
<td>Rs.52/- to Rs.60/-</td>
<td>60</td>
</tr>
<tr>
<td>Rs.61/- to Rs.69/-</td>
<td>37</td>
</tr>
<tr>
<td>Rs.70/- to Rs.78/-</td>
<td>35</td>
</tr>
<tr>
<td>Rs.79/- to Rs.87/-</td>
<td>106</td>
</tr>
<tr>
<td>Rs.88/- to Rs.96/-</td>
<td>13</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>400</td>
</tr>
</tbody>
</table>

There is a great differential between monthly earnings of the unskilled operatives employed in the Cotton textile industry. The most familiar type of differential is that which occurs between occupations, particularly, between occupations involving no different degrees of skill. Even within a single occupation in the industry, and in the same State, there are often substantial variations in the statutory rates of wages actually paid and consequently in earnings.

The minimum basic statutory wage rate per day for textile operatives in the cotton textile industry at Kanpur, in 1951-52, was Rs.1/2/6, while in the cotton textile industry, Lucknow, in 1952, it was only Re.-/6/9. Modinagar had Rs.55/- per month as the consolidated wage and the daily wage rate was Rs.2/2/-, against an over-all average of about Rs.3/3/9 per day in the industrial centre of Kanpur and about Rs.1/13/7 per day in the same industry at Lucknow. Percentage difference in the over-all average earnings as compared with Kanpur works out to 43.3 per cent less at Lucknow and 34.6 per cent less at Modinagar.

The structure of wage-rates in the Cotton Textile industry, Lucknow, is a bit peculiar. The Constituents of wage-rates are minimum basic wage, dearness allowance¹ and 10 per cent interim increase on the consolidated wages of textile operatives as

<table>
<thead>
<tr>
<th>Wage Level per mensum</th>
<th>Cost of Living Index Number</th>
<th>Rate of Dearness Allowance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Re.1/- to Rs.14/-</td>
<td>290</td>
<td>Re.1/- per rupee</td>
</tr>
<tr>
<td>Rs.14/- to Rs.40/-</td>
<td>290</td>
<td>Re.-/14/-</td>
</tr>
<tr>
<td>Rs.40/- to Rs.75/-</td>
<td>290</td>
<td>Re.-/10/-</td>
</tr>
<tr>
<td>Rs.75/- to Rs.150/-</td>
<td>290</td>
<td>Re.-/7/-</td>
</tr>
</tbody>
</table>

Over and above 290 Cost of Living Index Numbers 1 pice per point per day worked was also paid.
existed on November 30, 1948. These increased wages/in force with effect from December 1, 1949.

The standard or maximum wage rates in the Cotton Textile Industry, were fixed by authoritative regulation in the State. The pattern of wage differentials established, therefore, do not depend on market conditions but on the views and policies of the wage fixing authority. The statutory wage rates might differ from those which would develop in conditions of perfect competition between labour and the industry or those which would result from collective bargaining. The wage-fixing authority did not pursue, as its objective, a fairly well established uniform basis of wage rates, within any single occupation in the industry or within groups of occupations involving no high degrees of skill in different industrial areas. In fact, under any system of authoritative wage regulation there should be a tendency for the various types of wage differentials to be established and/or adjusted in accordance with certain principles, with a view to a greater degree of uniformity among comparable cases than can ordinarily be expected to result from the free play of market forces, or collective bargaining.

Variations In Earnings - A reference to Appendices A-1 to A-8 reveals that there exists a very significant, and substantial differential in the textile operatives' earnings. The most familiar types of differentials are those that occur between industry and industry, between occupations in the same industry, between different industrial centres in the same industry, and between different grades of workers employed in the same industry and in the same industrial centre. The actual wage differentials,

as may be gathered from the tables, vide Appendices A-1 to A-8, are due, in part at least, to factors which have no relation to the nature of present jobs or to the relative skill or efficiency of different categories of textile workers. The average earnings of Cotton Textile workers in the three different centres are: Kanpur, Rs.69.8, Lucknow Rs.43.4 and Modinagar Rs.53.3 per month.

