



REPORT OF THE

TRIPARTITE COMMITTEE

FOR THE

BIDI INDUSTRY

IN

MAHARASHTRA STATE

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REPORT OF THE TRIPARTITE COMMITTEE FOR THE BIDI INDUSTRY IN THE STATE OF MAHARASHTRA.

1. ORIGIN OF THE COMMITTEE.

The conditions of work in the Bidi Industry in Maharashtra State had, of late, assumed considerable significance, particularly in view of the recent pronouncements of the Supreme Court in regard to the status of the bidi workers. The problems of the bidi workers in the State, especially the problem concerning the distribution of bidi leaves to the bidi rollers and the problem relating to payment of arrears of wages due to the bidi employees of Vidarbha Region, as a result of the Supreme Court decision in Civil Appeal Nos. 415-418 of 1960 had, therefore, been engaging the attention of the Government of Maharashtra for quite sometime, in the past. With a view to appreciating the problems of the workers and the employers in the bidi industry in the State, the Minister for Labour, Government of Maharashtra, Bombay, therefore, convened a conference of the representatives of employers and workmen from the said industry in Bombay on 7th July, 1962. The said conference was inaugurated by the Chief Minister, Maharashtra State, Bombay and was presided over by the Minister for Labour, Maharashtra State, Bombay. The conference was also attended by the concerned officials of the Industries and Labour Department of the Government of Maharashtra. At the said conference, it was unanimously decided that the Government of Maharashtra should appoint a Tripartite Committee comprising representatives of employers, employees and Government for examining in detail the problems of the Management and Labour in the Bidi Industry and for making suitable recommendations in the matter to Government. It is in pursuance of the above said decision of the conference that the present Committee owes its birth.

2. CONSTITUTION OF THE COMMITTEE.

The Committee has been constituted by the Government of Maharashtra, under its Resolution, Industries and Labour Department, No. MSC. 70262-Lab-II dated 11th August, 1962 (*Vide* copy attached herewith and marked Annexure 'A'). Initially, a time-limit of six months had been fixed up by Government for submission of the report of the Committee. This time-limit was, however, subsequently extended by Government by a further period of 2 months,

under Government Resolution, Industries and Labour Department, No. MSC. 70262-Lab-II dated 11th March, 1963 and later on till the end of April 1963, under Government Resolution, Industries and Labour Department, No. MSC. 70262-Lab-II, dated 30th April, 1963.

3. COMPOSITION OF THE COMMITTEE.

The Committee comprised the following:—

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| 1. Shri G. K. Dhutia, Dy. Commissioner of Labour, Nagpur, (Now Productivity Officer, Industries and Labour Department, Sachivalaya, Bombay). | Chairman. |
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Employers' Representatives.

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| 2. Shri Manoharbhai B. Patel, M. L. A. | Member. |
| 3. Shri Shantilal S. Patel. ... | Member. |
| 4. Shri Devkison B. Sarda. ... | Member. |

Employees' Representatives.

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| 5. Shri Vasantryao N. Naik, M. L. A. ... | Member. |
| 6. Shri N. H. Kumbhare. ... | Member. |
| 7. Shri Datta Deshmukh. ... | Member. |

Officials.

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| 8. Shri V. M. Mardhekar, Dy. Chief Inspector of Factories, Poona. ... | Member. |
| 9. Shri P. J. Ovid, Assistant Commissioner of Labour, Bombay. ... | Secretary |

4. TERMS OF REFERENCE OF THE COMMITTEE.

The Committee was provided with the following terms of reference:—

1. Sanitary and other working conditions in the Bidi Industry

2. Leave with wages.
3. Implementation of the Minimum Wages Act in respect of the employment in Bidi Industry.
4. Revision of minimum rates of wages fixed for employment in Bidi Industry under the Minimum Wages Act.
5. Regulation of 'Khep' system or Contract system or 'Thekedari' and application of the Minimum Wages Act and other amenities for the workers under this system.
6. Implementation of various other labour laws in the Industry.
7. Determination of any machinery to decide disputes regarding the quality of bidis prepared by the bidi rollers.
8. The quantum of leaves to be distributed to the workers which should be considered as sufficient to enable him to prepare 1,000 bidis.
9. Having regard to the relations of the wages with the All India Bidi prices, the measures which should be taken to enable the Industry to stand in competition with Bidi Manufacturers outside Maharashtra.
10. Payment of arrears of wages due to the employees as a result of the decision of the Supreme Court in Civil Appeal Nos. 415-418 of 1960 (Bidi, Bidi Leaves and Tobacco Merchants' Association Vs. The State of Bombay, (Labour and Social Welfare Department) and others.
11. In addition the Committee will take into consideration the various points that may be referred to it by the various Labour Unions and the Employers. The Committee should also take into consideration how its decision should be implemented at the District and various other levels and make recommendations regarding the machinery for implementation of its recommendations.
12. The Committee may also consider whether it would be necessary for the State of Maharashtra to enact suitable legislation

for regulation of the conditions of bidi workers in the State as has been done in the Madras State. The Committee should also suggest whether a separate Code of Discipline should be formulated for the Bidi Industry.

5. STAFF OF THE COMMITTEE.

On a request made by the Committee, the Government of Maharashtra was pleased to sanction staff comprising of one Senior Clerk and one Steno-typist for the execution of the Clerical work of the Committee, with effect from 16th October, 1962 till 28th February, 1963, in the first instance—Vide Government Resolution, Industries and Labour Department No. MSC. 70262-Lab-II, dated 16th October, 1962. Subsequently, however, the above said staff was continued by Government for the use of the Committee, till the end of April 1963—Vide Government Resolution, Industries and Labour Department, No. MSC. 70262-Lab-II, dated 25th March, 1963.

6. WORKING OF THE COMMITTEE.

The Committee had in all 9 sittings—eight at Bombay and one at Gondia, during the period between 20th August, 1962 and 20th April, 1963. Initially, the Committee was of the view that it should undertake an elaborate study into the problems of management and labour in the bidi industry in this State and that for this purpose it should not only collect detailed information from all concerned through the questionnaire method but it should also personally visit important bidi manufacturing centres not only in the State of Maharashtra but also in the adjoining States, particularly, Madhya Pradesh, Andhra Pradesh and Mysore State and collect first hand information on the subject. Accordingly, the Committee commenced its work in the above fashion in right earnest, for sometime. Hence, not only the Committee drew up a comprehensive questionnaire for issue to the various interests in the State but also approached the authorities concerned in all other States in the country for sending to it the requisite data about the bidi industry in their States and for permission to visit leading bidi manufacturing centres in certain States for observation and study purposes. The different authorities in other States, it may be gratifying to mention here, were kind enough to extend their whole-hearted co-operation and forward the required material and grant the necessary permission to the Committee. The Committee also gave due publicity about its programme

of work and visits in the State of Maharashtra, in the first instance. However, taking into consideration the present State of National Emergency in the country, the Committee decided at a subsequent stage of its deliberations to expedite its work and with that end in view to reduce the scope of its work to the bare minimum, in the national interest. Hence, the Committee ultimately decided to drop the collection of information through the questionnaire method and to restrict the visiting part of its work to the barest minimum, since most of the factual data in regard to the terms of reference of the Committee was already available to the Committee through published reports on the subject and through the personal knowledge of the members of the Committee (who were intimately connected with the problems of the management and labour in the industry). The Committee, therefore, decided to consider the terms of reference of the Committee in detail and to make recommendations thereon to Government in the light of the already available data and the personal knowledge of the members of the Committee. The Committee is pleased to report that it has been able to arrive at unanimous conclusions with regard to all but one item of its terms of reference. Even in respect of this latter one item, relating to determination of machinery to decide disputes regarding the quality of bidis prepared by the bidi rollers, the Committee is happy to say that it could reach a partial unanimous decision in the matter.

