

REPORT

ON

AN ENQUIRY INTO CONDITIONS OF LABOUR IN THE CASHEWNUT PROCESSING INDUSTRY IN INDIA



सत्यमेव जयते

REFERENCE ONLY

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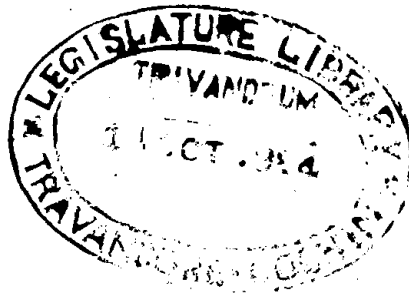
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PREFACE

The Cashewnut industry in India is of comparatively recent origin. Nevertheless, its importance to the national economy is two-fold. It is an important dollar earner in the export markets and provides employment to over 50,000 workers. Till very recently little was known of the organisation of the industry and the conditions of work, living and wages of the thousands of persons employed in the processing of the cashewnut. The present enquiry was undertaken with a view to obtaining some data on labour conditions in this industry.

The employers, employers' organisations and the workmen in the cashewnut industry have co-operated in the present enquiry and but for their assistance and co-operation the enquiries could not have been successfully completed. I must particularly acknowledge the assistance rendered by Shri T. N. Pillai, Secretary of the Southern India Cashewnut Manufacturers' Association, Quilon, Shri Shantharam Pai, President of the Cashewnut Workers' Union, Mangalore and the managers and proprietors of the various sampled units.

Shri R. V. Mathai, Research Officer of the Bureau was in entire charge of the field work connected with the enquiry, and his assistance in this as well as in the drafting of the report has been most valuable. Shri M. P. Wanchoo has been of great assistance in the compilation of the statistical tables embodied in the Report.

N. K. ADYANTHAYA,
Director.

LABOUR BUREAU, SIMLA;
The 24th September 1953.

CHAPTER I

INTRODUCTION

The cashewnut tree was introduced into India by the Portuguese about 400 years ago. Only in recent years, however, has the cashewnut come into prominence as a commercial crop. The cultivation of cashewnut trees on a commercial basis is of more recent origin and even today the bulk of cashewnuts for processing is obtained from peasants who grow a few cashewnut trees amidst other fruit trees in their small gardens. Cashewnut trees thrive on alluvial soil in the coastal regions and the fact that they could be grown on land unsuitable for usual garden crops augurs well for the extension of cashewnut cultivation on a commercial scale. Cashewnut trees now grow mostly along the coastal belt to the west of the Indian Peninsula from the Cape as far as the Ratnagiri District in Bombay and on the East Coast in Srikakulam District in Madras.

Apart from cashewnuts produced locally, large quantities of nuts are also imported from Africa and processed in India. According to the statistics published in the Foreign Sea and Air Borne Trade of India, 1952, the quantity and value of cashewnuts imported into India in recent years were as follows :—

Year	Quantity	Value
	Tons	Rs.
1949-50	45,494	181,89,319
1950-51	43,346	218,59,653
1951-52	30,397	218,34,897

These statistics do not appear to be comprehensive because according to a statement furnished by the Southern India Cashewnut Manufacturer's Association, Quilon, the following were the figures of imports of African nuts by firms in the Association's membership :

Year	Quantity (tons)
1938	33,000
1939	37,000
1942	Nil
1943	Nil
1944	Nil
1945	41,000
1946	37,000
1947	42,000
1948	44,800
1949	37,300
1950	63,750
1951	58,510
1952	55,500

No figures are available regarding the production of cashewnuts in India but it could be roughly estimated on the basis of the production of cashew kernels. It is reckoned that a bag of 168 lbs. of raw nuts would yield $37\frac{1}{2}$ lbs. of kernels. The Income Tax Department, it is understood, also assesses the income of cashewnut manufacturers on this basis. It is also estimated that 95 per cent. of kernels produced in India is exported. The exports of cashew kernels from India during 1949-50, 1950-51 and 1951-52 were 17,297, 22,523 and 19,436 tons respectively. The estimated consumption of raw nuts in factories, imports from Africa and local production of cashewnuts would, therefore, be as follows:—

Year	Estimated quantity of raw nuts processed in factories	Imports	Local Production
	(tons)	(tons)	(tons)
1949-50	81,569	45,494	36,075
1950-51	1,06,175	43,346	62,829
1951-52	91,656	30,397	61,259

Consumption of raw cashewnuts in 1952, separately for African and Indian nuts was available in respect of 15 cashewnut factories in the sample. These 15 factories accounted for the employment of 5,536 workers out of a total employment of 55,070 as would appear from the returns of the List of Factories in India for 1951. They processed during 1952, 56,147 bags (4,211 tons) of African and 104,782 bags (7,859 tons) of Indian nuts. The proportion of African nuts to total nuts processed was, therefore, about 35 per cent. in 1952 which also roughly corresponds to the proportion of imports to total consumption (33.2%) during 1951-52.

Although the cashewnut processing industry is an organised industry employing over 50,000 workers little is known about the conditions of work and living of persons engaged in it. The Labour Investigation Committee appointed by the Government of India in 1944 conducted detailed enquiries into wages and conditions of work and living in several industries in India but did not include the cashewnut industry in the scope of their enquiries. In June 1952 the Cashewnut workers' Union, Mangalore, submitted a memorandum to the Minister for Labour, Government of India, detailing some of the difficulties of the workers engaged in the cashewnut industry in the South Kanara district in Madras and urging him to appoint a Committee to enquire into the conditions of labour in the industry and to take necessary action for ensuring uniform fair wages and conditions of service to the workers. The Ministry of Labour thereupon asked the Director, Labour Bureau, to conduct an *ad hoc* enquiry into the conditions of labour in the cashewnut industry. This is the genesis of the present enquiry.

The Labour Bureau decided to follow both the questionnaire and investigation method for conducting the enquiry and drafted a suitable questionnaire

for the purpose. The questionnaire is given at Appendix I. The questionnaire was issued to 42 units selected on the basis of a stratified random sample and it was decided to confine on-the-spot enquiries to a sub-sample of 25 units.

Method of Sampling :

From the returns of the List of Factories in India list of cashewnut factories was prepared. In India cashewnut factories are located in the Ratnagiri district in Bombay State, in the districts of South Kanara, Malabar, Guntur, East Godavari and Srikakulam in Madras and in Travancore-Cochin. There are four main regions as shown below in which the industry is located.

Region	State	District	No. of factories	No. of workers
Region I	Bombay	Ratnagiri	4*	677
Region II	Madras	Srikakulam, East Godavari and Guntur.	19	719
Region III	Madras	South Kanara and Malabar.	12	7,658
Region IV	Travancore-Cochin	Quilon and Trichur	156	46,016

*There were 10 factories in the list but in a recent communication from the Government of Bombay it was stated that only 4 were working.

In each region the factories were stratified into four strata according to the number of persons employed as follows :—

- Stratum 1 employing 1 to 50 workers,
- Stratum 2 employing 51 to 200 workers,
- Stratum 3 employing 201 to 500 workers,
- Stratum 4 employing over 500 workers.

From each region and each stratum a 20 per cent. sample was selected by using tables of random sampling numbers of Kendall and Babington Smith. It was decided to issue the questionnaire to 42 units thus selected. From among these a sub-sample of 50 per cent. (*i.e.*, a 10 per cent. sample of the universe) was selected for on-the-spot enquiries, again by using the numbers of Kendall and Babington Smith. Where the total number of factories in any stratum in the universe was five or less a minimum of one factory was selected for both the 20 per cent. sample and the sub-sample of 10 per cent. In the sub-sample 25 factories were included. The number of units in the Universe sample and sub-sample in the various Strata were as follows :—

Stratum	Region I			Region II			Region III			Region IV		
	Universe	Sample	Sub-sample	Universe	Sample	Sub-sample	Universe	Sample	Sub-sample	Universe	Sample	Sub-sample
1	..	..	..	14	3	2	..	..	..	17	4	2
2	2	1	1	4	1	1	2	1	1	30	6	3
3	2	1	1	..	..	..	3	1	1	95	19	10
4	..	..	..	..	..	..	7	2	1	14	3	2

The list of factories in the sample and sub-sample is given in Appendix II.

The questionnaire method proved a failure only one reply having been received. The present report has been prepared on the basis of personal investigations conducted in units that came within the sub-sample. In conducting the enquiries the officer in charge was guided by the points raised in the questionnaire and collected statistics on the lines indicated therein.

The enquiries covered all the four regions namely the Ratnagiri District of Bombay the Guntur and Srikakulam Districts of Madras, South Kanara and Malabar Districts of Madras and the Quilon District of Travancore-Cochin. The field investigations commenced on 6th March and were completed by 18th April 1953. Two of the factories in the sub-sample, one in the Srikakulam District in Madras and another in Quilon District in Travancore-Cochin, had been closed down. The only other factory in the sample in Srikakulam was taken into the sub-sample and in Quilon another factory belonging to the same management was substituted. One great difficulty was that several factories particularly the smaller ones do not maintain proper registers of employment, wages, etc.

Wherever the cashewnut workers had organised themselves into trade unions every effort was made to contact the union officials. A copy of the questionnaire was furnished to all trade unions of cashewnut workers whose addresses were known to the Bureau with a request that their replies with memoranda, if any, on the subject may be furnished to the Bureau. With a solitary exception, no trade union furnished any reply to the questionnaire or memoranda on the subject.

ORGANISATION OF THE INDUSTRY

Except in one case where a few cashewnut factories are owned by a limited company, cashewnut factories in India are owned and managed by individual proprietors some of whom own several factories each. No elaborate plant is required for the cashewnut processing industry and the capital investment, except for the working expenses such as purchase of raw material and the wages bill, is small. A roasting plant, a hot-house and a few sheds for shelling, peeling and grading are all that is required. When, during the season, that is from the beginning of March to the end of May, cashewnuts come into the market the factory owners have to purchase and stock cashewnuts for the year round. The factory owners have their own buying agents in the various local markets for this purpose. This involves much capital outlay for which they largely depend on loans and advances from banks. Import of cashewnuts from Africa is arranged through dealers in Bombay. The cashewnut manufacturers in Travancore-Cochin have organised into an association called the Southern India Cashewnut Manufacturers' Association.

PROCESSES OF WORK

The following are the processes involved in the manufacture and export of cashew kernels. The local nuts are bought in the season. When the raw nuts are received they are properly dried in the yards attached to the factories

and stored in the godowns. Day by day the required quantity of raw nuts is taken out. These are first moistened to prevent the scorching of kernels while roasting. The moistened nuts are roasted over a furnace in rotating metal drums kept in a slightly slanting horizontal position. The raw nuts are fed into the drums from over-head metal boxes. The shell oil drips out through small holes in the drum and is collected in a tank. The roasted nuts collect on the floor from where they are removed for scrubbing. In the process of scrubbing most of the shell oil still sticking to the nuts is removed. The roasted nuts after scrubbing are taken to the shelling sheds. In the process of shelling the kernels are extracted from the roasted nuts by breaking the shell by deft hammering on the shells by a stone or a small wooden flail. The shellers have to collect the kernels and sort them into wholes and brokens. Apart from the shells the kernels have another covering jacket, the endocarp, which has to be peeled off before the white kernels are obtained. For this purpose, the kernels after extraction from the shells are first heated in an oven called hot-house or *borma* in order to loosen the jackets. They are then taken to the peeling sheds for peeling. Peeling is done by hand with the help of the finger nails. Sometimes a pen knife is also used. The peelers have to sort out the peeled kernels into different varieties such as white wholes, scorehed wholes, desert wholes, splits, butts, brokens, desert splits, etc. The kernels are then graded into different grades and packed in tins of 25 lbs. capacity each and vacuum sealed. Two such tins are packed in one wooden case for export.

