

REPORT

OF THE

MINIMUM WAGE COMMITTEE

FOR

**EMPLOYMENT IN MANUFACTURE OF CONTAINERS
AND/OR BOXES AND/OR PARCEL SHIRTS AND/OR
CORRUGATED SHEETS AND/OR CARTONS FROM
PAPER AND/OR CARD-BOARD AND/OR STRAW-
BOARD AND/OR WHITE DUPLEX BOARD AND/
OR GREY COLOURED MILL BOARD AND/
OR GREY COLOURED GREY BOARD AND/
OR GREY COLOURED SOLID BOARD**

1977

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OR GREY COLOURED SOLID BOARD.**

1977



Chairman

SHRI D. N. METKAR

M.L.A.

Amravati (Maharashtra State)

Member-Secretary

SHRI M. A. QURAIISHI

B.A. (Hons.), LL.B.

**Assistant
Commissioner of Labour**

Nagpur

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CHAPTER I

INTRODUCTION

1.1 *Constitution of the Committee.*—The Government of Maharashtra in the Industries and Labour Department *vide* Resolution No. MWA. 5275/106371-Lab-III-A, dated 24th June, 1975 appointed a Committee to hold enquiries into the conditions prevailing in the employment in manufacture of containers and or boxes from Paper and/ or Card-board and/or Straw board in the State of Maharashtra and to advise Government in the matter of fixation of minimum rates of wages in the said employment. The Resolution dated 24th June, 1975 is appended to this report as Annexure 'A'.

By subsequent Resolution, Industries, Energy and Labour Department No. MWA. 5275/306-LAB. 7, dated 5th August, 1976, the Government modified the earlier Resolution dated 24th June, 1975 and directed the Committee to hold enquiries into the conditions prevailing in employment in manufacture of Containers and/or boxes and/or Parcel shirts and/or Corrugated sheets and/ or Cartons from Paper and/or Card-board and/or Straw board and/or White Duplex Board and/or Grey Coloured Mill Board and/or Grey Coloured Grey Board and/or Grey Coloured Solid Board in the State of Maharashtra and to advise Government in the matter of fixation of minimum rates of wages in the said employment (copy enclosed).

1.2 *Composition of the committee :*

Chairman

Shri D. N. Metkar, M. L. A.,
Congress Nagar,
Amravati.

Representative of employers :

1. Shri Madhookant K. Shah,
President,
Western India Corrugated Box Manufacturers Association,
1, Sarvodaya Industrial Estate, Mahakali Road,
Andheri (East) Bombay - 400 093.
2. Shri G. M. Patwardhan,
Proprietor,
Fine Packing Material Company Ltd.,
H Block, M. I. D. C., Chinchwad, Poona - 19,
3. Shri Anupkumar Rai,
Proprietor,
Hindustan Packers,
87, Central Avenue, Gandhibagh,
Nagpur (District Nagpur).

Representative of employees :

1. Shri Anant M. Kale,
Secretary,
Chemical Mazdoor Sabha (HMS),
115, Satyagri Sadan, Dadasaheb Phalke Road,
Dadar, Bombay - 400 014.
2. Shri M. B. Bidkar,
General Secretary,
Pimpri-Chinchwad General Kamgar Sangh (INTUC)
29/239, Sant Tukaram Nagar (Vallabh Nagar),
Pimpri, Poona - 18.
3. Shri M. G. Mohite,
Vice President,
Rashtriya General Workers Union (INTUC),
Gujarwada, Kothi Road,
Mahal, Nagpur - 2.

Shri M. A. Quraishi, Assistant Commissioner of Labour, Akola was appointed as Member-Secretary of the Committee.

Since Shri M. A. Quraishi who was appointed as Member-Secretary of the Committee was transferred from Akola to Nagpur, the Government was pleased to issue Corrigendum No.MWA. 5275/306-LAB. 7 dated 5th August 1976, which said that the words "Shri M. A. Quraishi, Assistant Commissioner of Labour, Akola" shall be substituted by "Shri M. A. Quraishi, Assistant Commissioner of Labour, Nagpur". A copy of Corrigendum is appended to the Report as Annexure 'B'.