7. BIDI INDUSTRY IN MAHARASHTRA STATE.

The Bidi Industry is spread out throughout the length and breadth of Maharashtra State. The important bidi manufacturing centres in the State, however, are Poona, Sinnar, Sangamner, Akola, Ahmednagar, Nasik, Nagpur, Kamptee, Bhandara District, Gondia, Sholapur, Yeola, Vaijapur and Aurangabad. In Maharashtra State, it is estimated about 4 lakh persons earn their livelihood in the Bidi Industry out of which a large majority of the persons are resident in Bhandara District. However, the total number of bidi factories in Maharashtra State, registered under the Factories Act, 1948, in the year 1961, is reported to be about 550 only and the number of employees engaged therein is understood to be some 50,000 only. The average daily total production of bidis per day in Maharashtra State is reported to be to the tune of 30 crores. The average cost of production per 1,000 bidies in Maharashtra State is understood to be between Rs. 4.50 nP. to Rs. 6 only. Trade unionism in the Bidi Industry

in Maharashtra State is still in its infancy. In the year 1962, there were only about 50 trade unions of workers in the Bidi Industry in the State, registered under the Indian Trade Unions Act, 1926, having a membership of some 25,000 employees only.

Minimum rates of wages, under the Minimum Wages Act, 1948, have been fixed by Government for certain categories of employees in the different regions in the Bidi Industry in Maharashtra State. The table set out at Annexure 'I' summarises the position regarding the minimum rates of wages fixed by Government in the employment in the Bidi Industry in the State.

8. NATURE OF WORK AND PROCESS OF MANUFACTURE OF BIDIS.

The general practice is that the employers distribute bundles of bidi leaves to the bidi rollers on the previous day and the bidi rollers cut them into suitable sizes at their homes and take them to the factory for rolling on the following day. Tobacco for filling in the bidis is supplied by the employers to the bidi rollers, before commencement of work in the establishment every day. After the bidis are rolled by the bidi rollers, they are checked at the end of the day by another category of workers known as the 'tariawallas', with a view to seeing whether they are according to specifications. The bidis which are not according to the specifications, are rejected by the 'tariawallas' and the account of only the good bidis is taken for the purposes of calculation of the number of bidis rolled by the bidi rollers per day. The normal quantum of bidis rolled by the bidi rollers per day in this State varies from about 800 to 1,000 bidis. After the good bidis are thus separated, they are grouped in bundles comprising of 5 to 25 bidis, as the case may be, and they are taken to the oven, for 'warming' purposes, by a further category of workers known as 'bhatiwallas'. Thereafter, the bidis are passed on to the packers and labelers for packing and labeling purposes.

The above is the general practice with regard to nature of work etc., under the system of work, which is popularly known as the 'Factory System of Work'. However, in certain parts of the State, particularly, in the Vidarbha Region, bidis are manufactured under certain other systems of work as well, which are popularly known as (1) the 'Contract' or 'Thekedari' 'System of Work' and (2) the 'Sale Purchase' 'System of Work'. Under the 'Contract' or 'Thekedari' 'System of Work', the general practice is that the bidi leaves and

tobacco are given by the principal employers to the 'Contractor' or 'Thekedars', who in turn distributes them to the bidi rollers in villages, for the purposes of preparation of bidis. The bidi rollers usually prepare the bidis at their homes and, at times, also at the work-places provided by the 'Thekedars'. The prepared bidis are returned by the bidi rollers to the 'Thekedars' who again in turn takes them back to the principal employer, for delivery. The principal employer, after sorting out the sub-standard bidis, pays wages to the 'Thekedars' for the remaining bidis prepared. The 'Thekedars' thereafter return to the villages and pay wages to the bidi rollers according to the number of bidis rolled by them less the rejected bidis. The significant feature under this system of work is that the principal employers and the bidi rollers do not directly come in touch with each other. The contact between them is only through middleman, viz. the 'Contractor' or the 'Thekedar'.

Under the other system, viz. the 'Sale and Purchase' system of work, the procedure is quite simple. The principal employer sells the bidi leaves and tobacco to the 'Thekedars', in the first instance. The 'Thekedars' thereafter get the bidis prepared from the bidi rollers in the Villages. The prepared bidis are resold by the 'Thekedars' to the principal employers, on a small commission basis, which is reported to be about 2 annas per 1,000 bidis, on an average, at present. Under this latter system as well, only the good bidis are accepted for purchase by the principal employers and sub-standard bidis are rejected by them, which ultimately affects the wages of the bidi rollers. Further, under this system as well, there is no direct touch between the principal employer and the 'bidi rollers'. The contact is only through the 'Thekedars'.

It would, therefore, be seen that the process of manufacture of 'Bidis', under any of the known systems of work, is simple and the nature of work uncomplicated. The categories of workers generally involved are only a few viz. (1) bidi rollers, (2) tariawallas, (3) bhatiwallas, and (4) packers and labelers. Apart from these, each bidi establishment also usually has a Manager for the purposes of management and supervision of the establishment and a clerk or accountant for the purposes of clerical and accounts work.

9. TERM 1: SANITARY AND OTHER WORKING CONDITIONS IN THE BIDI INDUSTRY.

The Committee noted that arrangements with regard to sanitary and other conditions of work in most of the bidi factories in Maharashtra State were far from satisfactory at present. The Committee was, therefore, unanimous in its view that adequate measures may be taken with a view to providing reasonable sanitation and other conditions of work to the workmen engaged in the bidi factories in the Maharashtra State. After taking into consideration all the relevant factors involved, the Committee, therefore, recommends in this regard as under:—

(i) *Cleanliness*:—Special arrangements shall be made by the employers of the bidi factories to get their work places swept and cleaned everyday and the walls and roofs thereof adequately white-washed or painted at reasonable intervals of time.

(ii) *Temperature and Ventilation*:—The height of the work rooms in the bidi factories shall not be less than 10 feet in towns. However, in villages, the height of the work rooms shall not be less than 8 feet. When work is required to be done above or below the ground floor and, if 50 or more workers are engaged thereat, at least two stair-cases must be provided for safety in case of fire. Sufficient number of windows must be provided for the work room for ventilation at working level. The height of the windows from the floor level should not be more than 2 feet. The total ventilating area for the work room shall be at least 20 per cent of the floor area. Windows should be provided preferably in all the walls. If the width of the work room exceeds 30 feet, windows shall be provided in the opposite walls to ensure sufficient through ventilation. Wherever sufficient natural ventilation and lighting are not available and where power is available, such arrangements should be artificially provided.

(iii) *Over-crowding*:—A minimum floor area of 15 sq. feet per worker should be available in the work rooms of the bidi factories. Thus, taking into consideration the minimum recommended height of 10 feet of the work room of the bidi factories, a minimum volume of 150 Cubic feet per worker should be available in the work room of the bidi factories, with a view to preventing undue over-crowding therein.

(iv) *Drinking water arrangement*:—Reasonable arrangements shall be made by the employers to provide adequate pure and cool drinking water to their workmen in their work premises.