The main occupations in the cashewnut factories are, therefore, the following: (i) general work including roasting and packing; (ii) shelling; (iii) peeling and (iv) grading. An analysis of information regarding the number of workers in each occupation collected from 6 factories in Travancore-Cochin showed the following occupational distribution:

General work	. . . . .	5.7 per cent.
Shelling	. . . . .	37.3 per cent.
Peeling	. . . . .	41.8 per cent.
Grading	. . . . .	15.2 per cent.

One factory in Mangalore uses a machine for shelling and it is understood that this is the only factory of its kind in this country. The machine consists of two blades attached to springs which, on being pushed by the hand after the raw nut is inserted in a groove, cut the nut from either side. The kernel could then be separated from the shell without being broken. The raw nuts are first warmed for about 15 minutes in a machine to drive out moisture. In this factory the shellers work in teams of two each, one for cutting the nut on the machine and the other for separating the kernel. The shell oil in this case is extracted after the kernels are removed from the nuts. The shelling machine was invented by the General Food Corporation of America and there is an understanding with the Corporation that it will not sell the machines to others or allow others to use the machine. The factory has 100 such machines

BYE-PRODUCTS

The main bye-product of the cashewnut processing industry is the shell oil which is exported. The shells after the oil is extracted are used as fuel for the roasting furnace and the hot house. The peels are sold as manure and the very small pieces can be used as poultry feed.

The importance of the cashewnut processing industry can be gauged from the following figures of the quantity and value of the exports of cashew kernels.

TABLE I

Export of cashew kernels from India

Year	Destination									
	United Kingdom		Canada		U.S.A.		Other countries		Total	
	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value
	Tons	Rs.	Tons	Rs.	Tons	Rs.	Tons	Rs.	Tons	Rs.
1949-50	2,245	43,04,776	542	16,05,380	13,704	4,35,60,642	746	16,03,644	17,297	5,10,74,462
1950-51	3,482	1,05,45,630	316	11,74,065	18,116	6,05,05,632	609	20,56,068	22,523	7,42,81,395
1951-52	4,406	1,35,35,179	422	19,55,798	13,761	6,04,02,160	847	35,51,162	19,436	8,24,44,299

Source.—Sea and Air Borne Trade of India, 1952.

CHAPTER II

EMPLOYMENT

According to the returns of the List of Factories in India for 1951, there were 197 cashewnut factories in India employing 55,070 workers. In connection with the present enquiry the Labour Bureau requested the Governments of Bombay, Madras and Travancore-Cochin, to which States the cashewnut processing industry is confined, to furnish up-to-date lists of cashewnut factories showing figures of total employment. The following statement shows the number of factories and number of persons employed district-wise :—

TABLE II

Employment in cashewnut factories in India, 1952

State and District (1)	No. of Factories (2)	No. of workers (3)	Remarks (4)
Bombay—			
Ratnagiri District	10	1,550	Employment figures relate to 6 factories only.
Madras—			
Srikakulam District	13	448	2 factories not working.
East Godavari District	5	82	1 factory not working.
Guntur District	8	350	
South Arcot District	1	50	
Malabar District	4	1,744	
South Kanara District	9	6,686	
Travancore-Cochin—			
Trivandrum District	5	1,499	1 factory not working.
Quilon District	154	39,887	16 factories were temporarily closed ; in 3 factories there was no work ; and employment figures were not available for 2 factories.
Trichur District	3	521	
Total	212	52,817	Relates to 183 factories only.

It is proposed to deal with the problems of employment, wages, etc., in the sampled units region-wise.

BOMBAY

The number of workers on the register in the two sampled units in Bombay during 1952 was as follows :—

TABLE III
Employment in sampled units in Bombay

Month	Number of workers	
	Men	Women
January	55	778
February	54	766
March	55	772
April	60	770
May	57	733
June*	37	353
July	55	687
August	54	701
September†	28	264
October†	28	262
November†	28	262
December†	28	262

*During June only one factory was working.

†During these months one of the factories had on the register only 9 men to do general work ; no processing of cashewnuts was done.

It is seen that women form 92·1 per cent. of the total employment. Children are not being employed in cashewnut factories in Bombay.

One of the two factories worked for 11 months during 1952 while the other worked for only 8 months. Cashewnut factories in Bombay do not process imported nuts on the same scale as elsewhere and the working season largely depends on the availability of local nuts. Of the 29,654 bags of cashewnuts processed in the two sampled units only 6,439 bags were of imported nuts. Roasting and packing are done by men and shelling and grading by women. Peeling is given as out-work and is done mostly by women and children in their homes. All the workers are considered temporary. There is no difficulty in regard to recruitment of workers. They come to the factory gates seeking employment. No contract labour is employed. Information regarding length of service of the workers was not available.

Absenteeism figures were available only in respect of one factory and the following were the rates of absenteeism among men and women during 1952.

TABLE IV

Absenteeism in a cashewnut factory in Bombay

Month	Number of man-shifts scheduled to work		Number of man-shifts worked		Rate of absenteeism	
	Men	Women	Men	Women	Men %	Women %
(1)	(2)	(3)	(4)	(5)	(6)	(7)
January . . .	945	14,175	810	8,823	14.3	27.8
February . . .	875	12,925	814	9,006	6.9	15.2
March . . .	936	14,014	828	8,963	11.5	18.0
April . . .	1,066	13,364	826	10,827	22.5	18.9
May . . .	1,053	12,960	852	8,581	19.1	30.4
June . . .	925	8,825	768	3,063	15.9	65.8
July . . .	999	12,798	913	9,080	4.3	29.5
August . . .	938	11,570	585	4,058	18.7	64.9
September . . .	260	..	237	..	8.8	..
October . . .	243	..	238	..	2.1	..
November . . .	225	..	208	..	7.6	..
December . . .	243	..	241	..	0.7	..

Absenteeism rates in the beginning and the end of the season which usually starts early in the year are unrealistic because in the beginning, although many of the workers are engaged towards the middle or the end of the month they have been reckoned as scheduled to work throughout the month ; and similarly at the end of the season though several workers are discharged during the course of the month they are taken as scheduled to work for the full month. During the months of June, July and August several workers, particularly women workers, absent themselves to take up agricultural work.

MADRAS

Guntur and Srikakulam districts.

Cashewnut factories in Guntur and Srikakulam Districts are small units employing from 15 to 50 workers. The factories in Guntur District process both local nuts and imported nuts while those in Srikakulam District process only local nuts. The kernels produced in Srikakulam District are not exported but find their markets in adjacent States like Bihar, Orissa and West Bengal. The one sampled unit in Guntur District worked for only 43 days during 1952

and processed 198 bags of local nuts and 120 bags of imported African nuts. In this factory the work is given on contract to a person who roasts the nuts and arranges for the shelling through persons employed by him. The factory owner employs only two women for grading work. Peeling is done on out-work basis and sometimes the work is given out to about 40 persons. Roasting and shelling were carried on only for 36 days during 1952. The following were the number of workers on the books, the number of man-days scheduled to work and the number of man-days actually worked during 1952.

TABLE V
Employment and Absenteeism in the Sampled Unit in Guntur District

Month	Number of workers on books		Number of man-days scheduled to work	Number of man-days worked	Rate of absenteeism
	Men	Women			
August	6	10	316	278	12%
September	8	8	66	57	13%
December	5	12	211	205	2.6%

The following were the number of workers and the number of man-days worked during 1952 in the two sampled units in Srikakulam District.

TABLE VI
Employment and Absenteeism in Sampled Units in Srikakulam District

Month*	No. of workers on books	No. of man-days scheduled to work	No. of man-days worked	Rate of absenteeism
(1)	(2)	(3)	(4)	(5)
April (1.4-52 to 26.4-52)	19	404	360	10.8
May (27.4-52 to 31.5-52)	58	1,263	980	22.4
June (1.6-52 to 28.6-52)	61	1,234	912	26.1
July (30.6-52 to 2.8-52)	64	1,797	1,451	19.8
August (3.8-52 to 31.8-52)	76	1,705	839	50.8
September (1.9-52 to 27.9-52)	75	1,595	1,013	36.5
October (29.9-52 to 1.11-52)	84	1,480	1,035	30.1
November (2.11-52 to 30.11-52)	83	1,998	1,233	35.8
December (1.12-52 to 31.12-52)	71	1,002	932	7.0

*Figures for calendar months were not readily available. The actual periods to which the figures relate are indicated in brackets.

Absenteeism appears to be rather high particularly during the months of August and September which is the harvesting season. During this season more workers are enrolled to ensure an adequate working strength.

All the workers are considered as temporary. Contract labour is not employed in the Srikakulam District, but roasting and shelling work is given on contract in Guntur district. In both places peeling is done on the out-work system. Roasting is done everywhere by men and grading by women. Usually in a factory only one man is engaged on roasting. Shelling is done both by men and women but women predominate. The factories do not maintain separate registers for men and women but women form the bulk of the number of persons employed. When there is no work in one factory the workers seek employment in other factories.

South Kanara District.

All the cashewnut factories in South Kanara District are fairly large-sized units. One of the three sampled units has installed hand operated machines for the shelling of cashewnuts. Imported cashewnuts being smaller in size are not suitable for shelling on the machine and this factory, therefore, processes Indian nuts only. The extent of labour saving on account of the machine can be gauged by the fact that while the two other factories with an average strength of 654 and 818 workers on the register processed 20,848 and 16,317 bags of raw cashewnuts during 1952, this factory with the aid of the machine and 171 workers on the register processed 18,500 bags. Peeling and grading work in this factory, however, which roughly account for 57 per cent. of the labour force was done elsewhere.

The following were the number of workers employed in the three sampled units in South Kanara District.

TABLE VII
Employment in sampled units in South Kanara District

Month	Number of workers employed		
	Men	Women	Children
January*	18	691	19
February†	38	1,333	46
March†	38	1,348	50
April	46	1,485	83
May	49	1,502	86
June	49	1,500	84
July	50	1,525	83
August	50	1,546	83
September	50	1,547	85
October†	29	729	58
November	47	1,564	78
December	47	1,579	80

* Only one factory was working.

† Only two factories were working.

Women comprise the bulk of the labour force, the proportion of men, women and children to the total labour force being 2.9%, 92.4% and 4.7% respectively.

Men are generally employed in the roasting and packing departments. Shelling, peeling and grading are done mostly by women and children. Absenteeism figures were available only from two factories and the following were the rates of absenteeism.

