



**REPORT OF**

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**MINIMUM WAGES (REVISION) COMMITTEE**

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**POTTERY INDUSTRY,**

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**1969**

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REPORT OF  
MINIMUM WAGES (REVISION) COMMITTEE  
POTTERY INDUSTRY, 1969

*Respectfully presented to*

SHRI NARENDRA TIDKEJI  
HON'BLE MINISTER OF LABOUR

Shri S. G. GEDAM,  
*Chairman*

Shri P. K. PARANJAPE,  
*Secretary*

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**Report of  
Minimum Wages (Revision) Committee for Employment  
in Pottery in Maharashtra State (1969)**

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# MINIMUM WAGES (REVISION) COMMITTEE FOR POTTERY INDUSTRY

## CHAPTER I

### PROGRESS OF INQUIRY

#### 1.01 : Background

The history of the fixation of minimum wages for employees in pottery industry in Maharashtra State appears to have made progress in three stages. Firstly, in Vidarbha area (which was formerly a part of Central Provinces and Berar prior to its merger with Maharashtra in May 1960) minimum wages were fixed for the first time under Notification, dated 24th November 1949. Secondly, these statutory rates were modified partially by the Central Provinces and Berar Government by notification, dated 23rd February 1956. Thirdly, after the establishment of a unilingual Maharashtra State in May 1960 minimum wages were fixed by Notification No. MWA/4162/Lab-III, dated 24th July 1964 for the first time in Bombay Area and Hyderabad Area of Maharashtra State and by another Notification No. MWA. 4162 (1) Lab-III, dated 25th July 1964, the previously statutorily fixed minimum wages applicable to Vidarbha Area were revised. These wage rates came into force from 1st August 1964 (*vide* Maharashtra Government Gazette, Part-I-L, dated 25th July 1964 pp. 52-59).

The Maharashtra Government recently reviewed the position in 1968 and as it appeared considerable time has elapsed since last fixation in 1964 decided upon to constitute a new Committee for the purposes of suggesting revision in existing statutory wage rates.

#### 1.02 : Constitution of Committee for Revision

In pursuance of clause (a) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948, the Government of Maharashtra (Industries and Labour Department) appointed a Minimum Wage (Revision) Committee by Resolution No. MWA. 4167/Resolution No. 126708-Lab-III, dated 17th February 1968. The composition of the Committee was as follows :

*Chairman*

SHRI SILANKARRAO D. GEDAM, C/o. Vidarbha Housing Board  
Giri Peth, Nagpur.

*Employers Representatives*

1. SHRI R. M. MENRA, Chief Executive, Bombay Potteries & Tiles Ltd., Pipe Road, Kurla, Bombay 70.
2. SHRI NOORULLAH K. MERCHANT, Administrative Officer, Eastern Ceramics, Goregaon, Bombay.
3. SHRI G. K. KOTHARI, Kothari Potteries & Tiles Works, Chandrapur.
4. SHRI VISHWANATH RAI, Occupier, Central Potteries Works, Bagadganj, Nagpur 2.

*Employees' Representatives*

1. SHRI R. N. PARALKAR, General Secretary, Ceramics Employees Union, 61, Parel Village, Bombay 12-DD.
2. SHRI RAM DESAI, President, Mumbai Kamgar Sabha, Acharya Donde Marg, Sewree, Bombay 15-DD.
3. SHRI G. M. KHODE, President, Rashtriya Potteries Worker Union, Ayachit Ward 19, Nagpur 2.
4. SHRI N. H. SHROTE, General Secretary Maharashtra Potteries Karmachari Sangh, Ghatate Wada, Mahal, Nagpur 2.

*Secretary*

SHRI P. K. PARANJAPE, Assistant Commissioner of Labour was appointed as Secretary to the above mentioned Committee.

**1.03 : Terms of Reference**

(a) The Resolution, dated 17th February 1968 constituting the Committee, has specified the terms of reference, which are reproduced below:—

(1) to hold enquiries into the conditions prevailing in the employment in potteries and advise the Government in the matter of revising the minimum rates of Wages fixed.

(2) To consider revision of the minimum rates of wages payable to all employees in the employment in potteries and to indicate the extent of revision."

(b) *Time limit*:—The Committee was directed to submit its detailed report to Government in the matter within six months from the date of resolution.

As the Committee could not finish its work within the stipulated time-limit, the Committee approached Government from time to time for extension. Government was pleased to grant extension of time-limit as per request upto 31st October 1969.

#### 1.04 : Scope of work

The Committee, at its first meeting held on 15th May 1968 at Bombay, examined the scope of the term "potteries" in the light of the clarification embodied in previous Notifications dated 25th July 1964. The clarification as mentioned in the aforesaid notifications, dated 25th July 1944 read as follows.

"The employment in potteries should include the following manufactories:—

- (a) crockery,
- (b) sanitary-ware and white glazed tiles.
- (c) procelain insulators and procelain electrical fittings,
- (d) glazed jars, used for storing pickles, oils and acid.
- (e) stone-ware pipes, salt glazed."

The Committee came to the conclusion that: (i) In clause (b) the expression "white glazed tiles" unnecessarily restricted the scope of the term "Tiles" rather arbitrarily. As floor tiles were manufactured in a variety of colours, it was necessary that the qualifying words "white" be omitted (ii) In clause (e) the expression "salt glazed" unnecessarily restricted the scope of the term stone-ware pipes. Under modern technological improvements in processing the semi-finished goods, different chemicals other than "salts" were used with the object of achieving smooth and shiny surface. The qualifying words "salt" could be deleted.

The Committee addressed a letter informing the Government the line of "thinking" adopted by the Committee and sought

guidance in the matter. The Government informed in reply that the clarification embodied in the Notification, dated 23rd July 1961 outlining the scope of the term "pottery" is indicative rather than exhaustive and as a result, the Committee decided to proceed with the subject-matter of enquiry accepting the basic structure of the clarification with the suitable modification, consistent with what is generally accepted as falling within the ambit of the industry-pottery, a part of ceramic industry.

### **1.05 : Questionnaire**

The Committee collected information about the concerns operating in pottery industry through various sources such as (i) factory department, (ii) Directorate of Industries, (iii) District Level Government Labour Officers, Shop Inspectors etc. The questionnaires (one-type for the employers and another for the Unions) were issued by the Committee for eliciting factual information and their considered views on revision.

### **1.06 : Spot-visits**

The Committee paid spot visits for first-hand information at following centres and places:—

- (i) Greater Bombay,
- (ii) Thana,
- (iii) Kashmira,
- (iv) Nagpur,
- (v) Chandrapur,
- (vi) Ballarshah, and
- (vii) Bhadrawati.

Adequate publicity was given to spot-visit programmes through advance press communiques and individual communications addressed to employers and unions.

### **1.07 : Evidence recording sessions**

Sessions for recording evidence were held at Bombay, Nagpur, Chandrapur and Ballarpur. Representations received from Unions and employers were examined and information given and view-points expressed therein were verified during evidence recording sessions.



**1.08 : Committee meetings**

The Committee held Nine meetings to discuss the matters connected with the enquiry entrusted to it and to examine the evidence placed on record during evidence-recording sessions after carefully assessing the evidence on record. The Committee finalised its recommendation and its report noted during spot visits and representations made by various interests as well as the current trends in minimum wage fixation as determined by judicial pronouncements and various tripartite conferences have been taken into consideration while formulating recommendations.