The averages of earnings in Cotton, Woollen and Jute Textiles and Hosiery Industry in the industrial centre of Kanpur itself are still more variable. We observe the following averages:

1. Cotton Textiles ... Rs.69.8 per month
2. Woollen Textile ... Rs.58.5 "
3. Jute Textile ... Rs.44.7 "
4. Hosiery Industry ... Rs.37.4 "

Extent of Variations - The following table gives a comparative idea of the Means, Standard Deviations and Inside percentage variations in each case:

Table No. XXVI

<table>
<thead>
<tr>
<th>Cases</th>
<th>Mean Rs.</th>
<th>Standard Deviation</th>
<th>Percentage coefficient of Inside Variation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Cotton Textiles (Kanpur)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in different industrial centres</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lucknow</td>
<td>69.8</td>
<td>18.6</td>
<td>26.7 %</td>
</tr>
<tr>
<td>Modinagar</td>
<td>43.4</td>
<td>5.7</td>
<td>13.1 %</td>
</tr>
<tr>
<td>2. Different Textile Industries</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>at Kanpur</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cotton</td>
<td>69.8</td>
<td>18.6</td>
<td>26.7 %</td>
</tr>
<tr>
<td>Woollen</td>
<td>58.5</td>
<td>18.3</td>
<td>31.2 %</td>
</tr>
<tr>
<td>Jute</td>
<td>44.7</td>
<td>11.5</td>
<td>25.7 %</td>
</tr>
<tr>
<td>Hosiery</td>
<td>37.4</td>
<td>16.8</td>
<td>44.9 %</td>
</tr>
<tr>
<td>3. Different grades of workers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in Kanpur</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Permanent</td>
<td>86.8</td>
<td>3.6</td>
<td>4.1 %</td>
</tr>
<tr>
<td>Temporary</td>
<td>70.7</td>
<td>14.1</td>
<td>19.9 %</td>
</tr>
<tr>
<td>Cotton Textile Industry</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Casual</td>
<td>24.8</td>
<td>3.7</td>
<td>14.9 %</td>
</tr>
</tbody>
</table>
IN DIFFERENT INDUSTRIAL CENTRES

------ Kanpur
------ Lucknow
------ Modinagar

INCOME IN RUPEES

GRAPH I
Average consolidated age of different textile industries at Kanpur.
Average Consolidated Wages Of Different Grades
Of Workers In Cotton Textile At Kanpur

- Casual
- Temporary
- Permanent

Income In Rupees

Graph III
The above table indicates that even the averages under different cases vary from Rs.24-8-0 to Rs.86-8-0 per month, i.e., a range of 1:3. The inside variations also range from 4.1 per cent to 44.9 per cent.

An examination of the frequency table vide Appendix C-1 of different cases enumerated above indicates that the data do not follow the normal curve. These frequency distributions are also graphically represented (Graphs No. I to III). The graphs are found to be bi-modal and tri-modal and the following inferences are obvious:

1. **Textile Industry in different centres** - The wages at Kanpur appear to be divided into three groups, one centring round Rs. 29/-, the other round Rs. 47/-, and the third round Rs. 83/- per month. Lucknow and Modinagar wages divide up into two groups only. The lower wage group in both these industrial towns centres round Rs. 20/-, while the higher wage group centres round Rs. 47/- at Lucknow and Rs. 56/- at Modinagar. These modal values indicate a wide range, slightly over 1:4. In fact these modal values are more indicative instead of means, as the data do not follow an unimodal normal curve.

2. **Different Textile Industries at Kanpur** - Both in Cotton and Woollen Industries the wages divide up almost into identical groups, except in case of the middle group which rests at a higher level in Woollen than in Cotton Textile Industry. In Jute and Hosiery Industries there appear only two wage groups, the
higher one in both of them centres round Rs.56/-, while the lower one is held at Rs.38/- in case of Jute and at Rs.29/- in case of Hosiery.

3. Different categories of Workers - The graph points out a marked difference in the modal wages. The permanent workers tend to get Rs.83/- and the casual workers only up to an average of Rs.29/- per month. The temporary workers, however, again get divided into two groups, the lower group centring round about Rs.47/- and the higher one near about Rs.83/- as in the case of permanent category.