TABLE VIII

Rate of absenteeism in Cashewnut factories in South Kanara, 1952

Month (1)	Number of man-days scheduled to work			Number of man-days worked			Rate of absenteeism		
	Men (2)	Women (3)	Children (4)	Men (5)	Women (6)	Children (7)	Men (8)	Women (9)	Children (10)
January	..	..	..	..	..	..	..	..	..
February	240	7,248	336	214	6,425	299	10.8	11.4	11.0
March	500	15,100	700	466	12,400	681	6.8	17.9	2.7
April	708	18,246	1,480	628	14,141	1,387	11.3	22.5	6.2
May	837	19,683	1,566	702	13,992	1,372	16.1	30.4	12.3
June	775	18,175	1,450	688	14,192	1,395	11.2	21.9	3.7
July	828	19,788	1,476	794	13,037	1,257	4.1	34.1	14.3
August	792	18,162	1,452	700	14,887	1,417	11.6	18.0	2.4
September	812	18,714	1,480	753	15,517	977	7.3	17.1	33.9
October	783	19,683	1,566	688	14,750	1,021	12.1	25.1	34.8
November	716	17,980	1,420	630	13,675	918	5.9	23.9	35.4
December	663	15,924	1,398	618	11,741	966	6.8	26.3	30.9
Total	7,654	1,88,703	14,324	6,932	1,44,764	11,690	9.4	23.3	18.4

On the whole absenteeism is highest among women workers. During the months of September, October, November and December absenteeism is very high among children. Figures of labour turnover were not available but it is understood that cashewnut workers in South Kanara constitute a more or less stable labour force. The workers, however, are not classified as permanent and temporary and are discharged at the end of each year and recruited afresh the next year. Contract labour is not employed. Usually work is available for six days in the week throughout the period the factories work. If there is not sufficient work the factory remains closed for one or two months during the year. Of the three sampled units two worked for 11 months during 1952 and the third for only 9 months.

TRAVANCORE-COCHIN

The following were the number of persons employed in the 17 sampled units in Travancore-Cochin :—

TABLE IX
Employment in the sampled units in Travancore-Cochin, 1952

Month	Number of workers on the Books			
	Men	Women	Children	Total
January	720	3,364	603	4,687
February	818	4,140	722	5,680
March	860	4,479	770	6,109
April	907	4,746	836	6,489
May	919	4,818	849	6,586
June	889	4,732	839	6,460
July	843	4,563	837	6,243
August	824	4,408	833	6,065
September	836	4,765	843	6,444
October	784	4,571	835	6,190
November	710	4,084	742	5,536
December	581	3,369	660	4,610
Average 1952	808 (13·6%)	4,337 (73·2%)	781 (13·2%)	5,926 (100%)

NOTE.—Employment figures relating to men in one factory are included in the column for women.

Of the 17 sampled units only 5 worked all the 12 months during the year 1952; 8 worked for 11 months; 2 for 10 months; 1 for 9 months; and 1 for only 8 months. November, December and January were usually the non-working months. The busy season for the cashewnut processing industry can therefore be said to be from February to October. In the beginning and at the end of the year, even those cashewnut factories that work do not generally work with their full complements.

Women form the bulk of the labour force forming on the average 73·2 per cent. of the total. Men form 13·6 per cent. and children 13·2 per cent. of the total labour force. Men are employed for roasting, packing and as general mazdoors. A few men are also employed in shelling the roasted nuts. The large majority of the shellers are women. In most factories children are not employed on shelling. Women and children do peeling. The grading department is almost exclusively the domain of women.

The workers are not classified as permanent and temporary. Actually all workers are considered as temporary. When the factory commences work in any one year, the workers, irrespective of whether or not they were working in the same factory during the previous year, are engaged afresh. For this reason it was not possible to obtain information regarding length of service of the workers. Recruitment is at the factory gate and there is usually no difficulty in obtaining the required complement. In some places, however, particularly in factories located near about Quilon it is difficult to get adequate number of shellers as shelling work is considered *infra dig*. Occasionally shellers have to be recruited from outside offering them small inducements such as rent free living accommodation. All the workers are employed directly.

The cashewnut manufacturers strive to give full employment to their workers during the working season.

Absenteeism—

The following table gives the rates of absenteeism among men, women and children employed in 13 of the 17 sampled units :

TABLE X
Absenteeism among cashewnut factory workers (13 factories) in Travancore-Cochin

Month (1)	Number of man-days scheduled to work				Number of man-days worked				Rate of absenteeism %			
	Men (2)	Women (3)	Children (4)	Total (5)	Men (6)	Women (7)	Children (8)	Total (9)	Men (10)	Women (11)	Children (12)	Total (13)
	January	10,184	41,922	8,770	60,876	7,176	26,718	4,763	38,657	29.5	36.3	45.7	36.5
February	15,016	70,374	14,946	1,00,336	12,214	51,812	10,326	74,352	18.7	26.4	30.9	25.9
March	17,815	84,269	16,901	1,18,985	14,409	68,225	12,449	95,083	18.5	19.0	26.4	20.1
April	18,173	90,794	19,241	1,28,208	16,004	75,201	14,309	1,06,114	8.6	17.2	25.6	17.2
May	20,610	99,496	20,252	1,40,358	16,832	77,754	15,139	1,09,725	18.3	21.8	25.2	21.8
June	18,658	92,168	18,657	1,26,483	15,841	75,446	14,120	1,05,407	15.1	18.2	24.3	16.7
July	19,056	95,808	20,261	1,35,125	17,273	81,232	15,710	1,14,216	9.3	15.2	22.5	15.5
August	16,509	80,587	17,738	1,15,134	14,638	63,998	13,076	91,712	11.3	20.6	26.3	20.3
September	15,641	80,447	16,412	1,12,500	13,508	60,519	11,646	85,673	13.6	24.8	29.0	23.9
October	17,402	91,963	19,121	1,28,486	15,226	73,297	14,212	1,02,735	12.5	20.3	25.6	20.0
November	15,209	80,562	16,619	1,12,390	12,987	69,558	12,775	95,320	14.6	13.7	23.1	15.2
December	12,868	71,660	16,623	1,01,151	11,405	57,828	12,612	82,345	11.4	19.3	24.1	18.6

The number of man-days worked was not available separately for men, women and children from two factories. In regard to these factories the overall rates of absenteeism during 1952 were the following :

TABLE XI

Rate of absenteeism in two factories in Travancore-Cochin, 1952

Month	Number of man-days scheduled to work	Number of man-days worked	Rate of absenteeism
January	7,768	3,980	48.8
February	15,301	12,689	17.1
March	19,272	16,313	15.4
April	17,789	14,869	16.4
May	16,408	13,726	16.4
June	16,326	13,491	12.0
July	14,956	12,426	16.9
August	15,799	10,854	31.3
September	14,910	10,661	28.5
October	18,063	14,860	17.7
November	13,281	10,430	21.5
December	..	..	..

The rate of absenteeism at the beginning of the year is apparently higher because, although several workers are engaged during the course of the month they have been reckoned as scheduled to work throughout the month. It was difficult to work out the actual number of days scheduled to work by adding up the number of days scheduled to work in regard to each worker. On the whole the rate of absenteeism was the highest during the months of August, September and October. Probably this is due to three factors : (1) during *onam* which is the national festival for the Malayalees, several workers are inclined to absent themselves ; (2) the annual bonus is disbursed just before *onam* and when the workers get some extra cash in hand the incentive to work is reduced ; and (3) August and September are harvest months and the workers may find it more paying to go for harvesting work.

The rate of absenteeism is highest among children and lowest among men workers.

Labour turnover

Labour turnover appears to be very high among cashewnut factory workers. Figures of labour turnover were available only from 7 sampled units. The percentages of labour turnover in these units during 1952 were the following :

TABLE XII

Labour Turnover in certain cashewnut factories in Travancore-Cochin, 1952

Unit	Total number of persons employed in April 1952	Total number of quits and discharges during 1952	Labour turnover %
A	455	116	25.5
B	329	242	73.6
C	393	151	38.4
D	618	545	88.2
E	486	415	85.4
F	636	166	26.1
G	272	64	23.5
Total	3,189	1,699	53.3

The high rate of turnover may be due to the fact that the workers have no advantage in sticking to one factory. They do not get any benefit of length of service.

A comparison of the figures of employment in the sampled units as ascertained by our enquiries and as given in the returns of the List of Factories revealed that in several cases the actual figures of employment were much greater than what was given in the List of Factories. This may be due to two reasons : (i) employment figures given in the List of Factories relate to the average number daily employed ; and (ii) the factory owners, even if they employ more workers, do not in their returns under the Factories Act show more workers than their factory is licensed to employ.

CHAPTER III

HOURS OF WORK AND WAGES

Cashewnut factories come under the Factories Act and working hours are regulated. Hours of work are generally 8 per day and 48 per week. Overtime work is not common in cashewnut factories. The following were the actual hours of work in the sampled units :—

Bombay

Unit 1.

- (i) 8 a.m. to 12 a.m.—2 p.m. to 6 p.m. (Roasting and shelling).
- (ii) 8-30 a.m. to 12-30 p.m.—2-30 p.m. to 6-30 p.m. (Grading and packing).

Unit 2

- (i) 8 a.m. to 12 noon—1 p.m. to 5 p.m. (Roasting and shelling).
- (ii) 8 a.m. to 9-30 a.m.—10 a.m. to 12 noon—2-30 p.m. to 4-30 p.m.—5 p.m. to 6-30 p.m. (Grading and packing).

Madras

Guntur

10 a.m. to 1 p.m.—2 p.m. to 7 p.m.

Srikakulam

Unit 1

8 a.m. to 12 noon—1 p.m. to 5 p.m.

Unit 2

8 a.m. to 12 noon—2 p.m. to 6 p.m.

S. Kanara

Unit 1:

9 a.m. to 12 noon—1 p.m. to 6 p.m.

Unit 2

8-30 a.m. to 12-30 p.m.—2-30 p.m. to 6-30 p.m.

Unit 3

8-30 a.m. to 12 noon—1 p.m. to 5-30 p.m.

Travancore-Cochin

13 Units

8 a.m. to 12 noon—1 p.m. to 5 p.m.

1 Unit

8 a.m. to 12 noon—2 p.m. to 5 p.m.

1 Unit

8 a.m. to 12-30 p.m.—1-30 p.m. to 5-30 p.m.

2 Units

8 a.m. to 12-30 p.m.—1-30 p.m. to 5 p.m.

In Travancore-Cochin some factories had different timings for roasting work which commenced earlier. In one factory, for example, the working hours for roasters were 7 a.m. to 11-30 a.m. and again from 2 p.m. to 5 p.m.; in another it was 6 a.m. to 11 a.m. and 3 p.m. to 6 p.m. In some of the factories in Travancore-Cochin children were being employed both before and after the midday recess even though their working hours are restricted. In one factory

for instance, working hours for children were from 8 a.m. to 10-30 a.m. and again from 1 p.m. to 3 p.m. ; in another they were from 10 a.m. to 12 noon and 1 p.m. to 3 p.m. It is very doubtful if the restrictions regarding the hours of employment for children are being strictly observed.