(v) *Latrines and Urinals*:—The total number of latrines and urinals, as required under the Factories Act, 1948, shall be provided by the employers in bidi factories in this State situated in municipal areas. In the case of bidi factories located outside the municipal limits, sufficient number of urinals and latrines must be provided.

(vi) *Spitoons*:—Looking to the chewing habits of the workmen engaged in the bidi factories in this State, it is necessary on the part of the employers to provide adequate number of spitoons in their work places and also to make suitable arrangements for getting them cleaned every day.

The Committee further recommends in this connection that the necessary provisions with regard to the above matters may be incorporated in the separate legislation for the bidi industry in the Maharashtra State, which the Committee is recommending under term 12 of its terms of reference.

10. TERM 2: LEAVE WITH WAGES.

The Committee noted that the conditions with regard to the payment of leave with wages, whether statutorily or otherwise, to the workers engaged in the bidi industry in this State were also far from satisfactory. Taking into consideration the fact that suitable leave with wages facilities are even available to the employees engaged in Shops and commercial establishments in certain areas in this State, the Committee is of the opinion that suitable facilities should also be available to the employees engaged in the bidi industry in this State. The Committee, therefore, recommends in this behalf that suitable provisions with regard to payment of leave with wages to the workmen engaged in the bidi industry in this State may be included in the separate legislation for the bidi industry in Maharashtra State, which the Committee was recommending under term 12 of its terms of reference.

11. TERM 3: IMPLEMENTATION OF THE MINIMUM WAGES ACT, IN RESPECT OF THE EMPLOYMENT IN BIDI INDUSTRY.

Numerous difficulties were brought to the notice of the Committee in regard to the implementation of the provisions of the Minimum Wages Act, 1948, in the employment in the bidi industry in this State. The main difficulty, however, with regard to the implementation of the provisions of the above said Act, it was pointed out to the Committee, was in connection with the payment of the prescribed minimum rates of wages to the employees engaged in the bidi industry in this State. After examining this difficulty in detail, the Committee noted that, on an average, a bidi roller normally rolls between 800 to 1,000 bidis per day. The Committee also noted that the various statutory minimum wages committees had fixed minimum rates of wages for bidi rollers on the basis of 1,000 bidis rolled. Taking these factors into consideration, the Committee recommends that under no circumstances should a bidi roller earn wages per day less than the wages, (at the prescribed minimum rates of wages) for 600 bidis rolled. The Committee further recommends that the present bidi rollers engaged in the bidi industry in this State, other than those who are disabled or aged, should come up to the minimum standard of rolling 600 bidis per day, within a period of 3 months from the date from which this recommendation comes into force. The Committee also recommends that in case a bidi roller is unable to roll the minimum recommended quantum of 600 bidis per day within the stipulated period his services may be terminated by his employer. As regards disabled or aged employees, the Committee recommends that they may be continued in employment by their respective employers, even if they rolled less than the above recommended minimum quantum of 600 bidis per day, provided the Government Labour Officer of the area, for satisfactory reasons, so certifies. Otherwise, the Committee suggests, these aged or disabled employees should roll at least the minimum recommended quantum of 600 bidis per day.

Incidentally, it was brought to the notice of the Committee that the procedure under the Minimum Wages Act, 1948 in regard to the recovery of monetary dues of the workers engaged in the bidi industry in this State from their employers was quite cumbersome and time-consuming. Taking note of this difficulty, the Committee recommends that the procedure for recovery of monetary dues under the provisions of the Minimum Wages Act, 1948, may be revised and a simplified procedure may be set out.

12. TERM 4: REVISION OF MINIMUM RATES OF WAGES FIXED FOR EMPLOYMENT IN BIDI INDUSTRY UNDER THE MINIMUM WAGES ACT.

The Committee noted that the Government of Maharashtra had—*Vide* Government Resolution, Industries and Labour Department, No. MWA-1562/LAB, III, dated 11th February, 1963 already appointed a Committee, under Section 5(1)(a) of the Minimum Wages Act, 1948, to enquire into the conditions prevailing in the employment in any Tobacco (including bidi making) manufactory and to advise it in the matter of revision of minimum rates of wages in respect of that employment. In view of this, the Committee felt that it was not necessary for it to go into the question of revision of minimum rates of wages fixed in the employment in the bidi industry in this State, under the Minimum Wages Act, 1948, and that the matter may better be left to the above said statutory committee, which was specifically appointed by the Government for the purpose.

13. TERM 5: REGULATION OF 'KHEP' SYSTEM OR CONTRACT SYSTEM OR 'THEKEDARI', AND APPLICATION OF THE MINIMUM WAGES ACT AND OTHER AMENITIES FOR THE WORKERS UNDER THIS SYSTEM.

The problems of the bidi workers under the 'Khep' or 'Thekedari' system of work were considered by the Committee. The Committee recommends in this behalf that suitable provisions with regard to the regulation of the above said systems may be incorporated by Government in the separate legislation for the Bidi Industry in Maharashtra State, which the Committee is recommending under term 12 of its terms of reference. While regulating these systems, provisions may be made in the said legislation with a view to ensuring that the bidi workers are paid wages at not less than the prescribed minimum rates of wages.

14. TERM 6: IMPLEMENTATION OF VARIOUS OTHER LABOUR LAWS IN THE INDUSTRY.

Since the Committee is recommending a separate legislation for the Bidi Industry in Maharashtra State under term 12 of its terms of reference, the Committee is of the view that no recommendation under this term of reference is necessary. The Committee, however, desires to emphasise in this regard that all dues of the bidi workers recoverable under the statute should be recoverable through one centralised statutory authority only and that the procedure in this behalf should be simple and non-time consuming.

15. TERM 7: DETERMINATION OF ANY MACHINERY TO DECIDE DISPUTES REGARDING THE QUALITY OF BIDIS PREPARED BY THE BIDI ROLLERS.

The Committee carefully considered the ticklish problem of 'Chhat' or 'Rejected Bidis' confronting the employers and the workers in the Bidi Industry, in this State, particularly in the Vidarbha area. The Committee unanimously decided in this behalf that the 'rejected bidis' should be cut in two pieces and that the tobacco contained therein should be retained by the employers. In this way the Committee felt, the maximum justice could be done to both the parties, in as much as the workers would lose their proportionate wages in respect of the 'rejected bidis' whereas the employers would lose the relevant quantum of bidi leaves and a portion of the tobacco. The employees' representatives on the Committee and the Dy. Chief Inspector of Factories, Poona, however, desired that the rejected bidis should be cut in two pieces in the presence of the workers or their representatives either at their respective work-places or at the places where the bidis are first delivered by the workers to the representatives of the employers. This latter suggestion of the employees' representatives on the Committee was, however, not acceptable to the representatives of the employers on the Committee, as according to them, the suggestion was not practicable. They were of the view that the 'rejected bidis' should be cut in two pieces at the respective stock factories. The employers' representatives, however, had no objection to either the workers or their representatives remaining present at the stock factories for the purpose of witnessing the processes of rejection and cutting of bidis. The employees' representatives on the Committee further felt that there could be no serious difficulty in the way of the employers in getting the processes to rejection and cutting of bidis done either at the work-places or at the places where the bidis were first delivered by the workers to the representatives of the employers, since, the representatives of the employers are always present at the work-places or at the first delivery point, for the purposes of collection of bidis from workers. On the contrary, the employees' representatives on the Committee pointed out that, in case the workers or their representatives were required to be present at the stock factories, for the purposes of witnessing the processes of rejection and cutting of bidis, it would be hard of them to do so, since the stock factories were normally situated several miles away from the work-places. The Committee, therefore, could not come to any unanimous conclusion with regard to this latter question as to the specific place where the processes of

rejection and cutting of bidis should be undertaken. The Committee, therefore, decided to leave this latter question to Government, for suitable action.

