

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT



REPORT
OF THE

COMMISSION FOR EMPLOYEES IN THE
FILM PRODUCTION INDUSTRY

OCTOBER
1966

(N915):95
X9(N915):95.2315.N61
K7
117478

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT



REPORT OF THE COMMITTEE
FOR
**Employees in the Film Production
Industry**

OCTOBER 1966

NAGPUR
GOVERNMENT PRESS
1967

Price: Rs. 4.10 or 3 s. 9 d.

A-53—1-B.

THE COMMITTEE

1. Shri P. G. Kher, M.L.A. .. *Chairman.*

Employers' Representatives

2. Shri Roshanlal Malhotra .. *Member*
3. Shri J. B. Roongta .. *Member.*
4. Shri V. R. Desai .. *Member.*
5. Shri Ram Chhattopadhyaya .. *Member.*

Employees' Representatives

6. Shri Manmohan Krishna .. *Member.*
7. Shri Krishna Gopal .. *Member.*
8. Shri Vasant B. Kulkarni .. *Member.*
9. Shri Krishan Malik .. *Member.*

Independent Members

10. Shri B. N. Saoji .. *Member.*
11. Shri G. D. Madgulkar, M. L. C. .. *Member.*
12. Shri D. J. Nandedkar .. *Member-Secretary.*

CONTENTS

Page

Chapter 1.—Preliminary

Origin of the Committee	1
Its Constitution, composition and terms of reference	2
Scope of the Committee's work	3
Procedure adopted	4
Response	5

Chapter 2.—Existing Service Conditions : A Factual Survey

Part I : A General Review

Scenes behind the Camera	8
Level of employment	11
Trade organisations	13
Applicability of Labour Laws	15

Part II : Service Conditions in Production Section

Employment	22
Recruitment	24
Wage Structure	25
Analysis of earnings	26
Monetary benefits	31
Problems of wage payment	31
Shifts and hours of work	33
Overtime	33
Festival holidays and leave facilities	34
Amenities and social securities	34

Part III : Service conditions in Studios and Laboratories

Employment	35
Wage structure	36
Analysis of earnings	37
Monetary benefits	47
Shifts and hours of work	50
Overtime	51
Festival holidays and leave facilities	52
Amenities and social securities	53

Chapter 3.—The Case of Employees

Economic position of industry	55
Film finance	56
Planning	57
Capacity to pay	57
Employment	58
Occupational structure and classification	60
Principles of wage determination	60
Wage structure	61
Wage differentials	63
Wage incentives	63
Minimum wage rates	64
Prompt payment of wages	67
Service conditions	67
Machinery for settling industrial disputes	68
Application of existing labour legislation	69
Special legislation for cine employees	71
Non-statutory machinery for settlement of disputes	72

	Page
Chapter 4.—The Case of Employers	
Economic position of industry	73
Film finance	74
Planning	75
Capacity to pay	75
Employment	76
Occupational structure and classification	77
Principles of wage determination	78
Wage structure	79
Wage differentials	79
Wage incentives	80
Minimum wage rates	80
Prompt payment of wages	80
Service conditions	81
Machinery for settling industrial disputes	82
Application of existing labour legislation	82
Special legislation for cine employees	83
Non-statutory machinery for settlement of disputes	83

Chapter 5.—The Committee's views and Recommendations

Basis of recommendations	84
Economic position of industry	84
Regulation of employment	89
Wages and earnings	98
Hours of work and holidays	108
Amenities and social securities	109
Industrial relations	110
Machinery for implementation and whether special legislation is necessary.	113
Summary of recommendations	116
Acknowledgements	125

CONTENTS

Appendices		Page
1.	Questionnaire for Employers	128
2.	Questionnaire for Associations of Employers and Trade Unions.	159
3.	List of persons who appeared before the Committee to give oral evidence.	169
4.	Statistical statements—	
	(1) Current wage rates for casual employees	172
	(2) Wage scales in short film production section in public sector.	174
	(3) Wage scales in studios	180
	(4) Wage scales in film processing laboratories ..	196
5.	Scheme of Standard Contract for freelance workers	206
6.	Standard list of occupations in Film Production Industry.	210
7.	Summary of Recommendations in Marathi	216