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## CHAPTER II

## POTTERY INDUSTRY IN PERSPECTIVE PAST AND PRESENT

**2.01 : Perspective**

Pottery industry has its origin in the dim periods of history of which the only records available are implements and utensils made of stone, bone, flint and clay. The industry has witnessed gradual progress through the centuries from the early rudimentary stage, when ancient-man fashioned by hand small earthen-pots and jars out of soft clay, available at nearby river-banks, to the present advanced stage where—crockerly, sanitary wares, porcelain articles, glazed jars, etc. are produced in great quantities and with exquisite workmanship with the help of highly mechanized processes, techniques and chemical treatment.

The industry today, however, presents a rather heterogeneous picture, as domestic type concerns run by Kumbhar community, as a traditional occupation, co-exist with the modern factory type industrial establishments, equipped with larger capital investments and technical know-how. The domestic-type concerns engage family labour and produce articles for local markets, while the large-scale factory-type concerns employ labourers either on piece-rate or time rate basis and cater to the needs of a far wider market. In view of this peculiar nature, the Government directed the predecessor Minimum Wage Committee (Kher Committee) that manufactories specified below be included in the scope of enquires:

- (i) crockerly.
- (ii) sanitary-wares and glazed tiles (floor tiles).
- (iii) Porcelain insulators and porcelain electrical fitting.
- (iv) glazed jars.
- (v) stoneware pipes.

The Committee has used the expression "pottery-industry" hereafter to indicate the above type of manufactories. Bricks and Roof tile concerns although they form an important segment of ceramic-industry, these concerns are not included, as the employment in Bricks and Roof Tiles (terra-cota) is separately covered for the purposes of minimum wage fixation by Notification No. MWA. 5265/112429-Lab-III, dated 26th October 1966. (Maharashtra Government Gazette, Part-I—L (Extra ordinary), dated 26th October 1966).

The progress of "pottery-industry is vitally dependant on the availability of raw materials and proximity of stable consumer market. These twin-considerations have influenced the growth of the factory-type industrial enterprises. The pottery concerns are located in Greater Bombay and Thana area in view of proximity of consumer market and other infra-structural facilities, while the location of concerns at Bassein, Nagpur, Chandrapur, Ballarshah, Bhadravati, Gave, Kasheli are primarily governed by considerations of availability of cheap raw material supplies from nearby mines and quarries.

### 2.02 : Growth-trends

In 1961 Labour Department undertook a socio-economic survey of pottery industry with a view to obtaining information primarily regarding employment conditions and wage incomes. The position revealed in the survey was that there were five units—four in Greater Bombay and one at Nagpur, wherein the total employment stood at 1058 (December 1961) comprising 896 men and 160 women. Child labour was conspicuous by its absence.

In 1963 the Minimum Wage Committee studied the employment conditions and formulated its recommendations about minimum wages. The Committee found the employment position as follows.

TABLE No. 1

Place	Units	Total employment in December 1963
Greater Bombay	... 4	697
Thana area	... 2	220
Nagpur	... 1	460
Chandrapur	... 1	35
Ballarpur	... 1	101
	9	1,513

The present Committee collected information about employment figures through questionnaires and enquiries with concerned offices. The employment position was as follows:—

TABLE No. 2

Place	Units	Employment on 1st working day of May 1963
Greater Bombay area	... 4	1045
Thana district	... 3	1541
Nagpur Corporation	... 1	302
Chandrapur	} District Chandrapur	... 1
Ballarshah		... 1
Bhadravati		... 1
Rest (Gave Kasheli etc.)	... 1	100
		(estimated)
Total	... 12	3291

The pottery industry is an industry (factory-type) of comparatively recent origin. Following figures indicate the trends in production, sales, wage bills etc.

### 2.03: Production

Units at Greater Bombay produce sanitary wares, glazed floor tiles, insulators, sinks, linking bricks, jars, refractories, crockery, electrical porcelain etc. units in mofussil areas have concentrated their attention on production of sanitary wares, glazed pipes, cups and saucers, porcelain wares etc. A comparative picture of production figures is as follows:

TABLE No. 3

Place	Unit No.	Production (metric tonnes)	Estimated value— rounded upto thousands.
Greater Bombay	1	MT.-3,990	64,89,000
	2	MT.-470	6,84,000
	3	66,858 (cups & Saucers) 50,387 (tea-sets)	31,94,000
Thana Nagpur	4	MT. 750-750-(half year)	7,50,000
	5	MT. 3,241	3,76,060
	6	MT. 1600 ( Stoneware ) MT. 350 (porcelain ware)	9,78,000

(N. B.—Some of the units have not furnished information about production and sales.)

## 2.04 : Wage rates

1. *Wages in 1963.*—In 1963 in the course of socio-economic survey undertaken at Bombay and Nagpur Centres, the position of wage-rates was found to be as follows :—

TABLE NO. 4

*Wage rates of daily rated employees*

Group	Bombay		Nagpur					
	Men		Women		Men		Women	
	No.	Average rate	No.	Average rate	No.	Average rate	No.	Average rate
		Rs.		Rs.		Rs.		Rs.
Highly Skilled ...	3	7.40	...	...	...	...	...	...
Skilled ...	39	5.94	...	...	3	2.92	...	...
Semi-skilled—II —	40	4.25	...	...	...	...	...	...
Semi-skilled—I —	119	4.13	38	3.76	...	...	...	...
Un-skilled —	360	3.54	52	3.23	143	1.78 } 1.50 }	60	1.91 } 1.12 }

It will be seen from the above table that maximum number of daily rated persons is employed in the unskilled category followed by semi-skilled-I, semi-skilled-II, skilled and highly skilled respectively. Of the 811 daily rated employees employed, 615 workers i. e. 75 per cent were unskilled workers; 156 i. e. about 13 per cent were found semi-skilled-I; 40 or 5 per cent were in semi-skilled-II. In Bombay the higher wage-rate was Rs. 7.40 per day for highly skilled category while the lowest rate was Rs. 3.54 for unskilled persons. The wage rates at Bombay were comparatively very higher than at Nagpur.

(ii) **Statutory fixation**

During 1964 minimum wages were fixed for the first time in Bombay and Hyderabad Area of Maharashtra State, and revision was effected in the case of minimum wages statutorily fixed for Vidarbha Area of Maharashtra State. The newly fixed or revised wages came into force from 1st August 1964. The Consumer Price index in August 1964 at Bombay, Nagpur stood at 504 and 677, respectively when new wages became statutorily operative.

**2.05 : Wage-Bill : a comparative picture**

It appears from the information supplied that total wage-bill in many units has risen between the period 1965 to 1967. Following table would indicate the trend.

**TABLE No. 5**

Unit No.	Wage Bill			Remarks
	1965	1966	1967	
	Rs.	Rs.	Rs.	
1	2,25,000	2,65,000	3,20,000	excluding bonus and overtime
2	13,36,000	15,28,000	15,86,000	
3	1,05,000	1,27,000	1,82,000	
4	4,13,000	4,85,000	5,58,000	
5	8,30,000	8,33,000	9,70,000	

(Source : Based on replies to questionnaire)

The rise in wage-bill expenditure between 1965 to 1967 comes, to as follows:—

**TABLE No. 6**

Units No.	Percentage rise
1 ...	29%
2 ...	18.4%
3 ...	40%
4 ...	30%
5 ...	13.4%

**2.06 : Wage-Determination**

Wages have been determined either by awards or mutual agreements in five units of Bombay and Thana area. In the

remaining concerns the employers appear to have fixed wages either by complying with the statutory notification or have fixed a somewhat higher wage having regard to the prevailing circumstances. The wage rates obtaining at present have been summarised at Appendix A.