Shri G. M. Patwardhan, representing employers, informed the Committee by letter dated 9th May 1976 that it was not possible for him to continue as Member of the Committee on the ground that he was too busy with his new business project. The Government was therefore, pleased to appoint Shri Haidar A. Choonawala, as member representing employers in place of Shri G. M. Patwardhan *vide* Government Resolution, Industries, Energy and Labour Department No. MWA. 5275/306-Lab. 7, dated 6th October, 1976. A copy of Government Resolution is appended to the Report as Annexure 'C'.

1.3 *Tenure of the committee.*—The Committee was requested to submit its report to Government within a period of six months from 24th June, 1975. Due to certain unavoidable circumstances it was not possible for the Committee to submit its report to Government within the stipulated time. The Committee, therefore, requested the Government for extension of time limit from time to time. The last extension which was sought by the Committee was up to 30th April, 1977. The Government was good enough to grant extension of time to the Committee from time to time.

CHAPTER II

PROCEDURE FOLLOWED BY THE COMMITTEE

2.1. During the first meeting of the Committee held at Bombay on 28th July, 1975, the Committee decided to collect information required by the Committee through Questionnaires, oral evidence and spot visits. It was also decided that the information in the Schedules should be collected through Investigators of the Labour Department.

The Committee decided to prepare two separate schedules for collection of information, Schedule 'A' was designed for collection of data from the employers while Schedule 'B' was prepared for collection of information from the Associations of employers and Trade Unions of employees. Copies of Schedules are appended to the Report as Annexure 'D' and Annexure 'E' respectively.

Statement showing number of Questionnaires canvassed through Investigators and those collected by the Committee at different places in the State of Maharashtra.

Serial No.	Places	No. of Questionnaires canvassed	
		Questionnaire 'A'	Questionnaire 'B'
1	Bombay	60	3
2	Thane	1	....
3	Pune	8	....
4	Kolhapur	2	....
5	Nasik	3	....
6	Aurangabad	1	....
7	Chiplun	1	....
8	Kudal	1	....
9	Nagpur	2	....
10	Kanhan	2	....
11	Kamptee	1	....
Total		82	3

2.2. *Spot Visits.*—The Committee visited important Centres and paid spot visits to various concerns where employers as well as workers were interviewed and requisite information was collected. The Committee also went round the establishments and studied the process of work in various units in order to assess the skill involved in performing the various types of jobs.

The places visited and number of concerns where spot visits were paid are shown in the table below:

Statement showing places and concerns visited, and number of employers and workers interviewed.

Serial No.	Place	No. of concerns visited	No. of employers interviewed	No. of workers interviewed
1	Kanhan	2	2	7
2	Nagpur	6	6	11
3	Pune	4	2*	10
4	Kolhapur	2	2	3
5	Nasik	5	4*	13
6	Aurangabad	2	2	5
7	Jalna	1	1	4
8	Chiplun	2	2	4
9	Kudal	1	1	1
10	Bombay	12	11*	38
11	Sangli	1	1	16
12	Miraj	1	1	1
13	Thane	6	5*	15
Total ..		44	39	128

* At the time of the visit of the Committee in some concerns employer or the Manager was not available for interview.

2.3. *Recording of Evidence.*—In order to give full opportunity to all employers, their Associations, workmen and their unions, as well as those who were interested in the matter of fixation of minimum rates of wages in this industry, the Committee arranged evidence recording sessions at as many places as possible. The details are given below:

Statement showing number of employers and unions who tendered evidence at different centres.

Serial No.	Place	Date	Evidence tendered by	
			Employers	Unions
1	Nagpur	16th December 1975 ..	1	1
2	Pune	9th January 1976 ..	2	1
3	Kolhapur	10th January 1976 ..	2	1
4	Nasik	20th January 1976 ..	4	1
5	Aurangabad	22nd January 1976 ..	1	..
6	Bombay	4th November 1976 ..	1	..
7	Thane	6th November 1976 ..	..	2
Total ..			11	6

2.4. In addition to the oral evidence recorded by the Committee, written memoranda were also submitted to the Committee by the following Associations of employers and Trade Unions :