16. TERM 8: QUANTUM OF LEAVES TO BE DISTRIBUTED TO THE WORKERS, WHICH WILL BE CONSIDERED AS SUFFICIENT TO ENABLE THEM TO PREPARE, 1000 BIDIS.

The Committee noted that the problem concerning quantum of distribution of bidi leaves to the bidi rollers for preparation of 1,000 bidis exists in certain bidi establishments in certain parts of the Maharashtra State. After giving due consideration to the above said problem, the Committee, therefore, recommends that *ad hoc* committees, comprising of two representatives each of the employers and workers may be set up in each bidi establishment, where the problem concerning quantum of distribution of bidi leaves exists, for the purposes of resolving the differences of opinion between the employers and the workers. In case these *ad hoc* committees were unable to resolve the differences between the employers and the workers, the *ad hoc* committee may refer the matter to an independent person such as the Mamlatdar of the Taluka or the Government Labour Officer of the District or any other person mutually acceptable to the parties. The decision of the independent person in the matter should be binding on the parties. The Committee further recommends that all stages mentioned above should be completed within a maximum period of 10 days, from the date the employees refer the matter to the employer (with a copy to Government Labour Officer of the District concerned). This scheme may be suitably incorporated, if possible, in the separate legislation for the bidi industry, which the Committee is recommending under term 12 of its terms of reference.

17. TERM 9: HAVING REGARD TO THE RELATIONS OF THE WAGES WITH THE ALL INDIA BIDI PRICES, THE MEASURES WHICH SHOULD BE TAKEN TO ENABLE THE INDUSTRY TO STAND IN COMPETITION WITH BIDI MANUFACTURERS OUTSIDE MAHARASHTRA.

The Committee noted that the various State Governments had fixed up different minimum rates of wages for employees engaged in the bidi industry in their respective States (*Vide* statement enclosed and marked Annexure 'K'). The fixation of minimum rates of wages in the Bidi Industry, on an All India basis, the Committee is

of the view, is highly desirable in the interest of reducing undesirable competition in the Industry in different States. The Committee, therefore, recommends that the Government of Maharashtra may move the Government of India, for exploring the possibilities of fixation of minimum rates of wages in the Bidi Industry on an All India basis.

18. TERM 10: PAYMENT OF ARREARS OF WAGES DUE TO THE EMPLOYEES AS A RESULT OF THE DECISION OF THE SUPREME COURT IN CIVIL APPEAL NOS. 415-418 OF 1960 (BIDI, BIDI LEAVES AND TOBACCO MERCHANTS' ASSOCIATION VS. STATE OF BOMBAY).

The Committee was anxious to see that the question of payment of arrears of wages due to the concerned employees in the Vidarbha Region, as a result of the Supreme Court decisions in Civil Appeal Nos. 415-418 of 1960, should be decided as early as possible. The Committee, therefore, appointed a sub-committee for advising it on this issue. The sub-committee met thrice and the employer's and employees' representatives on it discussed the arrears question in a very cordial atmosphere. The sub-committee felt that there was a possibility of a compromise between the parties, if this issue was referred by them to the mediation of the Minister for Labour, Maharashtra State, Bombay, for his advise. The Committee, therefore, unanimously recommends that the said question may be referred by the parties concerned to the mediation and advise of the Minister for Labour, Maharashtra State, Bombay, who may be requested to make an announcement in the matter, which should be accepted by the parties as final and binding on them.

19. TERM 11: IN ADDITION THE COMMITTEE WILL TAKE INTO CONSIDERATION THE VARIOUS POINTS THAT MAY BE REFERRED TO IT BY THE VARIOUS LABOUR UNIONS AND THE EMPLOYERS. THE COMMITTEE SHOULD ALSO TAKE INTO CONSIDERATION HOW ITS DECISION SHOULD BE IMPLEMENTED AT THE DISTRICT AND VARIOUS OTHER LEVELS AND MAKE RECOMMENDATIONS REGARDING THE MACHINERY FOR IMPLEMENTATION OF ITS RECOMMENDATIONS.

The Committee noted that no points, other than those already covered by its terms of reference, were referred to it by any Labour Union or employer in the Bidi Industry in Maharashtra State. The Committee has, therefore, no recommendations to make with regard to this part of its terms of reference. As regards the portion of this term of reference concerning machinery for implementation of the Committee's decision at the District and various other levels, the Committee recommends that the State Government may set up suit-

able tripartite committees at Divisional, District and Taluka levels for the purpose.

20. **TERM 12: SEPARATE LEGISLATION FOR REGULATION OF THE CONDITION OF BIDI WORKERS IN MAHARASHTRA STATE.**

The Committee is unanimous in its opinion that the problems of the bidi industry, particularly those relating to labour relations, unlike those in other manufacturing industries, are peculiar and hence they require special treatment. The Committee, therefore, recommends that the Government of Maharashtra should enact a suitable comprehensive legislation for the regulation of the conditions of the bidi workers in the Maharashtra State, at an early date. The Committee further recommends in this behalf that the employers and employees representatives may submit to the Government of Maharashtra their suggestions for incorporation in the proposed separate legislation for the Bidi Industry, which may be given due consideration by Government at the time of drafting of the Bill on the subject.

The Committee also recommends in this connection that the other suggestions made by it in the present report may also be taken due note of by the State Government and suitably incorporated in the proposed separate legislation for the Bidi Industry in Maharashtra State. The Committee further recommends that the separate legislation for the Bidi Industry, when brought into force by Government, should be carefully and faithfully implemented by Government and that the provisions with regard to its enforcements should be clear-cut and simple.

21. **SUMMARY OF RECOMMENDATIONS.**

(i) *Sanitary and other working conditions:—*

The Committee recommends that adequate measures may be taken with a view to providing reasonable sanitation and other conditions of work to the workmen engaged in the bidi factories in Maharashtra State. The Committee further recommends in this connection that the necessary provisions with regard to the above matters may be incorporated in the separate legislation for the Bidi Industry in the Maharashtra State, on the lines of the suggestions made by it in the present report.

(ii) *Leave with wages:—*

The Committee recommends that suitable provisions with regard to payment of leave with wages to the workmen engaged in the bidi

industry in this State may be included in the separate legislation for the bidi industry in Maharashtra State.

(iii) *Implementation of the Minimum Wages Act:—*

The Committee recommends that under no circumstances should a bidi roller earn wages per day less than the wages (at the prescribed minimum rates) for 600 bidis rolled. The Committee further recommends that the present bidi rollers engaged in the bidi industry in this State, other than those who are disabled or aged, should come up to the minimum standard of rolling 600 bidis per day within a period of 3 months from the date from which this recommendation comes into force. The Committee also recommends that in case a bidi roller is unable to roll the minimum recommended quantum of 600 bidis per day within the stipulated period, his services may be terminated by his employer. As regards disabled or aged employees, the Committee recommends that they may be continued in employment by their respective employers even if they rolled less than the above recommended minimum quantum of 600 bidis per day, provided the Government Labour Officer of the area, for satisfactory reasons, so certifies. Otherwise the Committee suggests, these aged or disabled employees should roll at least the minimum quantum of 600 bidis per day.