WAGES AND EARNINGS

Bombay

In Bombay, roasting and packing are occupations assigned to men and they are paid wages at time-rates. Shelling is done by women who are paid at piece rates. Peeling is also on piece-rates but it is given as out-work. Grading is done by women. Graders are time-rated but the wages are related to a fixed task, that is, the workers are required to show a certain fixed output before they are paid their daily rates. In July 1952, out of a total of 742 workers in the two sampled units 111, that is 15 per cent., were time-rated and 631, that is 85 per cent., were piece-rated. The minimum wage for men is Re. 1 per day in one factory and Rs. 1-4-0 per day in the other. The minimum wage for time-rated women is 9 annas per day in one factory and 8 annas in the other. Piece-rates for shelling are the same in both factories, namely, 9 pies per lb. of kernels in the case of Indian nuts and 1 anna per lb. for African nuts. African nuts are smaller in size and more difficult to shell. The rate for peeling in one factory is 9 pies per lb. in the case of Indian nuts and 1 anna per lb. in the case of African nuts. In the other factory for peeling a tin of 10 lbs. the rate is 4 annas which works out to only 4·8 pies per lb. In one factory the general workers, that is those engaged in roasting and packing, are paid full wages whether work is available or not. Apart from wages no other allowances or bonuses are paid to the workers. One of the factories gave to their general workers numbering only 19 a *deepavali* present of Rs. 10 to 15 each during 1952.

Wages are paid weekly. The average monthly earnings of men and women workers in the two factories during 1952 obtained by dividing the total wages bill by the number of workers on the registers were the following :

TABLE XIII

Monthly earnings of cashewnut workers in Bombay

Month (1)	Wage Bill				Average monthly earnings			
	Men (2)		Women (3)		Men (4)		Women (5)	
	Rs.	A. P.	Rs.	A. P.	Rs.	A. P.	Rs.	A. P.
January	2,261	8 9	7,175	4 0	41	1 11	9	3 7
February	1,932	8 0	7,567	0 0	35	12 7	9	14 1
March	1,931	7 0	8,078	11 3	35	1 10	10	7 5
April	2,345	15 3	8,078	13 9	39	1 7	10	7 8
May	1,766	8 9	5,905	14 0	30	15 2	8	0 11
June	986	5 0	1,709	12 9	26	10 6	4	1 8
July	1,817	13 9	6,318	15 6	33	0 10	9	3 2
August	1,768	1 9	4,830	13 9	32	11 11	6	14 3
September	1,243	9 9	2,707	6 0	44	6 8	10	4 1
October	1,541	4 6	3,363	7 3	55	0 9	12	13 5
November	1,232	0 3	2,699	10 3	44	0 0	10	4 16
December	1,453	2 9	3,064	9 0	51	14 4	11	11 2

For number of workers on the register see Table III.

The average earnings per day worked could be ascertained in respect of one factory only. These were as follows :—

TABLE XIV

Average daily earnings of cashewnut factory workers in Bombay

Month	Average daily earnings	
	Men	Women
	Rs. A. P.	Rs. A. P.
January	1 5 11	0 8 7
February	1 5 0	0 9 5
March	1 4 4	0 9 10
April	1 7 9	0 8 2
May	1 6 0	0 8 7
June	1 4 7	0 8 11
July	1 4 11	0 8 0
August	1 9 3	0 9 9
September	1 10 4	..
October	1 9 7	..
November	1 9 9	..
December	1 9 9	..

Madras.—Guntur District.

In the sampled unit roasting and shelling work is given on contract to the man in charge of roasting. It is understood that the same system prevails also in other factories in Guntur district. The contractor distributes the wages to other workers, namely shellers, engaged by him. The contract rate is Rs. 2-14-3 per bag of 168 lbs. It is understood that the contractor pays the shellers at the rate of 1 anna per lb. of kernels. The following payments were made to the contractor during 1952 :—

	Rs. A. P.
August	461 0 3
September	107 10 3
December	359 15 9

Dividing these by the number of man-days worked we get the following average daily wages for the roaster and the shellers.

Month	No. of man-days worked	Total wages			Average daily wage		
		Rs.	A.	P.	Rs.	A.	P.
August	241	461	0	3	1	14	7
September	51	107	10	3	2	1	9
December	175	350	15	9	2	0	11

The earnings of the roaster and the shellers are not known separately. It is very likely that the contractor, that is, the roaster, apportion to himself the lion's share. The factory owner exercises no check on the work or the wages of contract labour. Peeling is done on the out work system and the rate is 3½ annas for 6 lbs. or 7 pies per lb. Two women who are directly employed for grading work are paid at the rate of 14 annas per day. No dearness or any other allowance or bonus is being paid.

Madras.—Srikakulam District

Of the two sampled units in Srikakulam District, one worked for 8 months during 1952 and the other for 9 months. The factories pay piece wages for roasting, shelling and peeling. Time-rates are paid only for grading. In each factory there is only one man engaged on roasting work. He has to get the raw nuts from the godown, roast and scrub them and take the roasted nuts to the shelling shed and in return he gets 5 annas per bag. The rate for shelling is 6 pies per lb. of kernels. Peeling is done by out-workers and the rate is 6 pies per lb. in one factory and 2 as. 6 pies for 6 lbs. in the other. Graders are paid 10 annas per day. Daily-rated workers in Srikakulam district are paid wages for the weekly day of rest also. Of the 66 workers in the sampled units in July 1952, 11 or 16.7 per cent. were time-rated and 55 or 83.8 per cent. were piece-rated.

The following were the average monthly earnings of the workers and the average earnings per day worked during 1952 in the sampled units.

TABLE XV

Average earnings of cashewnut factory workers in Srikakulam District

Month*	No. of workers on the register	Number of man-days worked	Total wages	Average monthly earnings	Average daily earnings
(1)	(2)	(3)	(4)	(5)	(6)
			Rs. A. P.	Rs. A. P.	Rs. A. P.
April	15	281	383 1 0	25 8 7	1 5 8
May	54	886	1,072 8 9	19 13 10	1 3 4
June	57	828	1,116 14 6	19 9 6	1 5 7
July	60	1,354	1,617 14 3	26 15 5	1 3 1
August	72	741	929 10 6	12 14 7	1 4 1
September	71	916	871 6 6	13 10 11	0 15 3
October	60	954	1,014 2 3	16 14 5	1 1 0
November	77	1,173	1,296 7 9	16 13 5	1 1 8
December	67	835	930 4 6	13 14 2	1 1 10

* The figures do not relate to calendar months but the period mentioned in Table VI. For this reason only the figures in the last column are of any significance.

NOTE.—The above figures do not include graders in one factory as the payment register in respect of them was not available.

Madras—South Kanara District.

In only two of the three sampled units roasting is done. In these factories roasters are engaged on time-rates and the minimum daily rate is Rs. 1-12-0 in one factory and Rs. 1-12-6 in the other. Shelling and peeling are paid for at the rate of 1 anna 2 pies per lb. of Kernels. The rate till recently was only 1 anna per lb. but an increase of 2 pies per lb. was granted by a recent award of the Industrial Tribunal, Coimbatore. In shelling, wages are paid only for whole kernels but in peeling 1 anna 2 pies per lb. is paid for wholes and 6 pies per lb. for splits, butts and broken. Graders are on time-rates and are paid Rs. 1 per day but their wages are roughly related to a task of about 120 lbs. of kernels per day. Men employed in the packing department are also paid time-rates of wages and the rates are the same as for those employed in the roasting department. In these two factories out of 1,468 workers employed in July 1952, 121 or 8.2 per cent. were time-rated and the remaining 91.8 per cent. piece rated.

In the third unit in the sample only shelling and oil extraction is done. Men are engaged only in the process of oil extraction and are paid daily wages with a minimum rate of Rs. 1-8-0 per day. A few women are also employed in the oil extraction plant. The minimum wage in their case is Re. 1 per day. Shelling is done with the help of a machine and the shellers work in pairs, one cutting the shell and the other sorting and extracting the kernels. The rate for shelling is one anna per lb. plus 2 per cent. of the earnings. Wages are paid only in respect of whole kernels shelled and no payment is made for splits and broken. On account of the machine process the proportion of splits is much greater in this factory than in others, but the workers also earn more as can be seen from tables XVII and XVIII. No peeling or grading work is done in the factory. The kernels after shelling are taken to another factory for further processing.

The following were the average monthly earnings of workers employed in two of the three sampled units during 1952 obtained by dividing the total wages bill by the number of workers on register.

TABLE XVI

Average monthly earnings of cashewnut factory workers in South Kanara, 1952

Month	Number of workers on the register		Total wages		Average monthly earnings	
	Men	Women & children	Men	Women & children	Men	Women & children
(1)	(2)	(3)	(4)	(5)	(6)	(7)
January	18	710	Rs. 82 4 0	Rs. 7,994 9 6	Rs. 49 0 3	Rs. 9 15 1
February	38	1,379	1,222 3 10	11,258 1 7	32 11 1	8 2 7
March	38	1,398	1,631 0 1	24,512 10 4	42 14 9	17 8 6
April	38	1,417	1,620 6 6	28,280 13 5	42 10 3	19 15 4
May	38	1,433	1,967 12 9	25,876 3 8	51 12 8	18 0 11
June	38	1,431	1,630 12 2	25,114 1 6	42 14 8	17 8 9
July	38	1,433	1,339 1 10	25,144 3 8	35 3 10	17 8 3
August	38	1,458	1,463 2 6	21,979 10 0	38 8 1	15 1 2
September	38	1,463	1,523 4 6	23,106 14 4	40 1 6	15 12 8
October	20	604	326 14 0	13,267 9 5	16 5 6	21 15 5
November	38	1,492	1,368 8 0	21,599 8 10	36 0 3	14 7 3
December	38	1,569	1,483 8 6	23,969 14 5	39 0 8	15 14 2

The average monthly wages of men and daily rated women and women and children on piece-rates in the third factory which was using shelling machines were the following :

TABLE XVII

Average monthly earnings of workers in a factory using shelling machines

Month (1)	Number of workers on register		Total wages		Average monthly earnings	
	Time-rated (Men and women) (2)	Piece-rated (Women and Children) (3)	Time-rated (Men and women) (4)	Piece-rated (Women & Children) (5)	Time-rated (Men and women) (6)	Piece-rated (Women & children) (7)
			Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
April . . .	13	146	605 4 6	3,828 8 0	45 9 0	26 3 7
May . . .	16	150	631 14 6	4,534 11 0	39 7 11	30 3 8
June . . .	16	148	614 0 2	4,352 1 4	40 4 0	29 6 6
July . . .	17	170	764 10 2	4,340 9 4	41 7 2	25 8 6
August . . .	17	163	738 10 8	3,857 9 10	43 5 4	23 3 10
September . . .	17	164	687 10 4	4,424 4 2	40 7 2	26 15 8
October . . .	14	150	679 13 4	5,033 4 0	48 8 11	33 8 11
November . . .	14	145	632 11 4	3,211 5 4	45 3 1	22 2 4
December . . .	14	145	671 11 6	3,876 14 9	47 15 8	26 11 9

Information regarding the number of man-days worked was not available from one of the three factories. The following are comparative figures of average daily earnings of women and children obtained by dividing the monthly wages bill in respect of women and children by the number of man-days worked during the month. The higher average earnings in Unit 2 are on account of the shelling being done with the help of machines.