#### **2.07 : Employment conditions**

The concerns in pottery industry are registered under the Factories Act and as such the working conditions regarding hours of work per day, weekly off, over-time, leave with wages are governed by the provisions of the Factories Act. Besides Factories Act the concerns are governed by other labour welfare legislation at some centres which ensure other benefit like provident fund, sickness insurance etc. The workers had no grievance ~~as~~ ut working conditions in respect of hours of work, rest interval, overtime, weekly off, earned leave etc. It was found that units in Chandrapur District faced slack-seasons during June to October period in which the concerns were worked either intermittently or kept closed for some duration. The units at Nagpur, Greater Bombay, Thana area operated throughout the year, and provided perennial employment. Women workers formed a significant sector in units at Chandrapur and Nagpur area. The concerns in Chandrapur District were mainly composite in nature as they produce stone-ware pipes along with Mangalore roof-tiles.

## CHAPTER III

## VIEWS OF EMPLOYERS AND EMPLOYEES

The Committee examined many workers and employers during its spot visits. It received representations from employers and unions, wherein the concerned interests placed their view-points in more or less elaborate form.

The representations received from employers are dealt with according to the subjects referred.

3.01 : *Employers' views* : Minimum Wage Revision-approach.

(a) Some employers suggested that "our productivity is very low" and any increase in the wage-structure will have to be related to productivity-otherwise we will not be in a position to sell products competitively. The minimum wages should be linked to productivity or at least to minimum work-load especially in the case of skilled or semi-skilled workers.

(b) Our industry is labour intensive and as such any increase in the wages will ultimately reduce the profitability.

(c) One employer suggested that existing statutory minimum wage fixed in July 1964 is outdated. About 25 per cent increase over existing wage would be necessary, as "no concern can work on the basis of (statutory) wage previously fixed.

(ii) *Capacity to pay*.—While fixing minimum wage, capacity of industry to pay should be taken into consideration. One employer pointed out that pottery-industry being largely labour-oriented, any increase in wage would have considerable effect on its marketability of goods produced. One particular unit has reached a saturation point where any additional burden in the form of rise in wages-without any link-up with minimum work-load would be unfavourable to its progress. Another employer pointed out that "highest wages" were being paid in its concern and percentage of labour cost was also on high side.



(iii) *Wage system.*—There seemed divergence of opinion on this point. One employer was emphatic that “system of payment by results (piece rate system) is not suitable. Another pointed out that all skilled and semi-skilled jobs should be piece-rated (such as jar-making, cup-saucer making, handle joining, sagar-making, packing, furnace loading and unloading) time-rated wages according to him are conducive to slackness. One suggested that all skilled workers should be time-rated.

(iv) *Wage differential.*—The wage differential between skilled and semi-skilled should not be more than 50% and between semi-skilled and unskilled not more than 12 to 18%. One employer held the extreme view that there was no need for classification of categories as “skilled”. It was suggested that wage-differential between skilled to semi-skilled should be 2 to 1 ; between semi-skilled to unskilled 1 to 2/3.

(v) *Classification of categories.*—As regards classification of categories into skilled, semi-skilled, unskilled, there must be “qualifying mark” for skilled and semi-skilled workers. This will lessen causes of industrial disputes over classification. The existing classification needed some qualifying provision about work-load or suitable standard.

(vi) *Classification of Zones.*—Classification of Zones was deemed proper by one employer. Many employers did not offer views on this point.

(vii) *Link up with dearness allowance.*—The employers seemed emphatic that there should be no system of linking wages or dearness allowances to consumer price index.

3.02 : *Difficulties in industrial expansion.*—The employers brought to the notice of the Committee some of the difficulties experienced by them. They urged that efforts should be made by Government, Municipal Authorities and others concerned with industrial development to remove such difficulties in the interests of growth of industry, industrial peace and national economy.

The difficulties pointed out may be listed under two broad categories. Firstly, difficulties which are common to the industry. Secondly, difficulties pertaining to individual units and locality.

Under the head “common difficulties” following circumstances were pointed out.

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(i) *Transport facilities*.—The industry particularly at Bombay, Thana and Nagpur brings its raw-material supplies from distant mines and quarries. Delays occur in allotment of wagons causing upsets in production and delivery programmes. The industrial units at Bombay and Thana earn foreign-exchange by exporting their products to adjoining countries. The need for ensuring proper transport facilities, therefore, acquires special significance in the context of above circumstances.

(ii) *Raw material supplies*.—The quality of raw materials supplied does not have uniform standard. The variations and deteriorations affect the quality of production. Supplies are some times erratic. Concerted action necessary for ensuring quality-supply.

### 3.03 : Certain local difficulties:

The expansion schemes, which would augment production, employment and incomes have got stalled on account of restrictions imposed by Municipal and other Authorities at Bombay. One Industrial unit is constrained to work at 50% of installed capacity and postpone its expansion plans in order to keep the adjoining land vacant as per restrictive orders of authorities. Another unit is faced with the difficulties of unhygienic conditions, arising on account of location of buffalo stables in a portion of its own plot of land. The Shifting of buffalo stables, to areas away from industrial and residential localities is imperative in the interests of expansion of the unit. One unit in the suburb pointed out that "security arrangements are required to be strengthened as the surrounding locality is inhabited by unsocial or undesirable elements.

The Committee appreciates the genuine difficulties experienced by employers. It would be imperative in the interests of industry, labour and national economy that circumstances and situations that restrict or retard the growth of industrial units be removed as expeditiously as possible. The Committee would bring these difficulties to the notice of concerned authorities for early redressal.

### 3.04 : Employees View

(1) *Minimum Wages*:—The Unions approached the question of minimum wage revision from the point of requirements of a standard family of worker having regard to reasonable minimum

needs. For a family of three consumption units the expenditure worked out by one union was as follows:—

Item	Value in Rupees
Food	90.00
Clothing	10.00
House rent	15.00
Education	5.00
Medical needs	5.00
Miscellaneous	10.00
<b>Total</b>	<b>135.00</b>

On above basis the Union has demanded following wages.

Zone	Skilled	Semi-skilled	Unskilled
I	8.00	7.00	6.00
II	7.50	6.50	5.50
III	7.00	6.00	5.00

For unskilled light workers (females) ten per cent less wages.

Zone I.—5.40

II.—4.95.

III.—4.50.

Another union has urged that the Committee should follow the line of approach adopted by Supreme Court especially in Hydro Engineering Company's case (1969-I-LLJ p. 713) and lay down the minimum as are laid down in the judgment. The union has pointed out that the minimum wage payable under statutory obligations under Minimum Wages Act and also payable under an award by the Industrial Tribunal should not be different. The minimum wage prescribed should not be less than what is prescribed by different Minimum Wage Committee for other employments in Maharashtra State.

*(ii) Wage system*

One union has suggested that it would not extend its support to any piece-rates in pottery industry.

*(iii) Link-up with dearness allowance*

The unions have urged for linking up of dearness allowance with consumer price index. It has recommended that the pattern of link-up as adopted for printing industry may conveniently be followed. Another union has suggested 100 per cent dearness allowance as per textile workers scale.

*(iv) Classification of Zones :*

One union has suggested that the classification of zones for the whole State should be revised. The zones should be as follows:—

Zone-I.—Bombay Corporation Area.

Zone-II.—Poona, Sholapur, Nagpur Corporation Area.

Zone-III.—Rest of Maharashtra.