Incidentally, the Committee also recommends that the procedure for recovery of monetary dues, under the provisions of the Minimum Wages Act, 1948, may be revised and a simplified procedure may be set out providing for the speedy recovery of dues by the workers from their respective employers.

(iv) *Revision of minimum rates of wages:—*

As the Government of Maharashtra have already appointed a separate statutory committee for the purposes of revision of minimum rates of wages in the Bidi Industry in this State, the present Committee feels that it is not necessary for it to go into the question of revision of minimum rates of wages and that the matter may better be left to the statutory committee, which has been specifically appointed by Government for the purpose.

(v) *Regulation of 'Khep' system or Contract system or 'Thekedari':—*

The Committee recommends in this behalf that suitable provisions with regard to the regulation of the above said systems may be

incorporated by Government in the separate legislation for the Bidi Industry in Maharashtra State.

(vi) *Implementation of various other labour laws:—*

Since the Committee is recommending a separate legislation for the Bidi Industry in Maharashtra State, under term 12 of its terms of reference, the Committee is of the view that no recommendation under this term of reference is necessary.

(vii) *Determination of any machinery to decide disputes regarding the quality of bidis:—*

The Committee recommends that, if there is any dispute between the employers and their workmen with regard to the quality of bidis rolled by the workers, the rejected bidis should be cut in two pieces and the tobacco contained therein should be returned to the employers. The workers should be paid no wages for such rejected bidis.

(viii) *Quantum of leaves to be distributed to the workers, which will be considered as sufficient to enable them to prepare 1,000 bidis:—*

The Committee recommends that *ad hoc* committees, comprising of two representatives each of the employers and workers may be set up in each bidi establishment, where the problem concerning quantum of distribution of bidi leaves exists, for the purposes of resolving the differences of opinion between the employers and the workers. In case these *ad hoc* committees were unable to resolve the differences between the employers and the workers, the *ad hoc* committee may refer the matter to an independent person such as the Mamlatdar of the Taluka or the Government Labour Officer of the District or any other person mutually acceptable to the parties. The decision of the independent person in the matter should be binding on the parties. The Committee further recommends that all stages mentioned above should be completed within a maximum period of 10 days, from the date employees refer the matter to the employer (with a copy to Government Labour Officer of the District concerned).

(ix) *The measures which should be taken to enable the Industry to stand in competition with Bidi Manufacturers outside Maharashtra:—*

The Committee is of the view in this behalf that the Government of Maharashtra may approach the Government of India with a view to seeing whether minimum rates of wages in the Bidi Industry in the country could be fixed on an All India basis.

(x) Payment of arrears of wages due to the employees as a result of the decision of the Supreme Court:—

The Committee recommends that the said question may be referred by the parties concerned to the mediation and advice of the Minister for Labour, Maharashtra State, Bombay, who may be requested to make an announcement in the matter, which should be accepted by the parties as final and binding on them.

(xi) Various points referred to the Committee by Labour Unions and the employers and implementations of the Committees' recommendations at the District and various other levels:—

No points, other than those already covered by its terms of reference were referred to the Committee by any Labour Union or employer in the Bidi Industry in Maharashtra State. The Committee has, therefore, no recommendations to make with regard to this part of its terms of reference. As regards the portion of this term of reference concerning machinery for implementation of the Committee's decision at the District and various other levels, the Committee recommends that the State Government may set up suitable tripartite committees at Divisional, District and Taluka levels for the purpose.

(xii) Separate legislation for regulation of the conditions of bidi workers:—

The Committee recommends that, in view of the peculiar problems of the industry, the Government of Maharashtra should enact a suitable comprehensive legislation for the regulation of the conditions of the bidi workers in the Maharashtra State, at an early date. The Committee further recommends in this behalf that the employers and employees representatives may submit to the Government of Maharashtra their suggestions for incorporation in the proposed 'Bidi Act', which may be given due consideration by Government at the time of drafting of the Bill on the subject.

The Committee also recommends that the other suggestions made by it in its present report may also be taken due note of by the State Government and the same may be suitably incorporated in the proposed separate legislation for the bidi industry in this State.

The Committee further recommends that the separate legislation for the Bidi Industry, when brought into force by Government, should be carefully and faithfully implemented by Government and that the provisions with regard to its enforcements should be clear-cut and simple.

22. ACKNOWLEDGEMENTS.

Before concluding, the Committee would like to place on record its gratitude towards the various State Governments and their respective Labour Commissioners and other officials for being kind enough to co-operate with the Committee in furnishing to it the necessary documentary data required by the Committee and for granting to it permission to visit the required bidi manufacturing centres in their respective States, wherever necessary. The Committee is particularly indebted to the Commissioner of Labour and Director of Employment, Maharashtra State, Bombay, for being kind enough to extend to the Committee the necessary facilities for the smooth execution of its work and especially for placing at the disposal of the Committee two of the experienced members of the staff of his office, viz. Shri D. N. Patil, Senior Clerk, and Shri T. K. Raman, Steno-typist. Shri Patil and Shri Raman worked untiringly for the Committee, in addition to their own regular official duties, and were of immense help to the Committee in keeping its work up to date. The Committee notes with appreciation the work put in by Shri Patil and Shri Raman for the Committee. The Committee also wishes to place on record its sense of high appreciation of the services rendered by its Secretary, Shri P. J. Ovid, Assistant Commissioner of Labour, Bombay. His remarkable grasp of the labour problems and wide

experience as an officer of the Labour Department was immensely helpful to the Committee in its work. His tact in handling the staff, capacity for hard work and ability to get the work done with expedition have been gratifying.

G. K. DHUTIA,
Chairman.

MANOHARBHAI B. PATEL,
Member.

SHANTILAL S. PATEL,
Member.

DEVKISON B. SARDA,
Member.

VASANTRAO N. NAIK,
Member.

N. H. KUMBHARE,
Member.

DATTA DESHMUKH,
Member.

P. J. OVID,
Secretary.

V. M. MARDHEKAR,
Member.

Bombay,
Dated: 20th April, 1963.

ANNEXURES

Pages Nos. 22 to 48

ANNEXURE 'A'.

Tripartite Committee for Bidi
Industry.

Appointment of the—

GOVERNMENT OF MAHARASHTRA.

Industries and Labour Department.

Resolution No. MSC. 70262-Lab-II.

Sachivalaya, Bombay-32, 11th August 1962.

*Resolution:—*In pursuance of the decisions taken at the Conference of representatives of employers and workmen in Bidi Industry in the Maharashtra State, convened by the Minister for Labour, on the 7th July 1962, Government hereby appoints a Tripartite Committee to investigate into and report on the various points mentioned in paragraph 3 below:—

2. The composition of the Tripartite Committee should be as follows:—

Shri G. K. Dhutia, Deputy Commissioner of Labour, Nagpur.	Chairman.
Shri Manoharbai B. Patel, M. L. A.	Member.
Shri Shantilal S. Patel.	Member.
Shri Devkisan B. Sarda.	Member.
Shri Vasantao N. Naik, M. L. A.	Member.
Shri N. H. Kumbhare.	Member.
Shri Datta Deshmukh.	Member.
Shri V. M. Mardhekar, Deputy Chief Inspector of Factories, Poona.	Member.
Shri P. J. Ovid, Assistant Commissioner of Labour, Bombay.	Secretary.