TABLE XVIII

Average daily wages in two factories in South Kanara District, 1952

Month (1)	Unit 1			Unit 2		
	Number of man-days worked by women & children (2)	Total wages of women and children (3)	Av. daily wages of women & children (4)	Number of man-days worked by women & children (5)	Total wages of women and children (6)	Av. daily wages of women & children (7)
		Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.
January . . .	..	..	..	..	..	..
February . . .	6,724	2,526 2 8	0 6 0	..	..	..
March . . .	13,081	9,973 15 8	0 12 0	..	..	..
April . . .	11,986	13,107 0 6	1 1 4	3,512	3,828 8 0	1 1 5
May . . .	11,574	8,683 9 2	0 12 0	3,790	4,534 11 0	1 3 2
June . . .	12,112	11,291 7 0	0 14 10	3,474	4,352 1 4	1 4 1
July . . .	10,553	11,524 0 10	1 1 6	3,741	4,340 9 4	1 2 7
August . . .	12,143	10,663 12 10	0 14 1	4,111.5	3,857 9 10	0 15 0
September . . .	12,414	10,363 4 10	0 13 4	4,080.5	4,424 4 2	1 1 4
October . . .	11,929	13,267 9 5	1 1 9	3,852	5,033 4 0	1 4 11
November . . .	11,099	9,112 4 9	0 13 2	3,494.5	3,211 5 4	0 15 0
December . . .	8,796	9,921 4 10	1 2 1	3,913	3,876 14 9	0 15 10

In two of the sampled units overtime is worked occasionally by men workers. Overtime work is paid for at the rate of 8 annas per hour in one factory and at double the usual rate in the other. Women and children are not required to work overtime.

No dearness allowance is being paid in any of the factories.

The wage period in the cashewnut factories in South Kanara is a week and wages are disbursed every week.

All the three sampled units paid bonus to the workers during 1952. In one factory bonus was paid at the rate of Re. 1 per month worked ; in another it was paid at the rate of 15 days' wages for men workers and at Re. 1 for every 25 days' work for women workers ; in the third factory bonus was paid at the rate of 8½ per cent. of wages.

Travancore-Cochin

In cashewnut factories in Travancore-Cochin, roasting, grading and packing and work in the yard for drying cashewnuts etc., are done by time-rated employees. Shelling and peeling are done on piece-rates. Figures regarding the number of time-rated and piece-rated workers were readily available only in regard to 11 of the 17 sampled units. In these 11 factories out of a total of 4,302 persons employed in July 1952, 860 or 20 per cent. were time-rated and the remaining 80 per cent. were piece-rated. The minimum rates for time rated men workers were the following :—

- Re. 1-0-0 per day in 5 factories.
- Rs. 1-1-0 per day in 1 factory.
- Rs. 1-3-0 per day in 1 factory.
- Rs. 1-4-0 per day in 1 factory.
- Rs. 1-5-6 per day in 1 factory.
- Rs. 1-6-0 per day in 2 factories.
- Rs. 1-8-0 per day in 3 factories.

In three factories no men workers apart from roasters were being employed. Roasters are generally paid higher rates than other men workers ; their rates vary from Rs. 1-8-0 per day to Rs 1-14-0 per day. In one of the sampled units roasting also was being done on piece-rate, the rate being 4 as. per bag. The following were the minimum daily rates for time-rated women :—

- Re. 0-13-6 in 1 factory.
- Re. 0-14-0 in 2 factories.
- Re. 0-14-6 in 3 factories.
- Re. 0-15-0 in 2 factories.
- Re. 0-15-6 in 1 factory.
- Re. 1-0-0 in 4 factories.
- Rs. 1-1-0 in 1 factory.
- Rs. 1-4-0 in 1 factory.

Time-rated women were not being employed in two factories.

Grading is paid for on both time and piece-rates. Payment for grading in the case of wholes is generally made on time-rate but it is related also to a task. The daily rate and the task are not related to one another in any uniform manner in the different factories. Generally the rate was 14 annas per day and was related to a task of 100 lbs. of kernels. Even if there are short falls in the amount of work completed full payment is made. In regard to the grading of

splits, butts and broken there are a bewildering variety of rates corresponding to the varieties of grades. The following are some of the more common grades scorched wholes; desert wholes; white splits; desert splits; butts; desert butts pieces; scorched pieces; and small pieces. The following were the rates paid in two sampled units for some of these grades:

Grade	Rate of piece wages per lb.	
	Unit A	Unit B
	Rs. A. P.	Rs. A. P.
Scorched wholes	0 0 6	0 1 0
Desert wholes	0 0 10	0 1 3
White splits	0 0 1	..
Desert splits	0 0 10	0 1 2
Desert pieces	0 1 2	0 0 6

Payment for shelling and peeling is on piece basis and the rate is the same for both occupations, namely, 1 anna 2 pies per pound. In pre-war days the rate for shelling and peeling was only 2½ pies per pound which has since been progressively raised to 3½ pies, 10 pies, 1 anna and 1 anna 2 pies. The current rate of 1 anna 2 pies is being paid from 1949.

For shelling as well as peeling payment is made for only the wholes produced. The splits, butts and broken which form about 10 to 15 per cent. are not paid for. The argument adduced is that otherwise the workers, and more particularly the peelers, will not be careful in their work; and the proportion of butts and broken, which do not fetch the same price as wholes, will be larger. Some of the factories in South Kanara pay the peelers at the rate of 1 anna 2 pies per lb. for wholes and 6 pies per lb. for splits, butts and broken. It is remarkable that the only complaint the workers in the cashewnut industry in Travancore-Cochin voiced was in regard to the non-payment of wages for splits, butts and broken. They suggested that, to prevent the workers getting careless in peeling, either a differential wage for wholes and splits and broken may be paid or the rate for wholes may be raised in the same proportion as splits, butts and broken form to the total production of kernels.

In Travancore-Cochin shelling and peeling rates are also the same for both Indian and African nuts. The imported African nuts are smaller in size and more difficult to shell and peel. Also the proportion of splits, butts and broken for which no payment is made will be much larger in the case of African nuts. It was stated by some managers that while Indian nuts when processed yield 85 to 90 per cent. wholes, African nuts yield only 60 to 75 per cent. In the cashewnut factories in Bombay which also process both Indian and African nuts the shelling and peeling rates are 9 pies and 1 anna per pound respectively for Indian and African nuts. Two of the sampled units in Travancore-Cochin also paid a higher rate of 1 anna 4 pies per pound for shelling and peeling of African nuts but this was done only when the nuts were roasted by the oil extraction process.

Apart from wages no dearness or other allowances or concessions are given to the workers. Overtime work also is not common.

Earnings-

The average monthly and the average daily earnings could be worked out separately for men, women and children only in respect of four out of the 17 sampled units. The following were the average earnings in these four factories during 1952.

TABLE XIX

Earnings of men, women and children in cashewnut factories in Travancore-Cochin, 1952 (four weeks)

Month (1)	Number of workers on Books			Number of man-days worked by			Total Wages bill for				
	Men (2)	Women (3)	Children (4)	Men (5)	Women (6)	Children (7)	Men (8)	Women (9)	Children (10)		
							Rs.	A. P.	Rs. A. P.		
January	277	1,114	408	2,726	10,655	3,359	3,500	6,776	5 0	1,795	11 10
February	290	1,271	431	5,121	23,489	6,841	6,601	15,109	11 10	4,185	5 2
March	287	1,321	430	5,684	26,551	7,245	7,993	22,347	10 9	5,761	11 6
April	297	1,336	436	6,202	28,833	7,730	7,892	24,187	14 9	6,427	9 10
May	312	1,425	459	6,312	29,234	8,633	8,338	24,449	10 10	6,668	6 6
June	311	1,429	482	6,042	28,589	8,205	8,073	22,606	0 8	6,051	13 10
July	297	1,403	487	6,929	31,925	9,289	9,301	24,418	6 6	6,786	0 1
August	289	1,351	484	5,837	24,894	8,091	9,508	22,869	15 10	6,726	14 0
September	289	1,345	480	4,848	21,347	6,368	6,657	15,826	8 8	4,046	11 6
October	273	1,368	485	5,838	26,815	7,978	8,144	17,515	7 5	4,444	9 3
November	273	1,317	434	5,450	27,518	7,748	7,640	18,364	3 1	4,411	1 1
December	254	1,375	427	5,845	30,607	8,075	7,968	26,781	2 2	4,526	2 2

TABLE XIX—*contd.*

Month	Average monthly earnings *			Average daily earnings†				Total for men, women and children (17)
	Men (11)	Women (12)	Children (13)	Men (14)	Women (15)	Children (16)		
January	Rs. A. P. 12 13 8	Rs. A. P. 6 1 4	Rs. A. P. 4 6 5	Rs. A. P. 1 4 11	Rs. A. P. 0 10 2	Rs. A. P. 0 8 7	Rs. A. P. 0 11 7	
February	22 12 3	11 14 3	9 11 4	1 4 7	0 10 4	0 9 9	0 11 8	
March	27 13 7	16 14 8	13 6 5	1 6 6	0 14 3	0 12 9	0 14 8	
April	26 9 2	18 1 8	14 11 11	1 4 4	0 13 5	0 13 4	0 14 5	
May	26 11 7	17 2 6	14 8 5	1 5 2	0 13 5	0 12 4	0 14 3	
June	25 15 4	15 13 1	12 8 11	1 5 5	0 12 8	0 11 10	0 13 9	
July	31 8 4	17 6 6	13 14 11	1 5 7	0 12 3	0 11 8	0 13 6	
August	32 14 5	16 14 10	13 14 4	1 10 1	0 14 8	0 13 4	1 0 1	
September	23 0 7	11 12 3	8 6 10	1 5 9	0 11 10	0 10 2	0 13 0	
October	29 13 8	12 1 2	9 2 8	1 6 3	0 10 5	0 8 11	0 11 1	
November	27 15 9	13 15 1	10 2 7	1 6 5	0 10 8	0 9 1	0 11 11	
December	31 5 11	15 1 10	10 9 7	1 5 8	0 10 10	0 8 11	0 11 11	

*Obtained by dividing the monthly wages bill by the number of workers on books.

†Obtained by dividing the monthly wages bill by the number of man-days worked during the month.

In most of the factories the monthly wages bill was not available separately in respect of men, women and children. Only the overall earnings for men, women and children could therefore be worked out. The following were the average monthly and average daily earnings in 15* out of the 17 sampled units including the four units mentioned in the previous table.

TABLE XX

Average monthly and daily earnings per worker in cashewnut factories in Travancore-Cochin, 1952

Month	No. of workers on books (Men, Women & Children)	Total No. of man-days worked	Total wages Bill			Average monthly earnings			Average daily earnings		
			Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	
January	4,166	42,638	33,467	14	6	8	0	6	0	12	7
February	5,098	87,041½	72,133	10	6	14	2	5	0	13	3
March	5,532	1,38,257	96,130	0	10	17	6	0	0	11	1
April	5,925	1,20,984	1,06,347	7	6	17	15	2	0	14	1
May	6,032	1,23,451	1,13,971	9	1	18	14	4	0	14	9
June	5,906	1,18,898½	96,922	14	2	16	6	7	0	13	0
July	5,709	1,26,642	1,04,547	1	9	18	5	0	0	13	3
August	5,541	1,02,567	95,791	8	8	17	4	7	0	14	11
September	6,027	96,335½	73,462	14	1	12	3	2	0	12	2
October	5,811	1,17,595½	87,938	2	3	15	2	2	0	12	0
November	5,536	1,05,750½	80,632	0	4	14	9	0	0	12	2
December	4,123	85,139	66,720	2	4	16	2	11	0	12	6

Bonus—

All the sampled units paid during 1952 a bonus calculated at the rate of 4 per cent. of the workers' earnings. The bonus was paid in two instalments, the first in September at the time of the *onam* festival in respect of all wages earned up to that period and the second at the close of the season when the workers were discharged in respect of earnings for the rest of the season.