**3.05 : Special consideration**

One union has pointed out that in Chandrapur District the concerns engaged in pottery, are composite concerns which manufacture stone-ware pipes as well as Mangalore tiles. Minimum Wages are being fixed separately for Bricks and Roof Tiles industry which would cover Tiles Section of these Composite concerns. Similarly the union has pointed out that considerable number of women workers are engaged for work which could be described as light unskilled-such work involves less physical strain but demands more care and deligence a work suitable to the temperament of fair sex. It has suggested that 10 per cent less wages be prescribed for such light-unskilled work.

**3.06. Individual-Employees Views**

Many workers were directly interviewed to ascertain employment conditions, wage-incomes and monthly family budgets. It appears that workers especially semi-skilled and unskilled categories were finding it difficult to meet the

minimum reasonable needs in view of constantly rising consumer costs. They demanded adequate raise in wages as would enable them to satisfy the minimum basic needs of a standard unit of family.

At Nagpur one saucer-maker demanded Rs. 3.50 wage per day. He was drawing Rs. 2.75 per day i. e. a rise of 0.75 per day expected by him. Similarly one Supervisor drawing a salary of Rs. 110 per month expected that the Committee should revised his wage to Rs. 150 per month. One worker at Ballarshah earning a salary of Rs. 98 per month urged that the minimum pay required was Rs. 7 per day i. e. Rs. 210 per month. One handle-maker at Bombay Centre told us that existing wage (Rs. 1.80 basic plus Rs. 4.10 dearness allowance: total Rs. 5.90 per day) was not sufficient. We should get between Rs. 40 to Rs. 50 per month more i. e. between Rs. 1.55 to Rs. 1.92 per day increase in wage. Some of the workers left it to the Committee to determine what should be the "raise" in wage having regard to existing costs of living.

## CHAPTER IV

### APPROACH TO REVISION IN MINIMUM WAGE

#### 4.01. Previous Wage fixation

The predecessor Minimum Wage Committee hereafter described as "Kher-Committee" had fixed the minimum wage after carefully considering the then existing position in 1964. The wages recommended by the Kher Committee came into force from 1st August 1964. Copies of the notifications issued in that behalf are reproduced at appendix B.

It appears from the report of the Kher-Committee that it took into consideration the guidelines laid down by the 15th Session of Tripartite Indian Labour Conference, the judicial pronouncements of Supreme Court and arrived at its unanimous conclusions about fixation of minimum wage rates.

#### 4.02 : Implementation

These wages based on the unanimous recommendations of Kher Committee came into force from 1st August 1964 throughout the Maharashtra State. The averages of consumer price index numbers at different centres during 1964 were as follows :

Year	Bombay	Poona	Nagpur	Auranga bad	Jalgaon	Sholapur	Nanded
1964	516		651	282	682	456	321

The pattern laid down in the Minimum Wage Notification (One for Bombay Area and Hyderabad Area of Maharashtra State and separate revision notification for Vidarbha Area) has been in operation since 1964 (August) till to-date. The present Committee did not find, during the course of its enquiries, that either employers or employees and their unions came across any serious difficulties in the matter of classification of categories—skilled ; semi-skilled ; unskilled :—as would necessitate radical alterations. As regards wage-rates, there have been representations suggesting upward revision in view of changing circumstances due to (i) rising consumer price index number (ii) industrial developments (iii) changing ideas about social-justice and fair-deal to labour.

### 4.3: Minimum wage

The Minimum Wages Act has not provided any guidelines to help wage-fixing bodies to determine minimum wage. The 15th Session of Indian Labour Conference (1957) laid down the theoretical frame-work of the constituent items that enter into the scheme of minimum wage. The constituent items are based on hypothetical requirements of a standard unit of workers' family, having regard to normal and reasonable minimum needs of a worker's family for health, efficiency and frugal comforts.

The Wage-Board for Iron and Steel Industry examined the recommendations of the 15th Session of Indian Labour Conference in some detail. The calculations made by the Board for different centres were on the basis of 2700 calories per capita as dietic norm, and for a family of three consumption units= i. e. 8100 calories. The Board worked out the need-based wage for steel centres on the basis of improved diet (Table No. IV given in Health Bulletin No. 23 fifth edition). Calculation for Jamshedpur Centre are reproduced below.

(Based on October 1964 prices)

### All-India Consumer Price Index 163 (Based on 1949-100)

TABLE No. 7

Name of Commodities.	Quantity per day per adult	Consumption per month per adult		Average Price	Total expenditure per month
1	2	3	4	5	6
	(030)	Sects	Kgs.	Rs.	Rs.
Rice ...	9	6.44	7.65	0.89	6.81
Wheat ...	5	4.40	4.95	0.78	3.92
Pulses ...	3	2.31	2.55	1.31	3.31
Non leafy Vegetables ...	6	5.63	5.0	0.99	5.05
Leafy Vegetables ...	8	7.50	6.80	0.45	3.06
Milk ...	4	3.75 (per seer)		1.12	4.20
Fats Oils ...	2	1.88	1.70	3.76	6.39
Sugar and Jaggary ...	2	1.80	1.70	1.05	1.80

Total expenditure on food for one consumption unit. Rs. 33.95

Total expenditure on food for three consumption unit 101.85  
per month  $33.95 \times 3$ --

Requirement of clothing	...	Shirting	1.25
	---	Blouse Piece	1.22
	...	Long cloth	1.97
	...	Sarees	1.15
	...	Diets	1.03
	...	Average	1.21
Expenditure on cloth per month	...		
	...	$1.21 \times 72$	7.26
	...	<hr/>	
	...	12	
House Rent per month	...		12.50
Miscellaneous (20 per cent)	...		30.40
	...		
	...	Total ...	Rs. 152.01

After making a few adjustments about rice and wheat controlled items—the monthly expenditure on need-based pattern was worked out Rs. 142 at All India Consumer Index 163 (October 1964). The above expenditure does not include expenditure on frugal comforts like entertainment and other necessities like education, medical relief etc. which normally enter into calculation of minimum wage. The need-based wage on the basis of July 1969, All India Consumer Index at 218 would come to about Rs. 192 p. m. for a standard family.

It was found by various Wage-Boards and Minimum Wage Comittces that the theoretically arrived at need-based minimum was too abstract to be realized in the existing state of national economy. The Wage Board for Tea and Plantations Industry in its report (1966) succinctly observed as follows :

“The Board is of the view that these norms, which have been laid down by the unanimous recommendations of a tripartite body, require due consideration in connection with any fair-wage fixation. The resolution itself envisaged existence of instances where difficulties might be experienced in implementing these recommendations”

While considering minimum wage for practical realization the Committee has taken into consideration besides the theoretical considerations laid down by Tripartite Conferences, and Judicial Authorities following factors:—

(i) normal, reasonable minimum needs of a workers family of three consumption units—cost of living.



(ii) prevailing minimum wages in comparable industries and for comparable categories of workers in Maharashtra State.

(iii) Minimum Wages in force—(Pottery industry).

(iv) Existing state of national economy—and its growth potential.

(v) Position of the industry in a competitive market economy in the country—minimum wage rates fixed in other states.

(vi) Industry's capacity to pay.

The Committee feels that it will not be possible to recommend need-based wage as worked out theoretically on the lines of norms laid down by 15th Session of Indian Labour Conference. Between 1964 to 1969, the consumer price index has gone up considerably and it would be still more difficult to lay down need-based wage at the current index.

#### 4.04. Consumer Price Index

The consumer price index has moved up as follows:—

Year	Annual Average Consumer price index Number Bombay Base	Annual average Consumer price index Number Nagpur Base
1964	... 516	651
1965	... 558	721
1966	... 636	751
1967	... 703	834
1968	... 739	864
1969 Jan. to July ...	762	883

\* (average for seven months)

During the 1964-69 (July ending) period the consumer price index at Bombay has gone up by 47% and at Nagpur by 35%.