3. The Committee shall consider the following points:—

- (1) Sanitary and other working conditions in the Bidi Industry.
- (2) Leave with wages.
- (3) Implementation of the Minimum Wages Act in respect of the employment in Bidi Industry.
- (4) Revision of minimum rates of wages fixed for employment in Bidi Industry under the Minimum Wages Act.
- (5) Regulation of Khep system or contract system or Thekedari and application of the Minimum Wages Act and other amenities for the workers working under this system.
- (6) Implementation of various other labour laws in the Industry.
- (7) Determination of any machinery to decide disputes regarding the quality of bidis prepared by the bidi rollers.
- (8) The quantum of leaves to be distributed to the workers which should be considered as sufficient to enable him to prepare 1000 bidis.
- (9) Having regard to the relations of the wages with the All India bidi prices, the measures which should be taken to enable the Industry to stand in competition with Bidi Manufacturers outside Maharashtra.
- (10) Payment of arrears of wages due to the employees as a result of the decision of the Supreme Court in Civil Appeals Nos. 415-418 of 1960, Bidi, Bidi Leaves and Tobacco Merchants' Association Vs. The State of Bombay (Labour and Social Welfare Department) and others.

In addition the Committee will take into consideration the various points that may be referred to it by the various Labour Unions and the employers. The Committee should also take into consideration how its decision should be implemented at the District and various other levels and make recommendations regarding the machinery for implementation of its recommendations.

The Committee may also consider whether it would be necessary for the State of Maharashtra to enact suitable legislation for regulation of the conditions of bidi workers in the State as has been done

in the Madras State. The Committee should also suggest whether a separate code of discipline should be formulated for the Bidi Industry.

It was decided in the Conference that the unanimous decisions of the Committee would be binding on both the employers and employees and it would be incumbent on all concerned to see that these decisions are faithfully carried out.

4. The Committee should submit its detailed report to Government within a period of 6 months from the date of this Resolution.

5. The Non-Official Members of the Committee should be eligible to draw travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with scale I specified in rule 1(1)(b) in Appendix XLII A section I to the Bombay Civil Services Rules as amended from time to time. Shri P. J. Ovid, Secretary, should be the Controlling Authority in respect of travelling allowance bills of the non-official members of the Committee. The expenditure should be debited to the budget head '38-Labour and Employment-B-Labour-B-I-Commissioner of Labour', and met from the grants sanctioned thereunder for the current financial year.

6. Correspondence intended for the Committee may be addressed to Shri P. J. Ovid, Secretary, Tripartite Committee for the Bidi Industry, Framji Cawasji Institute, Dhobi Talao, Bombay-2.

7. All Officers and Departments of Government should be requested to give such assistance as may be required by the Committee for the purpose of the enquiry.

8. This Resolution should be published in the Maharashtra Government Gazette, Part I-L for general information.

9. This Resolution issues with the concurrence of the Finance Department—*Vide* unofficial reference No. 22438, dated the 10th August 1962.

By order and in the name of the Governor of Maharashtra,

(Sd.) B. V. LAUD,
Under Secretary to Government.

ANNEXURE " I "

*Minimum rates of wages in the employment in any Tobacco (including Bidi making)
Manufactory, in Maharashtra State.*

(B) R 23-4

Region	Government Notification No. and date	Categories of employees	Area	Rates of minimum wages
1	2	3	4	5
BOMBAY	Government of Bombay, Development Department Notification, No. 2438/48, dated 19-4-55.	Bidi Makers (for making 1000 bidies).	For Area of the Bombay Municipal Corporation. (i) Where leaves are not supplied. (ii) Where leaves are supplied.	Rs.As.Ps. 3-6-0 2-8-0
			For the Area of 7 Miles of Nasik Municipality (Where leaves are supplied).	2-4-0
			For the Area of 7 Miles of Sinnar, Sangamner, Akola Municipalities (where leaves are supplied).	2-2-0
			For the Area of 7 Miles of Ahmednagar, Pcona, Kolhapur Municipalities (Where leaves are supplied).	2-0-0

ANNEXURE " I "

*Minimum rates of wages in the employment in any Tobacco (including Bidi making)
Manufactory, in Maharashtra State.*

(B) R 22-4

Region 1	Government Notification No. and date 2	Categories of employees 3	Area 4	Rates of minimum wages 5
BOMBAY	Government of Bombay, Development Department Notification, No. 2438/48, dated 19-4-55.	Bidi Makers (for making 1000 bidies).	For Area of the Bombay Municipal Corporation.	
			(i) Where leaves are not supplied.	3-6-0
			(ii) Where leaves are supplied.	2-8-0
			For the Area of 7 Miles of Nasik Municipality (Where leaves are supplied).	2-4-0
			For the Area of 7 Miles of Sinnar, Sangamner, Akola Municipalities (where leaves are supplied).	2-2-0
			For the Area of 7 Miles of Ahmednagar, Pcona, Kolhapur Municipalities (Where leaves are supplied).	2-0-0

ANNEXURE "I" (Contd.)

Region 1	Government Notification No. and date 2	Categories of employees 3	Area 4	Rates of minimum wages 5
			For Nasik District, excluding Sinnar and Nasik Municipalities; and Thana and Kolaba Districts (Where leaves are supplied).	Rs.As.Ps. 2- 0-0
			For the Area of 7 Miles of Sholapur and Sangli Municipalities, Districts of Ahmednagar and Kolhapur excluding Ahmednagar, Nangamner, Akola and Kolhapur Municipalities (Where leaves are supplied).	1-14-0
			Districts of East Khandesh, West Khandesh, Sholapur, Poona, North Satara; excluding Sholapur, Poona, Sangli Municipalities (Where leaves are supplied).	1-10-0
			Ratnagiri District (Where leaves are supplied).	1- 4-0

Government
of Bombay,
Labour & Housing
Department,
Notification,
No. 146/48-XIII,
dated 27-12-51.

Wrappers.

For Bombay Municipal Corporation, Districts of Thana, Ahmednagar, East Khandesh, West Khandesh, Nasik, Poona, Satara North, Kolaba, Ratnagiri, Sholapur, Satara South and Kolhapur.

For wrapping 1,00,000 bidies; or	-do-	4-8-0
Per month if employed on time-rate system.	-do-	50-0-0
Taraiwala.	-do-	45-0-0 p.m.
Bhattiwalla.	-do-	45-0-0 p.m.
Tobacco Mixers.	-do-	45-0-0 p.m.
Distributors of leaves.	-do-	45-0-0 p.m.
Tobacco workers.	-do-	1-5-0 p. d.

(Except at Sangli & Jaisingpur
where rates shall be Rs. 1-4-0.)

ANNEXURE "I" (Concl.)

Region	Government Notification No. and date	Categories of employees	Area	Rates of minimum wages
1	2	3	4	5
		Bag Fillers. Per bag of 1½ mounds for filling, weighing, sewing, arranging, etc.	-do-	Rs.As.Ps. 0-2-0
VIDARBHA	Government of Bombay, Labour & Social Welfare Department Notification, No. MWA. 1557-J, dated 11-6-58.	Bidi Makers (for making 1000 bidies).	Nagpur District.	Rs.1'69nps
			Bhandara District.	Rs.1'62nPs
			Chanda, Akola, Buldhana, Yeotmal, Amravati and Wardha Districts.	Rs.1'56nPs
MARATH-WADA	Government of Bombay, Labour & Social Welfare Deptment Notification No. MWA. 1558-J, dated 6-7-59.	Bidi Makers (for making 1000 bidies).	Aurangabad District.	Rs.1'75nPs
			Nanded, Osmanabad, Bhir, Parbhani Districts.	Rs.1'50nPs

Government
of Hyderabad,
Labour Depart-
ment, Notifica-
tion No. B/91/
54/173, dated
29-12-54.