MINIMUM WAGES IN THE CASHEWNUT INDUSTRY

The Government of Travancore-Cochin have under Section 27 of the Minimum Wages Act included the cashewnut processing industry in the State

*Figures obtained from two factories were apparently of doubtful accuracy and were excluded in working out the averages.

among the list of scheduled industries for which minimum wages have to be fixed. A tripartite committee to make necessary recommendations in this regard has already been appointed. In this connection the Board of Statistics of the Travancore University conducted in November-December, 1952 a family budget enquiry among cashewnut workers. The enquiry covered 1,222 families of cashewnut factory workers. The following tables give the main results of the enquiry.

TABLE XXI

Size of the average family of cashewnut factory workers

	Number of persons and their age					Total
	aged below 5 years	aged 5 to 14 years	aged 15 to 24 years	aged 25 to 54 years	aged 55 and above	
Males	0.47	0.62	0.58	0.91	0.20	2.78
Females	0.50	0.75	0.79	1.10	0.21	3.35
Total	0.97	1.37	1.37	2.01	0.41	6.13

TABLE XXII

Average monthly income of the cashewnut workers' family

Occupation	Number of workers		No. of days worked in a month		Av. income per worker		Average family income
	Males	Females	Males	Females	Males	Females	
					Rs. A. P.	Rs. A. P.	Rs. A. P.
Cashewnut work.	0.36	1.45	24	24	25 11 0	16 9 0	33 2 0
Other work	0.96	0.14	22	19	29 15 0	15 4 0	31 0 0
Total	1.32	1.59	23	24	28 13 0	16 7 0	64 2 0

TABLE XXIII

Average monthly expenditure of cashewnut factory workers

Item	Family expenditure	Percentage to total
	Rs. A. P.	
Food	50 14 0	68.87
Clothing	7 0 0	9.48
Rent	2 2 0	2.88
Fuel & Lighting	2 13 0	3.80
Miscellaneous	11 1 0	14.97
Total	73 14 0	100.00

CHAPTER IV

CONDITIONS OF WORK AND THE WORKING OF LABOUR LAWS

The cashewnut factories are subject to the various labour laws in regard to wages, conditions of work, etc. The present enquiries, however, revealed serious defects in the enforcement of some of the labour laws.

FACTORIES ACT, 1948

All the factories are subject to the provisions of the Factories Act. Generally speaking the work places are large and properly lighted and ventilated. In the peeling and grading sections particular care towards cleanliness is taken as otherwise the kernels will get dirty and will not fetch the maximum prices. One would, however, wish that the shelling sheds could be more cleanly maintained. This would apparently be difficult having regard to the nature of the work done. The roasted cashewnuts are charred and sticking with shell oil. Further, the workers smear dust or ash on their hands while shelling the nut to escape the corrosive action of the shell oil. The sheds are swept daily. In Bombay the shelling sheds appeared to be over-crowded. In Guntur and Srikakulam districts of Madras the shelling sheds are tin sheds with very low roof wherein the workers cannot enter unless they stoop nor having entered can they stand erect. Sometimes the sides of the roof touch the ground. In South Kanara and Travancore-Cochin the shelling sheds are mostly pucca brick or stone and lime constructions built to proper specifications and properly lighted and ventilated. There was, however, evidence of over-crowding in some cases. Latrines and urinals, separately for males and females, are provided everywhere but having regard to the number of persons employed in the large factories their number is not adequate. Drinking water is kept in earthen vessels near about the entrance to each shed.

The welfare provisions under the Factories Act of 1948 are not properly observed. In Bombay and in the Guntur and Srikakulam districts of Madras washing facilities are not provided. In South Kanara and Travancore-Cochin, although washing facilities are provided, they are, in most cases, far from adequate. Where storage tanks are provided for washing, the water is not kept clean. In one factory the tank was found to be empty. Soap is not provided anywhere. No factory has provided facilities for storing clothing. Such facilities would be particularly valuable for persons employed in the shelling department whose clothes are apt to become very dirty in the course of their work. The workers carry on their work seated on the floor. Mats are provided for the peelers and graders but the shellers squat on the bare floor. Although the workers may not like to sit on benches or stools while doing their work, if low wooden seats on which they can squat are provided, it may reduce their fatigue. Such seats would be particularly desirable for those employed in the process of shelling. All factories have provided first-aid boxes.

None of the sampled units in Bombay or the Guntur and Srikakulam districts of Madras has provided a rest-shelter for the workers. One factory in Bombay had built a rest shelter but it was being used as a godown. Two of the three sampled units in South Kanara and 14 of the 17 sampled units in Travancore-Cochin have provided rest shelters. In some cases the rest shelters were not kept clean while in a few cases the rest sheds were also being used as a work place for odd jobs to be done or for storing nuts. In very few cases were the workers seen utilising the rest shelter. Lunch rooms are also not provided. This is a severe draw-back because in South Kanara and Travancore-Cochin a large number of workers bring their lunch with them which they eat outside their work sheds in the open. Proper lunch rooms providing drinking water and washing facilities would add greatly to the workers' convenience.

No sampled factory in Bombay, Travancore-Cochin or in the Guntur and Srikakulam districts of Madras has provided a canteen for the workers. In South Kanara two of the three sampled units have provided canteens and these have proved to be very popular. The canteens have sitting accommodation for about 50 persons and the average daily sales are of the order of Rs. 35 to Rs. 45.

No factory in Bombay or the Guntur and Srikakulam districts of Madras has provided a creche. Two of the three sampled units in South Kanara have provided creches but no babies are being brought to the creche. In one of these factories no creche attendant is provided but even in the other where an *ayah* is provided babies are not being brought. The management stated that the women workers in cashewnut factories in Mangalore were coming daily from their homes which were 3 to 5 miles away from the factories and, therefore, they found it difficult to bring their babies with them. In Travancore-Cochin all the sampled units provide creches. Usually the creche is a long shed with a thatched roof and a cement floor enclosed by two feet high brick walls. In some cases the creches are ram-shackle sheds or verandahs or improvised 'lean-tos'. The babies are kept in cloth cradles. While some managements provide the cloth for setting up cradles, in some factories the mothers have to bring the cloth for the cradles. Creche attendants are not trained nurses but untrained women who are paid a daily wage of Re. 1 or Rs. 1-2-0. The number of attendants is in several cases inadequate. The following were the average daily attendance of children in the creches and the number of women attendants provided for the creches in 12 of the sampled units in Travancore-Cochin—

Unit	Average attendance of babies	No. of attendants provided
A	3	1
B	8	1
C	10	1
D	25	1
E	25	1
F	25	1
G	25	1
H	25	2
I	25	2
J	32	2
K	35	2
L	150	4
	150	5

The creches are not always kept clean. Only in a few factories are adequate washing facilities for babies provided. In all cases the mothers are required to come and wash their babies in the course of the working day if the babies get wet or dirty. Particularly in regard to women employed on shelling cashewnuts, the practice is obnoxious as the hands of the workers will be very dirty and covered with shell oil which has a corrosive action. No factory provides creche clothes or toys for the children. In most factories the babies are given about 2 oz. of milk. Milk powder and occasionally condensed milk is used for the purpose. Several workers refuse to feed their babies with the milk supplied at the creches.

As already stated, the restrictive provisions regarding the employment of young children are not being strictly followed. The managements are in possession of age certificates in respect of all children employed by them. These certificates, however, should not deceive any one. In several cases children who are hardly 8 or 10 years of age are certified as having completed 15 years of age. Guarded investigations on the spot revealed that age certificates can be had on payment of Rs. 2 to Rs. 3 per child. No child or adolescent carries while at work a token giving reference to a certificate of fitness.

Hours of work are in accordance with the provisions of the Act but it is doubtful if the restrictions regarding the hours of work for children are observed. Although several managements stated that working hours for children were only 4 or 4½ per day, several small children who were seen working between 3 and 5 p.m. when questioned stated that they had commenced work at 8 a.m. In one factory the manager emphatically stated that no children are allowed to work in the factory after 3 p.m. He was forgetting the fact that when he made the statement it was 4.30 p.m. and all the children were still working in the factory. It could be inferred that the children are generally working the same hours as adults. A comparison of the average daily earnings of women and children who are paid piece-wages, as seen from Table XIX, would only confirm this inference.

Leave and Holidays.—

The two sampled units in Bombay did not grant any paid holiday during 1952. The provisions for leave with wages under the Factories Act, 1948 are also not observed. So also cashewnut factories in Guntur and Srikakulam districts of Madras do not give any paid holiday or annual leave with wages to the workers. The daily rated workmen in Srikakulam district are given wages for their weekly day of rest. This, it was ascertained, was being done on the advice of the Labour Inspector. Of the three sampled units in South Kanara district, one was giving 4 paid holidays in the year, namely, for Christmas, Good Friday, Independence Day and Republic Day; another was giving paid holidays on Independence Day and Republic Days; while the third gave only one holiday on Independence Day, the factory not having reopened at the time of the Republic Day. All the three factories were giving annual leave with wages under the Factories Act, 1948, calculated at the rate of 1 day for every 20 days worked in the case of adults and 1 day for 15 days worked in the case of children. All the 17 sampled units in Travancore-Cochin gave holidays with pay and leave with wages under the provisions of the Factories Act. In 16 factories the paid

holidays were for Independence and Republic Days ; the remaining factory gave in addition to these, two more paid holidays. Leave with wages calculated at the rate of 1 day for every 20 days worked in the case of adults and 1 day for 15 days worked in the case of children is generally given. In three factories, however, leave with wages for children was given only at the rate of 1 day for every 20 days worked. The practice uniformly is to pay the workers wages in lieu of leave at the end of the season when the factory is closed. There are several cashewnut factories in Travancore-Cochin which work all the year round and even in these the practice is to give, at the end of December, wages in lieu of annual leave earned. This is not in keeping with the spirit of the law as leave with wages is meant for rest and recuperation. The workers probably prefer the existing practice of getting wages in lieu of leave as this would involve extra earnings. There is nowhere any provision for sick leave or casual leave with wages.

Payment of Wages Act, 1936—

The provisions of the Act are being observed and wages are disbursed every week. Usually no fines are levied or other deductions made from wages.

Workmen's Compensation Act, 1923—

The nature of work in cashewnut factories is such that accidents are very rare and if at all they occur they are of a minor nature. There was no case of compensation being paid for accidents in any of the sampled units. In the Travancore Workmen's Compensation Act which was in force in that State before the passing of the Part B States (Laws) Act, 1951, primary cancer of the skin arising out of the roasting and shelling of cashewnuts or handling of roasted cashewnuts or extraction of cashewnuts was included in the schedule of occupational diseases under the Act. In the list of notifiable diseases in the schedule to the Factories Act, 1948 primary epitheliomatous cancer of the skin is included. So far there has been no claim for compensation on account of such a disease. It is true that contact with the shell oil causes the skin to peel but it is not a lasting injury and heals in three or four days. There is not only no disablement but also no discomfort on this account. The smearing of the hands with ash or earth or coconut oil prevents the peeling of the skin. There was no complaint in this regard from the workers.