The Committee has taken into consideration the steep rise in consumer price indices. It has recommended a wage increase as would neutralize the effect to the extent possible of comparative higher cost of living at present.

#### 4.05 : Classification

It has been suggested that the various occupations listed under the broad heads namely skilled A, skilled B, semi-skilled and unskilled be studied in detail from the point of technical assessment. The recommendations about wage-proposals should be made after performing such technical assessment, which in substance would mean after carrying out job-evaluation studies in all the concerns.

The Committee examined carefully the implications involved in such procedure. The Committee noted that the classification introduced under the previous Notifications, dated 25th July 1964, has been in operation throughout the State during last five years. In the course of replies to the questionnaire particularly item No. 15 (namely "suggestions and views—please state your suggestions and views on points—classification of categories under various groups skilled; semi-skilled, unskilled) it was found that no employer or union had made out specific grievance on the point. During evidence-recording sessions no emphasis was placed either by employers or employees suggesting radical alteration in the existing pattern of classification of categories and occupations.

The Committee feels that existing broad classification of categories into skilled, semi-skilled and unskilled would suffice the limited purpose in view, namely fixation of minimum wages. There would be many practical difficulties in assessing and evaluating various jobs in different units, which are at different stages of development and wherein systems of work-operations have not reached a stage of standardization. The Committee appreciates the concern felt for such scientific job evaluation studies. However, such studies are more fruitful in the case of individual concerns or a set of concerns which are homogeneous in character and where category-wise individual scales are to be determined. The pottery concerns which are at different levels of development do not seem amenable at this juncture for such cumbersome job-evaluation studies over the whole State.

In this connection the Committee concurs with the view expressed by the Minimum Wages Central Advisory Board at its Second Meeting that "there should be broad categories of workers viz. skilled; semi-skilled; and unskilled and all the occupations should be fitted into three categories as fixing wages for each occupation may present practical difficulties.

While classifying the categories into three or four broad groups, the factors that enter into any scheme of job-analysis and job-evaluation studies, are taken into consideration in a general manner and classification done as would be consistent with the practices obtaining in the industry. The Committee therefore feels that for the limited purposes of minimum wages, the existing classification be adhered to. However, the Committee requests wage-fixing authorities that in any dispute for fixation of a wage higher than the minimum, they would not place any category in a position as would amount to down-gradation so far as broad classification is concerned. Such procedure, it is hoped, will be conducive to stability and harmony.

#### 4.06 : Zones

The predecessor Committee (Kher Committee) in view of peculiar circumstances had suggested two sets of classification of areas into Zones—one set under the Notification for Bombay and Hyderabad Area and another set for Vidarbha Area. The present Committee considered the position of zones viz-a-vis distribution of industrial units, the present level of development, the cost of living, and vicinity to cities of importance.

#### 4.07 : Apprentices

The apprentices appointed under the Apprentice Act, are governed by a different set of service conditions. They stand on a different footing so far as their privileges and obligations regarding working hours, weekly rest and remuneration, etc. are concerned. The Apprentice Act has provided them with necessary protection. Suitable provision has been made therefore for apprentices outside the purview of the Apprentice Act.

#### 4.08 : Points raised by Employers and Employees

(i) Some employers suggested that wages should be linked to productivity. Some have urged that minimum work-load or qualifying conditions be laid down in order to eliminate future disputes about classifications.

It is difficult to link-up wage-rates with productivity. For productivity is influenced by many factors and labour is one of the many constituent factors that determine production. The industrial units produce a variety of articles whose size, volume and standard are not uniform. The form and content of the products are adjusted from time to time according to the dictation of market conditions. It would be difficult to

link up minimum wage rates in the midst of such variable factors with productivity norms so far as minimum wage fixation is concerned.

Similarly it would be difficult to lay down minimum workload or qualifying conditions on the fulfilment of which a worker would be deemed to be entitled for the prescribed minimum wage. These matters are to be decided by the individual unit in the context of the practices followed so far, level of technical progress achieved, and the standard of efficiency reached by local labour.

(ii) Any increase in wages would reduce profitability as the industry is labour-intensive.

It is true that the pottery industry is as yet at a stage where labour occupies a major place as a factor in production costs.

Any increase in labour-cost therefore would have its impact on the selling price and profit-margins. The Committee has noted the anxiety underlying such proposition. However, such considerations assume greater importance while fixing fair wage rather than minimum wage. The Committee has bestowed due consideration, commensurate with the position of the point raised in the scheme of priority considerations.

(iii) Some employers suggested that all skilled and semi-skilled categories should be given piece-rated minimum-wages.

The Committee has found that due to the existence of many variable factors in the form and content of the products, and system of work-operations, it is difficult to lay down piece-rated wages.

(iv) One union has suggested that minimum wage be fixed according to the norms laid down by 15th Indian Labour Conference. Another Union has urged that minimum wages should be comparable with those fixed by Minimum Wages Committees in Maharashtra State with respect to similar employments.

The Committee has discussed elsewhere the practical difficulties in laying down a minimum wage satisfying the "norms" evolved by 15th Indian Labour Conference. The Committee has, therefore, suggested a minimum wage after examining the possibilities of practical realization in the context of all relevant considerations including social justice, progress of industry and national economy.

(v) One Union has suggested that in Chandrapur District many pottery concerns are engaged in composite production i. e. producing Mangalore Roof Tiles and Stoneware pipes concurrently. The roof tile section falls under another scheduled employment under Minimum Wages Act.

The Committee has noted the position of some of the concerns falling simultaneously under two scheduled employments viz. (i) Employment in Potteries and (ii) Employment in Bricks and/or Roof Tiles Manufactories. The Minimum Wages Act provides under Section 16 for payment for two different classes of work. Care has been taken to minimize any difficulties arising on account of any radical variation in rates for work of equal value. The area falling under Chandrapur district is placed in last Zone-III, along with other such areas, which are on the same footing regarding industrial development and other relevant factors.

## CHAPTER V

### CERTAIN SPECIFIC CONSIDERATIONS

5.01 The Pottery-industry in Maharashtra State has come into existence in recent times. The industry is at a considerable dis-advantage on account of absence of mines and quarries in the State, which can ensure supplies of essential basic raw-material of uniform quality like Quartz, Felspar, China clay, Ball clay, Dolomite, etc. These raw-materials have to be obtained from great distances involving additional transport costs. The clay available is more useful for bricks; and roof tiles as its alumina content is very low. Such clay cannot stand the high temperature treatment involved in producing quality pottery-goods. The industry has to bear additional expenses for cleaning and refining the available raw material.

Despite such disadvantageous position so far as raw-materials are concerned, industrial units at Bombay, Thana and Nagpur ment programmes are adding new consumers. The employers have to face keen competition in the markets from their rivals in Gujarat, Rajasthan, Andhra, Madhya Pradesh and Delhi areas. The industrial units are making commendable efforts to export their products to overseas markets inspite of conditions of crippling competition. The Committee requests the authorities concerned to extend every assistance—such as long-term loans at moderate rate of interest, preferential facilities for growth to enable them to continue to export and earn the scarce foreign exchange.

The Industry has growth potentialities in view of expanding consumer market. The incomes generated by planned development programmes are adding new consumers. The employers have urged that (i) Existing incidence of excise at 10% to 15% and Sale-tax at 2% be reviewed by authorities from the point of suitable relief (ii) The industrial units in Vidarbha region need subsidies to enable them to stabilize in the present circumstances (iii) the small scale concerns which produce goods for agricultural such as stoneware pipes, etc. also deserve similar facilities such as long-term loan at moderate rate of interest, to get stabilized.