Tobacco Sorters & Packers Whole of Marathwada.

Men.	-do-	1- 4-0 p. d.
Women.	-do-	0-1-0 p. d.
Children.	-do-	0-10-0 p. d.

Employed in
Curing of
Tobacco.

Men.	-do-	1- 8-0 p. d.
Women.	-do-	1- 4-0 p. d.
Children.	-do-	0-12-0 p. d.

Clerks, Chowki-
dars employed
in Tobacco
Manufactory.

Clerks.	-do-	Rs. 50 p.m.
Chowkidars.	-do-	Rs. 30 p.m.

ANNEXURE " K "

*Minimum Rates of Wages in the Employment in any Tobacco (including Bidi Manufactory),
obtaining in other States of India, for Bidi Makers/Rollers.*

State	Government Notification No. and Date	Area	Rate of minimum wages for rolling 1,000 bidies
1	2	3	4
ANDHRA PRADESH	Government of Andhra Pradesh, Home (Labour II) Department Notification No. C.O.Ms.No.969, dated 20-5-61.	(A) <i>Andhra Area.</i>	<i>Rs. nP.</i>
		(i) Big size 'Zadi' bidies in urban areas.	1' 69
		(ii) Big size 'Zadi' bidies in rural areas.	1' 56
		(iii) Medium size 'Zadi' bidies in urban areas.	1' 62
		(iv) Medium size 'Zadi' bidies in rural areas.	1' 50
		(v) 'Sada' bidies in urban areas	1' 37
		(vi) 'Sada' bidies in rural areas.	1' 25
		(B) <i>Talegana Area.</i>	
		In urban areas.	1' 69
		In rural areas.	1' 56

N. B.-(1) The above are for 'Bidi Manufactory' including ' Gharkhata '; (2) For the purposes of this Notification, urban area shall consist of Corporations, Districts, Head Quarters, Towns and I Class Municipalities and rural areas, the rest of the State).

ASSAM	—	No minimum wages committee has yet been set up for Bidi Industry as the total number of workers in the State in the said Industry is less than 1,000.	—
BIHAR	Government of Bihar, Department of Labour and Employment, Notification No. VI/W 3-1075/60 L & E/2816, dated 22-4-61.	District Head Quarters. (Municipal and Corporation areas).	2' 25
		Municipal, Notified Area Committee and Union Committee other than District Head Quarters in Patna and Tirhut Divisions.	1' 75
		Municipal, Notified Area Committee and Union Committee other than District Head Quarters in Bhagalpur and Tirhut Divisions.	1' 62
		Rest of the Areas.	1' 50
DELHI	—	No minimum wages have been fixed in the employment of Bidi Manufactory in the Union Territory in Delhi.	—
GUJARAT	Government of Bombay, Development Department Notification No. 2438/48, dated 19-4-55.	<i>Bombay Area of Gujarat State.</i> 1. Ahmedabad, Surat and places within 7 miles of their respective Municipal limits where leaves are supplied by employer.	<i>Rs. As. Ps.</i> 2- 8- 0

ANNEXURE " K " (Contd.)

State	Government Notification No. and Date	Area	Rate of minimum wages for rolling 1,000 biddies
1	2	3	4
GUJARAT (Contd.)		2. Broach, Baroda, Nadiad, Anand and Viramgam and places within 7 miles of their respective Municipal limits, where leaves are supplied by employer.	Rs. As. Ps. 2- 4- 0
		3. (a) Palanpur and places within 5 miles of its Municipal limits, where leaves are supplied by employer.	1- 12- 0
		(b) Banaskanta District excluding Palanpur and places within 5 miles of its Municipal limits, where leaves are supplied by employer.	1- 8- 0
		(c) Idar, Prantij and Himatnagar and places within 5 miles of their respective Municipal limits, where leaves are supplied by employer.	1- 12- 0
		(d) Sabarkantha District excluding Idar, Prantij and Himatnagar and places within 5 miles of their respective Municipal limits, where leaves are supplied by employer.	1- 8- 0

(e) Patna, Mehsana, Visnagar, Kalol and Kadi and places within 5 miles of their respective Municipal limits, where leaves are supplied by employer.	2- 0- 0
(f) Mehsana District excluding Patan, Mehsana, Visnagar, Kalol, Kadi and places within 5 miles of their respective Municipal limits, where leaves are supplied by employer.	1- 12- 0
(g) Amreli District excluding Amreli and places within 5 miles of its Municipal limits, where leaves are supplied by employer.	1 8- 0
(h) Amreli and places within 5 miles of its Municipal limits, where leaves are supplied by employer.	1- 12- 0
(i) Dangs District, where leaves are supplied by employer.	1- 8- 0
(j) Kapadvanj, Petlad, Cambay and Borsad and places within 5 miles of their respective Municipal limits, where leaves are supplied by employer.	1- 12- 0

ANNEXURE " K " (*Contd.*)

State 1	Government Notification No. and Date 2	State 3	Rate of minimum wages for rolling 1,000 bides 4
GUJARAT (Contd.)		<p>(k) Baroda District, excluding Baroda and places within 7 miles of its Municipal limits and Kaira District excluding Kapadvanj, Petlad, Cambay and Borsat and places within 5 miles of their respective Municipal limits and Nadiad and Anand and places within 7 miles of their respective Municipal limits, Ahmedabad District excluding Ahmedbad City and Viramgam City and places within 7 miles of their respective Municipal limits and Surat District excluding Surat City and places within 7 miles of its Municipal limits, where leaves are supplied by employer.</p> <p>(l) Godhra and places within 5 miles of its Municipal limits, where leaves are supplied by employer.</p> <p>(m) Ankleshwar, Jambusar and places, within 5 miles of their respective Municipal limits, where leaves are supplied by employer.</p>	<p align="center"><i>Rs. As. Ps.</i></p> <p>1- 8- 0</p> <p>1- 12- 0</p> <p>1- 12- 0</p>

GUJARAT
(Conold.)

(n) Broach District excluding Broach and places within 7 miles of its Municipal limits, Ankleshwar, Jambusar and places within 5 miles of their respective Municipal limits and Panch Mahals District excluding Godhra and places within 5 miles of its Municipal limits, where leaves are supplied by employer.

1- 8- 0

Government
of Saurashtra,
Labour & Back-
ward Class
Department
Notification No.
Lab/6-17 (2),
dated 30-3-62:

Saurashtra Area of Gujarat Strte.

Zone 1 : Places having a population of 40,000 and over according to 1941 census. (without leaves)

2- 8- 0

Zone 2 : All the remaining places not covered by Zone No. 1.
(without leaves)

2- 0- 0

25

Government
of Bombay, L.
& S. W. Depart-
ment Notifica-
tion No. MWA.
1558-J, dated
10-8-59.

Kutch Area of Gujarat State.

1. Bidi Manufacturing-Bidi makers.
(without leaves)

Rs. nPs.
1' 88

HIMACHAL
PRADESH

There is no Bidi Industry in the State of Himachal Pradesh, in existence.

ANNEXURE "K" (Contd.)