Maternity Benefit Acts.—

The Bombay Maternity Benefit Act applies only to perennial factories in areas notified under the Act. In the two sampled units in Bombay, during the year 1952 women workers were employed for 247 and 209 days respectively. The cashewnut industry in Bombay cannot, therefore, be said to be seasonal. The Government of Bombay have not, however, extended the provisions of the Act to any areas in the Ratnagiri district. In none of these factories did any woman claim or was paid maternity benefit during 1952.

The Madras Maternity Benefit Act also applies only to perennial factories. Cashewnut factories in the Guntur district are seasonal factories, the one sampled unit having worked for only 43 days during 1952. The two cashewnut factories included in the sample from the Srikakulam district worked for 217

and 235 days during 1952 and cannot be said to be seasonal factories. Nevertheless, none of the women workers in this district claimed or was paid maternity benefit. At the time of the enquiries none of the sampled units was working. Whether the workers are aware of their rights under the Maternity Benefit Act could not, therefore, be ascertained. In the three sampled units in South Kanara there were 111 claims for maternity benefit during the year 1952 which were all met. One reason why all the claims were met is that the women workers do not as a rule give notice of pregnancy and put in claims for benefit but the managements ask all eligible women to put in their claims and they do so. The rate of benefit is 8 annas per day payable for a period of 7 weeks, 3 weeks before and 4 weeks after the day of child-birth.

In Travancore-Cochin, the cashewnut factories which are located in the districts of Trivandrum and Quilon are governed by the Travancore Maternity Benefit Act of 1943 under which all perennial factories are required to pay maternity benefit to women workers who give notice of pregnancy and have completed a period of 9 months service immediately preceding the date of such notice. The rate of payment is 8 annas per day for a period of 4 weeks before and 4 weeks after the day of child-birth. The Travancore-Cochin Maternity Benefit Act of 1952 which repeals the earlier Act applies to all factories as defined in the Factories Act, 1948. It has reduced the qualifying period to 150 days of work during the 12 months immediately preceding the day of notice and raised the amount of benefit to Rs. 5-4-0 per week and the period of benefit to 12 weeks, 4 weeks before and 8 weeks after the day of child-birth. The Act has been brought into force from 15th April 1953.

Out of 17 cashewnut factories in Travancore-Cochin included in our sample, there were no claims for maternity benefit during 1952 in two factories. In one factory no worker was paid maternity benefit although there were as many as 9 claimants. There were a total of 303 claims for benefit in the sampled units during 1952 out of which only 196 claims, that is 64.7 per cent. of the claims were paid. Benefit was paid at the rate of 8 annas per day. The large proportion of rejections is due to two main factors : (i) Several workers put in claims for benefit even if they were not qualified for it. (ii) Cashewnut factories consider their workers as purely temporary and discharge them at the end of every season, re-employing the same or a different set of workers at the commencement of work the next year. In the Standing Orders for cashewnut factories drawn up by the Southern India Cashewnut Manufacturers' Association it has been laid down that if the break in the service of the workers has been less than 60 days they should, for the purpose of maternity benefit be entitled to count their previous years' service towards the qualifying period. While several factories concede this benefit to their workers, a few factories count towards the qualifying period only the service during that current year. This accounts for a number of rejections of claims for benefit. In one case the management was holding over the payment of maternity benefit on the plea that as they were paying the employers' contribution under Section 73-A of the Employees' State Insurance (Amendment) Act, 1951, the responsibility for paying maternity benefit rests with the Corporation.

CHAPTER V

HOUSING, WELFARE AND INDUSTRIAL RELATIONS

Only in very exceptional cases are workers employed in the cashewnut processing industry provided with housing accommodation by the employers. In fact in Bombay and Madras States no employer has provided housing accommodation to his workers. The workers live in their own houses which are 2 to 5 miles distant from the factories. In Travancore-Cochin in some areas it is difficult to obtain adequate number of persons to do shelling. Sometimes low caste people are recruited from distant places for this work and are given some inducements such as a rent free shed for living. Four of the 17 sampled units had provided living accommodation to a small portion of their workers. One unit had provided 25 quarters for 100 of their workmen; another 4 quarters for 12 workers; a third, a shed of two rooms for 12 workers; and the fourth unit had built one shed for 4 women workers. The quarters provided are built of bamboo with thatch roof and each quarter is about 10' x 16' or 12' x 16'. No rent is charged.

The majority of the workers live in their own houses. In the course of a family budget enquiry conducted by the Board of Statistics of Travancore-Cochin during November-December 1952 on a sample basis the following information regarding the housing conditions of cashewnut workers was collected :

Roof	Walls					Total
	Plastered	Wood	Brick	Mud	Thatties	
	%	%	%	%	%	%
Thatched	4.4	2.0	26.6	49.5	15.1	97.6
Tiled	1.0	..	1.2	0.2	..	2.4
Total	5.4	2.0	27.8	49.7	15.1	100

Apart from providing a first-aid box cashewnut factories do not usually make any arrangement for the medical treatment of the workers in case of illness. One factory in South Kanara had an arrangement with a local medical practitioner to treat its workers in case of illness. Another factory in the same place is considering the opening of a dispensary under the charge of a part-time doctor.

Only two of the sampled units in South Kanara had provided canteens for the workers. In these factories the canteens were popular. Some managements in Travancore-Cochin expressed a fear that caste prejudices would militate

against the successful working of canteens. No factory had, however, tried a canteen. Mention of canteens, rest shelters and creches has been made in the previous Chapter.

No factory has provided any grainshop or other shops for the supply of articles of consumption at cheap rates. Schools for the workers' children and recreational facilities for the workers or their children have not been provided anywhere. Nor has any factory instituted a provident fund for their workers.

Cashewnut factory workers in South Kanara and Travancore-Cochin have organised themselves into trade unions. In Travancore-Cochin there are several unions of cashewnut workers. There are no trade unions in Bombay or the Guntur and Srikakulam districts of Madras. There were no Works Committees functioning in any of the sampled units; nor had any of these units employed a Labour Officer. Work stoppages in cashewnut factories in Travancore-Cochin and South Kanara were frequent but the demand of the strikers was, in most cases for the reinstatement of dismissed workers. A demand for increase in wages for cashewnut factory workers in Mangalore was the subject matter of a recent adjudication and as a result, the wages of the workers have been slightly increased. In Travancore-Cochin the terms and conditions of the workers employed in the industry have been the subject matter of a dispute which has been referred to the Industrial Tribunal.

The Southern India Cashewnut Manufacturers' Association, Quilon has drawn up a set of Standing Orders which apply to all cashewnut factories in its membership. These have been certified. The Standing Orders came into effect from 1st January 1950. Under the Standing Orders the workers have been classified into permanent, temporary, substitute, casual, probationer and apprentice but none the factories was following such classification. Among other things, provision has been made in the Standing Orders for shift working, changeover of shifts, attendance and late coming, leave, closures, discharge, discipline, etc. Under the Standing Orders the workers could be fined up to a maximum of 4 per cent. of their monthly wages for misconduct. The Payment of Wages Act, 1936 does not, however, permit fines in excess of half-an-anna in the rupee of wages earned (3.125 per cent). Two of the three sampled units in South Kanara have also drawn up Standing Orders.

The owners of cashewnut factories in Travancore-Cochin have organised themselves into the Southern India Cashewnut Manufacturers' Association. The Association has at present a membership of 31 manufacturers several of whom own a number of cashewnut factories. For becoming a member of the Association each manufacturer has to pay an entrance fee of Rs. 101 and a monthly subscription at the rate of Rs. 15, Rs. 20 or Rs. 25 per month fixed in relation to their total shipment of cashewnut kernels during the year. The Association looks after the general interests of the cashewnut manufacturers and gives them advice on various matters.

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CHAPTER VI

SUMMARY

The cashewnut processing industry is confined to the States of Bombay, Madras and Travancore-Cochin. Cashewnut factories in Bombay are located in the Ratnagiri district, in Madras in the Guntur, East Godavari, Srikakulam, Malabar and South Kanara districts, and in Travancore-Cochin in the Quilon and Trivandrum districts. Quilon is the most important centre of the industry and cashewnut factories in Quilon district account for over 75 per cent. of the export of cashew kernels from India.

Every year large quantities of raw cashewnuts are imported into the country from Africa for processing. During the last three years about 43 per cent. of the cashewnuts processed in India was imported. The bulk of the cashew kernels produced is exported. During 1951-52 the total export of cashew kernels from India was 19,436 tons valued at Rs. 8,24,44,299. Only a few cashewnut factories work all the year round. Generally the working season is from March to September.

According to the information furnished by the State Governments, there were 213 cashewnut factories in India in 1952. In 183 of these factories the average daily employment was 52,817 persons. Women comprise the large majority of the labour force. In Bombay and Madras they constitute about 92 per cent., and in Travancore-Cochin about 73 per cent. of the total labour force. Children are also largely employed. The main occupations in cashewnut processing are roasting, shelling, peeling, grading and packing. Roasting and packing are done by men, while shelling, peeling and grading are done by women and children. In Bombay and the Guntur and Srikakulam districts of Madras peeling is done on the out-work system. The workers are mostly employed direct. The workers are not generally classified as permanent and temporary but virtually all workers are considered temporary. The rate of labour turnover is very high. Absenteeism is also high particularly among the women workers and children. During the harvesting season several women absent themselves and go for harvesting.

Hours of work in cashewnut factories are 8 per day and 48 per week with a spreadover of 9 to 10 hours per day. Overtime work is not common. A large proportion of the workers is paid on piece-basis. Roasting, grading and packing are usually paid for at time-rates and shelling and peeling at piece-rates. The minimum rates for time-rated workers are Re. 1 per day for men and 9 annas for women in Bombay, Rs. 1-12-0 and Re. 1 for men and women respectively in the South Kanara District in Madras, 10 annas per day for women in Srikakulam district, and Re. 1-0-0 and Re. 0-13-6 per day for men and women workers respectively in Travancore-Cochin. Piece rates for shelling and peeling are 9 pies to 1 anna per pound in Bombay, 6 pies per pound in Srikakulam district of Madras, 1 anna in Guntur district and

1 anna 2 pies in South Kanara district and Travancore-Cochin. No dearness or other allowances or concessions are given to the workers anywhere. Bonus was being paid to the workers in South Kanara district of Madras and Travancore-Cochin. In Travancore-Cochin bonus is being paid at the rate of 4 per cent. of the workers' earnings.

Hours and conditions of work in cashewnut factories are regulated by the Factories Act, 1948. The work places in most cases conform to the standards laid down by law, although the shelling sheds in some places particularly Bombay and the Guntur and Srikakulam districts of Madras were exceptions. Latrines and urinals separately for males and females are provided; but, having regard to the number of persons employed, it is doubtful if the number of seats provided is adequate. Drinking water is provided for the workers but washing facilities and facilities for storing clothing are not adequate. No rest shelters are provided in Bombay or the Guntur and Srikakulam districts of Madras. Even though rest shelters have been built by the factories in South Kanara and Travancore-Cochin, more often than not the rest-sheds are put to other uses by the employers. Only the factories in South Kanara and Travancore-Cochin provided creches but trained nurses to be in charge of creches are not provided anywhere. The creche attendants who are ordinary unskilled women do not wash or bathe the babies brought to the creche. The creche buildings are unattractive sheds and are not always kept clean and tidy. Two factories in South Kanara district have provided canteens for their workers and these have proved quite popular. Factories in other places have not provided canteens.