### Recommendations

The Committee has carefully examined the submissions made by different interests concerned with the pottery industry. It has weighed the various considerations that enter into any scheme for revision of existing minimum wage.

The Committee makes the following recommendations:

No. 1: Classification of areas into Zones for the purpose of Minimum Wages.

**Zone I:** (1) Area falling within the municipal limit of Corporation of Greater Bombay.

(2) Area falling within the limits of Thana Taluka (inclusive of municipal areas, panchayat areas falling within Thana Taluka).

**Zone II:** (1) Area falling within the limits of following Corporations: Poona, Nagpur, Sholapur.

(2) Area falling within the limits of Poona Cantonment.

**Zone III:** Rest of Maharashtra State i. e. Areas not included in Zone I and II.

Revised Minimum Wage-rates for employees employed in Pottery industry shall be as follows:—

Classification of Categories	Wage rates recommended for each Zone (per month)		
	I	II	III
	Rs.	Rs.	Rs.
Grade I : Skilled A ...	192.40	149.50	117.00
Grade II : Skilled B ...	179.40	136.50	104.00
Grade III : Semi-skilled ...	140.40	97.50	78.00
Grade IV : Un-skilled ...	127.40	84.50	65.00

### SUPERVISORY & CLERICAL STAFF

Minimum Wage:

	Rs.
Zone I ...	180
Zone II ...	150
Zone III ...	120

1. The minimum rate of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance, and the cash value of concessions, if any.

2. The minimum rate of wages in respect of an adolescent shall be 75 per cent of the wages fixed for the class of employees to which he belongs, and in respect of a child, 50 per cent.

3. The minimum rate of wages in respect of an apprentice (appointed otherwise than under Apprenticeship Act, 1961) shall be 75 per cent of the wages fixed for the class of employees to which he belongs.

This rate is applicable only to apprentices in skilled A, skilled B and semi-skilled grades.

4. In the case of an employee employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest paise.

5. The employment in potteries should include the following manufactories :

- (a) Crockery.
- (b) Sanitary-ware and glazed tiles.
- (c) Porcelain insulators and porcelain electrical fittings.
- (d) Glazed jars, used for storing pickles, oils, and acids, etc.
- (e) Stoneware-pipes, glazed.

The occupation includes in each group are as follows.

#### SKILLED 'A'—Grade I

1. Artists
2. Modeller.
3. Turner/Latheman.
4. Die maker (Insulators and Tiles).
5. Electrician.



6. Pattern maker.
7. Potter (preparing jars/vessels, pots-exceeding 6 liters capacity).
8. Employees by whatever name called but doing work of the nature done by persons falling under this group.

#### GRADE II : SKILLED 'B'

1. Blacksmith.
2. Carpenter.
3. Fitter/Mechanic.
4. Mason.
5. Painter.
6. Tracer.
7. Tin maker
8. Truck-Driver.
9. Welder.
10. Wireman.
11. Furnace Operator/Head Fireman.
12. Potter (Preparing jars/pots/vessels not exceeding 6 liters capacity).
13. Case maker 9 (moulds).
14. Employees by whatever name called but doing work of the nature done by persons falling under this group.

#### GRADE III : SEMI SKILLED

1. Air Compressor Attendant.
2. Brick-Maker.
3. Ball Mill Attendant.
4. Bunker attendant.
5. Caster/opener.
6. Finisher.

7. Cup Saucer/Plate-marker.
8. Design-Stamper.
9. Liner/Decorators/Transfer picture-applicators.
10. Filter Press attendant.
11. Furnace bang loaders/unloaders.
12. Fireman.
13. Handle joiner.
14. Laborator attendant.
15. Moulder.
16. Glazer/s pray-glazer.
17. Pug-Mill Attendant.
18. Packer.
19. Sorter/Selector.
20. Press-operator/Pressman/machine operator.
21. Sagar Makers.
22. Oilman.
23. Grinder.
24. Mali/gardner.
25. Pipe cutter.
26. Employees by whatever name called but doing work of the nature done by persons falling under this group.

**GRADE IV : UNSKILLED :**

1. Mazdoor/Rejas.
2. Helpers (assisting any skilled or semi-skilled worker in work).
3. Watchman/Chowkidar.
4. Pen/office—boys.
5. Sweeper/Manetar (scavenger).
6. Stamper.
7. Waterman.

**GRADE V : SUPERVISORY AND CLERICAL STAFF**

## MINUTE OF DISSENT BY SHRI RAM DESAI

1. I am unable to agree and to accept the conclusions reached and the recommendations made by the Committee. This is because the conclusions and recommendations of the Committee are not based either on facts or the law laid down by the Supreme Court. Subject of minimum wage has been examined by the Supreme Court in several cases. Earliest decision of the Supreme Court on minimum wage is in the case of *Unichoyi versus the State of Kerala*. This decision was recently reiterated by the Supreme Court in the case of the *Hydro Engineers Private Limited* and their workmen. This Committee should have followed decisions of the Supreme Court, but the Committee has not followed these decisions.

2. In the case of *Unichoyi v. the State of Kerala* the Supreme Court has approved that the minimum wage must provide for food, clothing and miscellaneous items. In the case of the *Hydro Engineers Private Limited* the Supreme Court has accepted principle of dearness allowance linked to consumer price index. If the principles laid down by the Supreme Court in these cases were followed by the Committee then minimum wages recommended would have been different, but the Committee did not follow these principles and has recommended minimum wage in an arbitrary and *ad hoc* manner. I am unable to accept this manner of recommending minimum wage.

3. Cost of food packet for a family of 3 consumption units in Bombay City on average prices for January to December 1967 is as follows :

(a) Cereals	...	Rs. 24.30
(b) Millets	...	Rs. 7.80
(c) Pulses	...	Rs. 15.60
(d) Milk	...	Rs. 16.50
(e) Fats and Oils	...	Rs. 27.30
(f) Sugar	...	Rs. 5.40
(g) Meat, Fish and Eggs.	...	Rs. 31.30
(h) Root Vegetables	...	Rs. 6.90
(i) Other Vegetables	...	Rs. 6.84
(j) Leafy Vegetables.	...	Rs. 5.70
		<hr/>
		Rs. 147.54

Cost of clothing for a family of 3 consumption units on the basis of average prices for January to December, 1967 comes to Rs. 11.44.

Average prices for food and cloth are taken from the Labour Gazette published by the Maharashtra Government. Estimates of food and cloth are worked on the basis of these average prices.

Thus, minimum wage on the basis of consumer price index for the year 1967 will be as follows:

Food	...	Rs. 147.54
Clothing	...	Rs. 11.44
		<u>Rs. 158.98</u>
Miscellaneous at 20 per cent	...	Rs. 31.80
		<u>Rs. 190.78</u>

This calculation is for Bombay City, for lowest category of unskilled workers.

4. The Tribunals in Bombay City have accepted dearness allowance linked to the consumer price index even in cases where minimum wage is awarded. The Supreme Court has approved it in the case of the Hydro Engineers Private Limited. The Committee has failed to follow the principle laid down by the Supreme Court.

5. The Committee has made observations about financial position of the industry. These observations are made without following the law laid down by the Supreme Court in the case of the Ahmedabad Millowners' Association versus the Textile Labour Association. The Committee has also not followed the procedure laid down by the Committee on Fair Wages. Therefore, observation of the Committee as regards financial position of the industry suffers from defects.