9. Factors Responsible for Wage Differentials

It has been discussed in the preceding pages that workers of the same skill and efficiency are frequently paid at different rates and earn different amounts even in the same occupation and the same industry. One of the reasons of such differences in wage rates and earnings may be the inadequate occupational and industrial mobility of workers from lower-paid to higher-paid jobs. These wage differentials, however, would tend to increase the "upward mobility" of labour, not only horizontally - between grades of labour but also vertically - between different industries or between different industrial centres of the same industry. Some of the other factors responsible for wage differentials are noted below:

1. Differentials Under Wage Regulation - The glaring differences in wage rates and earnings of the unskilled textile workers even of the same skill and efficiency, employed in the Cotton Textile Industry between
different occupations and industrial centres are found simply because the system of authoritative wage regulations, made in the year 1948 in the State, had established various types of wage differentials in the same occupation and the same industry.

2. **Differentials Due to Differences In Relative Bargaining Power of Workers** — Bargaining power of workers generally determines the wage rates in any given industry or occupation. The factor of bargaining power of workers may be nullified and out-weighed by factors, such as the degree of competition between labour and industry and between different grades of labour and industrial establishments, or the differences in productivity per worker or by other factors which directly or indirectly influence different rates of wages. Relative bargaining power of unskilled workers employed in the Jute Industry seems comparatively inadequate and ineffective, as a result of which differentials in wages for similar jobs and occupations in this industry as compared with Cotton Textile seem to have arisen.

3. **Differentials Due to Different System of Payment** — Basic system of wage payment in the Hosiery industry is by piece rates. Various types of basic wage rates ranging from annas four to annas twelve per day plus dearness allowance are paid to unskilled workers employed in this industry. Basic wage rates and earnings in this industry are comparatively much
lower than those in the other Textile Industries, mainly due to the piece rate system.

4. **Differentials Due to Casual Employment** - The system of casual employment in the Textile Industry tends to encourage a considerable reserve of labour to hang about the industry, much in excess of the number which can secure regular employment on an average. Accordingly the average earning of a casual labour is ridiculously low because of the inconsistency of his employment and because of the keen competition between different grades of operatives. Any attempts to raise the earnings of the casual category of workers, while the method of casual employment remains in the industry, may merely attract a larger reserve of labour to the industry resulting in a vast reduction of average earnings.

**Conclusion** - To sum up, we can say that in the Textile Industry the proportion of temporary and casual categories of workers is considerably high. There exist considerable wage differentials between industry and industry, between different industrial centres in the same industry and between different grades of workers engaged in the same industry and in the same industrial centres. These anomalies can be eliminated by adopting the following measures:-

1. **Standardization of Wage** - To mitigate the evils associated with the variations in earnings and to palliate deteriorated economic conditions of the
workers, standardization of wages seems to be the only remedy. It tends to reduce the variations that exist between the earnings of different grades of workers in the different centres of the same industry and in different occupations in the same centre.

The chief aim of standardization of wages is that under more or less similar conditions, the variations in wages may be eliminated and a common standard of payment for similar classes of workers adopted.

The merits of the Standardization of Wage Rate Scheme are:-

1. It reduces the necessity of collective bargaining;
2. No competition between unit and unit is felt and the redundancy in labour supply is spontaneously minimised;
3. It tends to raise the earnings of all grades of workers;
4. Stability in wages tends to increase the efficiency of the workers; and
5. It aims at increasing the standard of living of the working class population.

2. Training Within Industry - At a time when India is embarking on a long range plan of industrial development, the need of training for and within the industry can hardly be over emphasised. At present there is a great scarcity of trained workers and technicians in India. To fill up this lacuna, there is a great need for a systematic, well-coordinated and comprehensive country-wide programme of training for and within the industry.
Some of the Industrial countries of the world, notably United Kingdom and the United States of America had long ago, solved this problem of training for and within the industry.

Industrial education in U.K. for example consists of two parts. (1) Practical training in factories and workshops, and (2) theoretical instructions imparted in evening schools. Practical training in the United States of America is also imparted "on the job" and as "Vestibule" training. In the case of training "on the job" a textile worker, for instance, may be started as a cleaner and by a process of up-grading may be advanced from one position to another, until he becomes a spinner, having been trained by close contact with the job. Under the "vestibule" system, on the other hand, a part of the machinery and equipment is set aside on which freshers may practise under the guidance of special instructors without interfering with the normal course of production.

The scientific system of training for industry adopted in the United States of America is most desirable to be adopted in our country.