Although the Workmen's Compensation Act applies to cashewnut factories, the nature of work in these factories is such that accidents are very rare. The handling of roasted cashewnuts can result in epitheliomatous cancer of the skin unless proper precautions are taken. There is, however, a tendency to exaggerate the consequences of this affection. Contact with the shell-oil no doubt causes the outer skin to peel but this, as far as could be ascertained, does not result in any discomfort to the workers, much less in any disablement, temporary or permanent. Although the disease was listed in the schedule of occupational diseases under the Workmen's Compensation Act in Travancore-Cochin there has been no case of the workers having claimed compensation on its account.

The Bombay Maternity Benefit Act has not so far been made applicable to any area in the Ratnagiri district to which the cashewnut industry is confined. The Maternity Benefit Acts of Madras and Travancore-Cochin apply to cashewnut factories.

The cashewnut manufacturers do not ordinarily provide any housing or welfare facilities to their workers. Only a very few factories in Travancore-Cochin have provided living accommodation to the workers. Even in such cases the accommodation provided consists of one or two temporary thatched sheds housing a few of the shellers. Apart from a first-aid box kept in the factory no facilities for medical aid are provided. No grainshops, schools, or recreational facilities are provided anywhere. There is also no provident fund for the workers.

The factories in South Kanara have framed Standing Orders. The Cashew-nut Manufacturers' Association of Southern India, Quilon has framed a set of Standing Orders and this applies to factories in the membership of the Association.

Cashewnut factory workers in Travancore-Cochin and the South Kanara district of Madras have organised themselves into trade unions. The cashew-nut manufacturers in Travancore-Cochin have also their own organisation namely, the Southern India Cashewnut Manufacturers' Association.

APPENDIX I

Questionnaire on Labour Conditions in the Cashewnut Processing Industry

Name of Concern.....

Address.....

Date of establishment.....

General

1. What was the total consumption of raw cashewnut in your factory during the year 1952? From where do you get the raw nuts? How much raw nut consumed in your factory was imported from outside India?

Employment

2. Give the total number of men, women and children employed in your factory on 1st January of the following years:

Year	Number of		
	Men	Women	Children
1939			
1944			
1949			
1950			
1951			
1952			

3. Give in the following form the total number of persons (excluding supervisory and clerical staff) employed in your factory during the 12 months of 1952:

Month	Number of workers on the register			Number of working days in the month	Total number of man-days worked (the aggregate attendance put in) during the month by		
	Men	Women	Children		Men	Women	Children
January							
February							
March							
April							
May							
June							
July							
August							
September							
October							
November							
December							

4. How many of the workers in your factory in January and July 1952 were time-rated and how many were piece-rated? Please give the information in the following forms :

Month	Number of time-rated workers			Number of piece-rated workers		
	Men	Women	Children	Men	Women	Children
January 1952						
July 1952						

5. How many of the workers on your register in January 1952 were permanent and how many were temporary?

6. Do you employ any workers through contractors? If so, give the number of men, women and children so employed. What is the nature of work done by contract labour and what control, if any, do you exercise in their wages and conditions of work?

7. Are the workers offered employment for all six days in the week all the year round? If not, how many days work is offered to them in a week during slack months? Please also mention what are the slack months.

8. What is the system of recruitment of workers?

9. Please give the length of service of workers in your factory as in December 1952 in the following form :

Length of service	Number of workers	
	Permanent	Temporary
Below 1 year		
1 to 5 years		
5 to 10 years		
Above 10 years		

10. How many workers were—

(i) discharged

(ii) left of their own accord

(iii) retired or died

during the 12 months of 1952?

Wages and Hours of work

11. What are the weekly and daily hours of work; what are the regular rest intervals?

12. What are the rates of wages paid per lb. for the following work.

- (a) roasting
- (b) shelling
- (c) peeling
- (d) grading

13. Where workers are paid on time rates, what are the minimum basic rates paid to

- (a) men
- (b) women
- (c) children

14. Do you pay any dearness allowance to the workers? If so, please give the scale of dearness allowance paid to

- (i) time-rated workers { men
women
children
- (ii) piece-rated workers { men
women
children

15. To what extent is overtime work resorted to in your factory? At what rate is overtime work paid for?

16. Please give details of any other cash payments and concessions in kind given to the workers.

17. Do you give any kind of bonus to the workers? If so, give details regarding eligibility and the amount disbursed as bonus during 1952 and the number of persons who received the bonus.

18. Please furnish in the following form your total wages bill including dearness allowance and bonus if any (excluding wages of clerical and supervisory staff) for the 12 months of 1952 :

Month	Total wages disbursed during the month to		
	Men	Women	Children
	Rs. a. p.	Rs. a. p.	Rs. a. p.
January			
February			
March			
April			
May			
June			
July			
August			
September			
October			
November			
December			

Holidays and Leave

19. (a) How many holidays with pay do you grant to your workers in a year ?
 (b) How many days casual leave and sick leave with pay do you give in a year ?
 (c) What are the conditions attached to the grant of holidays and leave ?

Housing and Welfare

20. Have you provided housing accommodation to your workers ? If so, how many workers are provided with housing and what type of houses are provided and what are the rents charged from the workers ?

21. Have you provided any of the following facilities for your workers ?

- (i) rest shelter
 (ii) canteen
 (iii) creches
 (iv) grainshops
 (v) schools for workers' children
 (vi) recreational facilities.

If so, please give details.

22. What facilities if any are provided for medical aid to your workers ?

23. Have you any provident fund scheme for your workers ? If so, how many workers are members of the fund and what is the rate of contribution to the fund by the worker and the employer ?

24. During the year 1952 how many women workers (i) claimed maternity benefit and (ii) were paid maternity benefit ? Give the total amount paid as maternity benefit.

25. How many accidents occurred in your factory during 1952 ? Please give details as shown below :

No. of accidents			No. of cases in which compensation was claimed	No. of cases in which compensation was paid	Amount of compensation paid
Fatal	Serious	Minor			

26. During 1952, how many workers claimed compensation for primary cancer of the skin as a result of handling cashewnuts ? How many workers were paid compensation and what was the amount paid ?

Industrial Relations

27. Have you framed standing orders for regulating the conditions of service of your employees ? If so, please furnish a copy.

28. (a) Have you employed a Labour Officer ?
 (b) Have you constituted a works committee ?

APPENDIX II
List of sampled units

Serial No.	State	District	Name and address of unit
1	2	3	4
1	Bombay	Ratnagiri	Kamalkar Narayan Prabhu Zantye Cashewnut Factory, Madha Malwan.*
2	Do.	Do.	Shirodkar Cashewnut Factory, Camp Vengurla.*
3	Madras	Guntur	Sreenivasulu and Sons, Cashewnut Factory, Vetapalam, Guntur.*
4	Do.	Srikakulam	Sri Sivasankara Cashewnut Manufacturing Co., Palasa, Srikakulam.
5	Do.	Do.	Sri Gajanana Cashewnut Mfg. Co., Palasa, Srikakulam.*
6	Do.	Do.	Sri Satyanarayana Cashewnut Mfg. Co., Palasa, Srikakulam.*†
7	Do.	S. Kanara	Konchadi Oil Factory, Konchadi, Mangalore, S. Kanara.*
8	Do.	Do.	Fernandez Bros., Cashewnut Factory, Kulshekar, Mangalore, S. Kanara.*
9	Do.	Do.	Maidan Coffee Curing Works, Mangalore, S. Kanara.
10	Do.	Do.	Cardol Corporation Derabail, Mangalore, S. Kanara.*‡
11	Travancore-Cochin.	Quilon	Indo American Trading Co., Mulluvilla, Quilon.
12	Do.	Do.	Hidayathul Cashew Co., Kilikolloor, Quilon.*
13	Do.	Do.	N.A.N.R. Cashew Factory, Chathanoor, Quilon.*§
14	Do.	Do.	A. Narayanan and Sons, Pattathanam, Quilon.
15	Do.	Do.	The Oriental Exporters, Kolloorvilla, Quilon.
16	Do.	Do.	The Southern India Cashew Co., Kurreepally, Quilon.*
17	Do.	Do.	M.P. Kesavan & Sons, Mukhathala, Quilon.
18	Do.	Do.	A. Narayanan & Sons, Mukhathala, Quilon.
19	Do.	Do.	Kumarvilasom Cashew Factory, Ezhukone, Quilon.*
20	Do.	Do.	K. Mytheenkunju & Sons, Kottarakkara, Quilon.

* These were included in the sub-sample.

† Present name: Jyoti Cashewnut Mfg., Co.

‡ Taken over by Swasti Cashew Industries.

§ Now closed, substituted by N.A.N.R. Cashewnut Factory, Palayilthode.

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APPENDIX II—contd.

1	2	3	4
21	Travancore-Cochin.	Quilon	Shanmukha Vilas Cashew Factory, Kilikolloor, Mangad, Quilon.*
22	Do.	Do.	Shanmukha Vilas Cashew Factory, Kundara, Quilon.*
23	Do.	Do.	Shanmukha Vilas Cashew Factory, Paripally, Quilon.
24	Do.	Do.	Shanmukha Vilas Cashew Factory, Kalluvathukal, Quilon.*
25	Do.	Do.	The Ideal Cashew Export Co., Charymoode, Quilon.
26	Do.	Do.	The Ideal Cashew Export, Co., Noornad, Quilon.
27	Do.	Do.	A. Thangal Kunju Musaliar and Sons, Kottiyam, Quilon*.
28	Do.	Do.	Thangal Kunju Musaliar and Sons, Madavoor, Quilon*.
29	Do.	Do.	E. C. Govindan Asan and Sons, Ayathil, Quilon.*
30	Do.	Do.	Danalaxmi Vilas Cashew Co., Ltd., Umayanaloor, Quilon.
31	Do.	Do.	A. Thangal Kunju Musaliar and Sons, West Quilon, Quilon.
32	Do.	Do.	N.A.N.R. Cashew Factory, Kottiyam, Quilon.*
33	Do.	Do.	N.A.N.R. Cashew Factory, Kottiyam, Quilon.
34	Do.	Do.	N.A.N.R. Cashew Factory, Polayilthode, Quilon.
35	Do.	Do.	M.P. Kesavan and Sons, Mangad, Quilon.
36	Do.	Do.	E.C. Govindan Asan & Sons, Sasthamkotta, Quilon.*
37	Do.	Do.	E.C. Govindan Asan & Sons, Pazhayattumkuzhi, Quilon.*
38	Do.	Do.	E.C. Govindan Asan & Sons, Ezhukone, Quilon.*
39	Do.	Do.	Ganga and Bros., Sasthamkotta, Quilon.*
40	Do.	Do.	Ganga and Bros., Paripally, Quilon.
41	Do.	Do.	Sujit Ganesh Nayak & Co., Avanceswaram, Quilon.*
42	Do.	Do.	The International Cashewnut Co., Kilikolloor, Quilon.

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