6. I agree with classification of areas into various Zones for the purpose of various wages.

7. On the basis of Zones which are unanimously recommended by the Committee and relying on the Law as laid down by the Supreme Court, I recommend that the minimum wage for unskilled Category in various Zones should be as follows:-

Zone—1	...	Per Month	Rs. 190.78
		Per day	Rs. 7.33
Zone—2	...	Per month	Rs. 157.00
		Per day	Rs. 6.04
Zone—3	...	Per month	Rs. 130.62
		Per day	Rs. 5.20

With minimum wage as recommended above for the unskilled category I recommend minimum wage rates for other categories as given in Annexure 'A' to this note. The minimum wage rates recommended by me for all these categories are linked to Consumer Price Index for the year 1967. The Consumer Price Index for the year 1967 was 702. The workers will get minimum wages so far as Consumer Price Index does not go beyond 702 in Bombay City and for other regions average of Consumer Price Index for the year 1967. In case the Consumer Price Index goes beyond 702 in Bombay City and beyond the 1967 average in other regions of the State of Maharashtra, I recommend workers should be paid Dearness Allowance at the rate of 1 (one) paisa per point per day or Rs. 3 (Rupees three only) per month per every 10 points.

(Sd.) RAM DESAI.

Bombay, 13th October, 1969.

ANNEXURE A

		I	II	III
I. Skilled A	...	Rs. 276. 00	Rs. 244. 00	Rs. 204. 00
	...	10. 60	9. 88	7. 85
II. Skilled B	...	Rs. 261. 00	Rs. 229. 00	Rs. 189. 00
	...	10. 00	8. 80	7. 25
III. Semi-skilled	...	Rs. 225. 00	Rs. 193. 00	Rs. 153. 00
	...	8. 65	7. 42	5. 88
IV. Unskilled	...	Rs. 110. 78	Rs. 157. 00	Rs. 180. 62
	...	7. 30	6. 04	5. 24

(Sd.) RAM DESAI.

## MINUTE OF DISSENT BY RAI :—

VISHWANATH RAI, LESSEE,  
Central Potteries Works, Itwari,  
NAGPUR 8.

REGISTERED A./D.

Dated 4/10/1969.

URGENT

To

The Secretary,  
Minimum Wages Committee for Pottery Industry,  
Office of the Commissioner of Labour,  
Commerce Centre, Tardeo,  
Bombay 34.

Dear Sir,

I have gone through the copy of the Minimum Wages Board Report and the proposed wages for Zone I, II and III carefully. Apart from all the discussions the proposed figures of Minimum Wages, I find that the proportion of increase i. e. 30% as agreed to has not been maintained for all the Categories of workers. I had agreed to Rs. 84.50 p.m. for Un-skilled workers in Zone II even though it was on the higher side. It was worked out as below:

ZONE II				
		1964	Wages	1969
Un-skilled	...	Rs. 65.00	Add 30%	Rs. 84.50
ZONE III				
Un-skilled	...	Rs. 49.50	„	Rs. 65.00

Similarly other wages too were to be calculated out and fixed, but I have observed that the proposed wages of Semi-Skilled, skilled and skilled A have not been correctly calculated. They should be as below specially for Zone II and II at least, if Zone I people have no objection to their rates.

## ZONE II

	1964	Wages	Proposed
Skilled-A ...	97.50	Add 30%	126.75
Skilled-B ...	91.00	"	118.03
Semi Skilled ...	71.50	"	92.95
Unskilled ...	65.00	"	84.50
Supervisory and Clerical staff	90.00	"	117.00

## ZONE III

Skilled-A ...	84.50	"	109.85
Skilled-B ...	78.00	"	101.04
Semi skilled ...	58.50	"	74.00
Unskilled ...	49.50	"	64.35
Supervisory and Clerical staff	75.00	"	97.05

The above is the correct picture on the basis of the general basic percentage of increase (The proposals were from 50% was arrived at and wages for Un-skilled of Zone II and III of Rs. 84.50 and Rs. 65.00 were agreed to). Unfortunately I did not calculate the other items at the time of reading the report.

The question of unproportionate increase to different Categories of workers is therefore neither reasonable nor acceptable.

I will therefore, request that the wages be recalculated and put down accordingly. The question of whether the employers are paying more or less than the proposed should not come in the way of fixing the Minimum Wages and unless this point is made clear, the copies of Proposals which have been given for persual should not be finalized and if done, shall not be acceptable to me at least.

Thanking you,

Yours faithfully,

(Sd.) VISHWANATH RAI.

Though I have agreed to the above increase on the humanitarian point of view, I am of the firm opinion that the majority of the industries in the Vidarbha region shall have to close down due to this unexpectedly heavy financial strain on account of more of labour oriented production in the existing units.

With the negligible economical activities in the region, the history is of slowness, very low productivity, lack of productive out-look, absence of fineness etc., the result is poor and costly output.

The skills of workers of Bombay, Poona region can't be compared to those of Vidarbha Region.

Vidarbha Industries have to compete with Delhi, Gujrat and Andhra etc. and hence price increase is not feasible but will be rather crippling.

Hence the financial burden should be staggered so that the units can get ready to bear the burden, after modernisation which requires both time and money.

Yours faithfully,

(Sd.) VISHWANATH RAI.

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INDUSTRIES AND LABOUR DEPARTMENT

Sachivalaya, Bombay 32, 25th July 1964.

**Minimum Wages Act, 1948.**

No. MWA-4162/Lab-III.—Whereas in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as the "said Act"), the Government of Maharashtra by Resolution in the Industries and Labour Department, No. MWA-4162/Lab. III, dated the 4th June 1963, appointed a Committee to hold enquiries and advise the State Government in the matter of revision of minimum rates of wages in respect of the employment in potteries (hereinafter referred to as the "said scheduled employment"), in the Vidarbha area of the State of Maharashtra ;

And whereas, the said Committee has submitted its report to the Government of Maharashtra;



Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Madhya Pradesh, after considering the advice of the said Committee, hereby revises the minimum rates of wages as fixed in the Schedule to the Government of Madhya Pradesh, Labour Department Notification, No. 563/451-XXIII, dated the 23rd February 1956, in respect of the employees in the said scheduled employment, and with effect from the 1st August 1964, refixes them as set out in column 3 of the Schedule hereto, in respect of each Zone to the classes of employees employed in the said scheduled employment, mentioned against them in column 2 of the said Schedule.

*Schedule*

Serial No. 1	Classes of employees 2	Rates	
		Zone I 3	Zone II
<i>Skilled "A"</i>			
		Rs. P.	Rs. P.
1.	Artist	... 97.50	84.50
2.	Modeller.	... per month.	per month.
3.	Turner.	...	
4.	Employees by whatever name called doing Skilled-A work of the nature done by persons falling under the above entries.		
<i>Skilled "B"</i>			
1.	Blacksmith	... 91.00	78.00
2.	Carpenter.	... per month.	per month.
3.	Fitter	...	
4.	Mason	...	
5.	Potters working on throwing wheels.	...	
6.	Painter:		

Serial No.	Classes of employees.	Rate	
		Zone I	Zone II
1	2	3	4
		Rs. P.	Rs. P.
7.	Tracer	...	
8.	Tin Maker.	...	
9.	Truck Driver.	...	
10.	Welder.	...	
11.	Wireman.	...	
12.	Furnace Operator.	...	
13.	Employees by whatever name called doing Skilled-B work of the nature done by persons falling under the above entries.	...	
<i>Semi-Skilled</i>			
1.	Air Compressor Attendant.	... 71.50	59.50
2.	Brick maker.	... per month.	per month.
3.	Ball Mill Attendant.	...	
4.	Blunger Attendant.	...	
5.	Caster.	...	
6.	Finisher.	...	
7.	Cup/Saucer Maker.	...	
8.	Design Stamper/Liner.	...	
9.	Filter Pressman.	...	
10.	Furnace Loader/Unloader.	...	
11.	Fireman.	...	
12.	Handle Joiner.	...	
13.	Laboratory Attendant.	...	
14.	Moulder.	...	
15.	Glazer.	...	
16.	Pug Mill Attendant.	...	
17.	Packer/Checker.	...	
18.	Sorter.	...	
19.	Press Operator.	...	