State 1	Government Notification No. and Date 2	Area 3	Rate of minimum wages for rolling 1,000 bidies 4
KERALA	K e r a l a Government Development Department (Labour Section) Notification No. LI-13164/51/DD dated 20-8-52.	Travancore-Cochin Area of Kerala State.	<i>Rs. As. Ps.</i> 1- 14- 0
	K e r a l a Government Labour & Local Administration Department (Labour), Notification No. L. I-17612/57/L & LAD, dated 26-2-58.	Malabar Area of Kerala State.	<i>Rs. nPs.</i> 1' 87

MADHYA
PRADESH

The Madhya
P r a d e s h
M i n i m u m
Wages Fixation
Act, 1962.(M. P.
Government
Labour Depart-
ment Notifica-
tion No. 27208-
XXI-A (Dr.)
dated 5-8-62.

(A) The following places including an area of 10 miles from Corporation or Municipal limits:-Jabalpur, Sagar, Bhlai, Raipur, Durg, Indore, Ujjain, Ratlam, Burhanpur, Gwalior, Bhopal.

1' 62

(B) The following places including an area of 5 miles from Municipal limits where there is a Municipality or Office of Janpad Sabha, Damoh, Katni, Murwara, Schora Road, Chhindwara, Narsingpur, Gadawara, Gotegaon, Palaghat, Waraseoni, Satana, Seoni, Rewa, Rajnandgaon, Bilaspur, Raigarh, Dewas, Dhar, Mandgau., Sanavad, Guna, Itarsi, Jaora, Khandwa, Khargone, Mhow, Datia, Schore, Shivpuri, Harda, Katangi.

1' 56

(C) All other places not included in ' A ' and ' B ' but having population exceeding 5,000

1' 50

(D) All other places not covered by 'A' ' B ' and ' C '.

1' 44

ANNEXURE " K " (Contd.)

State 1	Government Notification No. and Date 2	Area 3	Rate of minimum wages for rolling 1,000 bidies 4
MADRAS	Government of Madras, Industries, Labour & Co- operation Department Notification No. 1224 (Labour), dated 18-3-59.	<i>Whole State of Madras excluding Kanyakumari District and Shencottah Taluka of the Tirunelveli District.</i>	<i>Rs. nPs.</i>
		(a) For rolling 1,000 big size bidis (size of 3" in length and above).	1' 69
		(b) For rolling 1,000 small size bidis (size of above 2½" but below 3" in length).	1' 62
		(c) For rolling 1,000 small size bidis of the Mukkudal type (size not exceeding 2½" in length).	1' 37
		<i>Kanyakumari District and Shencottah Taluka of the Tirunelveli District.</i>	
		For rolling 1,000 bidis irrespective of the size of the bidis rolled.	1' 87

MYSORE	Government of Mysore, Local Self Government & Public Health Department Notification No. LLH-70-LMW-59, dated 16-12-59.	Whole of the State excluding Belgaum, Nipani, Dharwar, Hubli and Gadag.	1' 81
		Belgaum and Nipani.	2' 00
		Dharwar, Hubli and Gadag.	1' 14
ORISSA	Government of Orissa, Labour Department, Notification No. IW.37/60. 11659/ Labour, dated 26-11-60.	Whole of the State:	1' 50
PUNJAB	There is no Eidi Industry in the State of Punjab, in existence.		
RAJASTAN	Government of Rajasthan, Industries (C) Department Notification No. F.I.(92)/Lab. 57, dated 21-2-59	<i>Reorganised State of Rajasthan excluding the area comprising the erstwhile State of Ajmer.</i>	
		1. Adult male/Female worker p. d.	1- 8- 0
		2. Child Male/Female worker p. d. (Exclusive of weekly days of rest)	1- 4- 0

ANNEXURE " K " (Contd.)

State 1	Government Notification No. and Date 2	Area 3	Rate of minimum wages for rolling 1,000 bidies 4
RAJASTAN (Conold.)		1. Adult Male/Female worker p. m.	Rs. As. Ps. 45- 0- 0
		2. Child Male/Female worker p. m. (Inclusive of weekly days of rest)	37 8
		<i>Area comprising the erstwhile State of Ajmer.</i>	1- 2- 0
		(Ajmer Government Notification Chief Commissioner No. 8/3/50 LSG, dated 20-1-1951).	
UTTAR PRADESH	Government of U. P. Labour (B) Department Notification No. 1172 (LL), XXXVI-B-606 (LL) 60, dated 27-4-61.	Whole of he State.	Rs. 1'50 nPs. piece rated. Rs. 36/-p. m. : Time rated. Rs. 1'40 p. d. : Adult employee. (N. B. : For a time rated child employee, the rates shall be 2/3rds, of a time rated adult employee).

Government
of West Bengal,
Labour Department,
Notification No. 6241
L. W/LW/2W-
14/60, dated
2-12-60.

*State of West Bengal excluding the
District of Purulia District.*

District	Time rates (Inclusive of D. A. as specified in the Notifica- tion).			Piece rates (per 1000 bidis)
	Monthly rated	Daily rated		
	Rs.	Rs. nP.	Rs. nP.	
Calcutta.	54	2'08	2'25	
24-Parganas.	54	2'08	2'12	
Howrah.	54	2'08	2'25	
Hooghli.	54	2'08	2'12	
Burdwan.	52	2'00	2'06	
Nadia.	52	2'00	2'06	
Murshidabad. (except Dhulian, Auranga- bad and Nimitita).	52	2'00	2'06	
West Dinajpur	52	2'00	2'06	
Jalpaiguri.	52	2'00	2'06	
Darjeeling.	52	2'00	2'06	
Cooch Behar.	50	1'92	2'00	
Malda.	50	1'92	2'00	
Birbhum.	50	1'92	2'00	
Midnapore.	50	1'92	2'00	
Bankura.	50	1'92	2'00	
Dhulian, Aurangabad and Nimitita.	—	—	1'50	

N.B.: The rate shall correspond to the cost of living index for the month of the notification as declared by the Authority appointed under clause (c) of Section 2 of the Act. Piece rates of wages shall undergo an automatic revision both upward and downward when there will be rise or fall of complete 10 points in the cost of living index.

ANNEXURE " K " (Concl'd.)

State 1	Government Notification No. and Date 2	Area 3	Rate of minimum wages for rolling 1,000 bidies 4
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WEST
BENGAL
(Concl'd)

2. The rates of wages for the employees who will work in their own premises shall be 12 naye paise less than the rates prescribed above. No employee who usually works in the premises of the manufacturer will be made to work in his own premises unless he himself so desires.
3. Change, both upward and downward, in the minimum wages shall be at the rates specified in the notification, per point in the cost of living index, as specified.

Government
of West Bengal,
Labour Depart-
ment Notifica-
tion No. 1523-
LW/LW/2W/
11/59, dated
17-3-61.

*For the territory transferred from Bihar
to West Bengal.*

Per 1000 bidis

Rs. nPs.

A. For Hatpaka Variety :—

(i) Purulia Town and places within
2 miles thereof.

2' 00

(ii) Places within Purulia police station
and beyond 2 miles from Purulia town.

1' 87

B. (i) Raghunathpur and places within
2 miles thereof.

1' 87

(ii) Places within Raghunathpur police station and beyond 2 miles from Raghunathpur. 1' 75

C. All areas of Purulia District other than the Areas specified at A and B above. 1' 50

2. For ' Ohonga ' variety :—

(i) Jhalda town and places within 2 miles thereof. 1' 00

(ii) Places within Jhalda police station and beyond 2 miles from Jhalda town. 0' 87