Serial No.	Classes of employees	Rates	
		Zone I	Zone II
1	2	3	4
20.	Employees by whatever name called doing semi-skilled work of the nature done by persons falling under the above entries.		
	<i>Unskilled</i>		
1.	Pottery Mazdoor. ...	65.00	49.50
2.	Helpers in different Sections. per month.		per month.
3.	Watchman. ...		
4.	Peon. ...		
5.	Sweeper. ...		
6.	Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries. ...		
Supervisors and Clerical Staff Connected with the Manufacturing Process.			
1.	Supervisor and Clerk ...	90.00	75.00
		per month.	per month.

*Explanation:—*(1) For the purpose of this notification.—

(a) Zone I shall comprise of the area within the limits of the Municipal Corporation of City of Nagpur, and Municipal limits of Akola and Amravati.

(b) Zone II shall comprise of all other places in the Vidarbha area of the State of Maharashtra not included in Zone I.

(2) The minimum rate of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance, and the cash value of concessions, if any.

(3) The minimum rate of wages in respect of an adolescent shall be 75 per cent of the wages fixed for the class of employ-year to which he belongs, and in respect of a child, 50 per cent

(4) The minimum rate of wages in respect of an apprentice shall be 75 per cent of the wages fixed for the class of employees to which he belongs.

(5) In the case of an employee employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped upto the nearest paise.

(6) The employment in potteries should include the following manufactories:—

- (a) Crockery.
- (b) Sanitary-ware and white glazed tiles.
- (c) Porcelain insulators and porcelain electrical fittings.
- (d) Glazed jars, use for storing pickles, oils, and acids.
- (e) Stoneware-pipes, salt glazed.

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

M. D. SHANBHAG,  
Under Secretary to Government.

## ACKNOWLEDGMENTS

The Committee records its grateful appreciation for the co-operation extended by Government Departments, employers, unions and workers who placed the required information or offered their well-considered views for guidance of the Committee.

The Chairman takes this opportunity to express his gratitude to the members of the Committee for their co-operation in giving the benefit of their intimate knowledge about the industry and its problems as well as in participating in fruitful discussions.

The Committee places on record its appreciation of the services rendered by Shri P. K. Paranjape, Asstt. Commissioner of Labour who as Secretary helped the Committee at each stage in the progress of its work.

The Committee appreciates the work done by ministerial staff, Sarvashri Y. V. Datar and R. T. Zope.

S. G. GEDAM,  
Chairman

*Members*

1. Shri R. M. Mehra.
2. Shri Noorullah K. Merchant.
3. Shri Vishwanath Rai.
4. Shri Gyanchandji K. Kothari.
5. Shri Ram Desai
6. Shri G. M. Khode.
7. Shri N. H. Shrote.
8. Shri R. N. Paralkar.

P. K. PARANJAPE,  
Secretary.

**SCHEDULE A : PART I**

*Statement showing wage rates for different class of employees*

Centre units	Skilled	Semi-skilled	Semi-skilled-II	Unskilled	Remarks
1	2	3	4	5	6
<i>Greater Bombay</i>					
1	Rs. 3.50-0.90 6.50 plus d. a. 4.65 per day.	Rs. 2.25-0.15-3.00-0.20-4.00-plus d. a. 4.65 p. d.	Rs. 1.60-0.15-3.25 plus 4.65 d. a.	Rs. 1.35-0.08-1.75-0.10-2.85 plus d. a. 4.65 p. d.	Wages determined by awards and agreements.
2	Rs. 3.50-0.25-6.50 p. d. plus d. a. 4.65 p. d.	Rs. 2.25-0.15-3.00-0.20-4.00 plus d. a. Rs. 4.65	Rs. 1.60-0.15-3.25 plus 4.65 d. a. p. d.	Rs. 1.25-0.03-1.75-0.10- 35 plus d. a. 4.65 p d.	Do.
3	Rs. 2.25-0.15-2.45 plus d. a. 60 per cent of revised textile scale (Rs. 3.92 Jan. 69)	Rs. 1.50-0.10-2.30 plus d. a. same as for skilled.	Rs. 1.40-0.10-2.20 plus d. a. same as for skilled.	Rs. 1.25 p. d. (for temp.) Rs. 1.25 p. d. to Rs. 1.81 (p. m.) plus d. a. same as for skilled rate.	Mutual settlement dated 25-7-1969 operative unto 30-4-1967.
4	(i) Skilled A-Rs. 160-15-240 p. m. i. e. Rs. 6.15 minimum.  (ii) Skilled B-Rs. 140-13-218 per day Rs. 5.38 (consolidated).	Rs. 115-10-175 p. m. per day Rs. 4.42 minimum (consolidated).	Rs. 110-8-150 p. m. per day Rs. 4.23 minimum (con.)	Rs. 100-6-140 p. m. per day Rs. 3.84 minimum (con.)	Clerical Rs. 125-15-215 p. m. Supervisor Rs. 150-25-500 p. m. (started in July 1967).

SCHEDULE A : PART I—contd.

Centre units	Skilled	Semi-skilled	Semi-Skilled II	Unskilled	Remarks
1	2	3	4	5	6
<i>Thana</i>					
1.	Rs 205-10-305 per month Rs. 7. 88 per minimum (consolidated)	Rs. 175.7, 50-250 p. m. Rs. 6.78 p. d. minimum (consolidated)	Rs. 160-6-220 p. m. Rs. 6.15 p. d. minimum (consolidated)	Rs. 150-5-200-p. m. Rs. 5.70 p. d. minimum (consolidated)	Clerical Rs. 200-15-275-20-475 (ii) Rs. 300-25-425 E.B-30-725. Supervisory. 150-10-350-350-15-525 350-25-775-effective 1-1-1959
2.	Rs. 6. 00 p. d. minimum Rs. 10.00 per maximum.	Rs. 5. 00 p. d.	Rs. 5. 00 p. d.	Rs. 2. 75 p. d. minimum.	
<i>Nagpur</i>					
1.	Rs. 3.74-minimum Rs. 8. 00 maximum	Rs. 2. 75 minimum Rs. 3. 73 maximum		minimum 2. 50 Maximum 3. 00 (consolidated)	Consolidated wage-rates—no scales.
	Rs. 3. 76	Fireman. Rs. 95/-to 120/-p. m. Press. operator Rs. 9. 00 to Rs. 8. 40 p. m		Males Rs. 3. 50 p. d Females Rs. 2. 75 p. d.	-do- -do-
<i>Chandrapur</i>					
1.	Rs. 5. 00 p. d. (Fitter)	Rs. 1. 75		Minimum Maximum Rs. 1. 40 Rs. 2. 75 p. d. (females) (males)	Clerk Rs. 90 Rs. 120 p. m. (consolidated) 2. 00 females males.
2.				p. d. 1. 75 p. d. 2. 25	