- (1) Western India Corrugated Box Manufacturers' Association, 1, Sarvodaya Industrial Estate, Mahakali Road, Andheri (East)-Bombay-400 093.
- (2) Rashtriya General Workers Union, Gujarwada, Kothi Road, Mahal Nagpur.
- (3) Sarva Shramik Sanghatana, Trade Union Centre, 101, Shivajinagar, Pune-411 005.
- (4) General Labour Union, CITU Centre, Trimbak Road, Satpur, Nasik-8.
- (5) Shoshit Shramik Sangh, Begum Niwad, New Dhimber Area, Shivajinagar, Sangli.
- (6) Sarva Shramik Sangh, Shramik Plot No. 31, Vincent Square, Street No. 3, Dadar, Bombay-400 014.
- (7) The Cellulose Employees Union, Gope Niwas, 275, Sion-Matunga Road, Bombay-400 022.

2.5. *Meetings of the Committee.*—The Committee held its decision taking meetings on the dates and places mentioned below :

Statement showing places where the Committee held its Meetings with dates.

Sr. No.	Date	Place
1	28th July 1975	Bombay
2	11th November 1975	Bombay
3	22nd March 1976	Bombay
4	7th May 1976	Aurangabad
5	31st July 1976	Bombay
6	18th October 1976	Sangli
7	24th January 1977	Thane
8	18th February 1977	Aurangabad
	19th February 1977	
	20th February 1977	
9	10th March 1977	Bombay
	11th March 1977	
10	27th March 1977	Amravati
11	21st April 1977	Thane

2.6. *Publicity.*—At the time of each tour of the Committee, Press Notes in Local News-papers were issued with a view to inform the employers, their associations, employees and their Trade unions about the tour programme of the Committee in the respective areas. The persons interested in the enquiry were also requested to appear before the Committee and to place their views and suggestions regarding fixation of minimum rates of wages for the employees employed in this industry. The local Officers of the Commissioner of Labour were also requested to approach the interested Organisations of the Employers and Employees and advise them to give evidence before the Committee.

CHAPTER III

BACKGROUND OF THE INDUSTRY

3.1. It was in the beginning of this Century that the Corrugated Board Industry started functioning in the Western Countries, though it took some time for having a firm footing as a successful packaging material production industry.

Originally the Corrugated Paper Board was mainly used for wrapping. However, with the passage of time the method of packing improved with the introduction of more and more sophisticated automatic machines with the result that the Corrugation Board became an important item for the manufacture of Containers.

3.2. In India, the origin of Corrugation Industry can be traced to the year 1950, when one or two Units started making Corrugated Boards on machines imported from abroad. Prior to this, Corrugated Boards and Rolls were being imported from other Countries. The Corrugated packaging has replaced the conventional wooden packaging. Wooden containers had certain draw backs. They were heavy and difficult to fabricate. They occupied more space during transportation and in developed Countries like U.S.A., U.K. and Japan, the disposal of wooden containers after their use, posed a problem.

There has been wide spread use of Corrugated boxes all over the World during the last two decades which has resulted in the phenomenal growth of the Corrugated Box Industry. Items like Electronics, Televisions, Radios, Refrigerators, Sewing Machines etc. which were being packed in wooden boxes in the past are now delivered to the customers in specially designed Corrugated Boxes with lesser damage to the contents. The bottles containing popular drinks and fruits are being packed in Corrugated boxes and transported to different parts of the Country and also exported to the other Countries.

3.3. There are different types of units in this Industry. They are:—

- (1) Units which manufacture Corrugated Paper Boards and Boxes.
- (2) Units which manufacture only corrugated Rolls and Boards.
- (3) Units buying Corrugated sheets and converting the same into cartons and boxes.
- (4) Units manufacturing Cartons, boxes and parcel shirts out of:—
 - (a) White Duplex Boards.
 - (b) Grey Coloured Mill Boards.
 - (c) Grey Coloured Grey Boards.
 - (d) Grey Coloured Solid Boards.
 - (e) Kraft Papers.

3.4 *Types of Machines required.*—For making paper corrugated Boards and for making corrugated boxes, Card-boards Boxes and other Cartons and Boxes, following machines are usually used according to the nature of the units :—

- (1) Automatic 5 ply or 3 ply Paper Corrugation Machine.
- (2) Semi-automatic single face Paper Corrugation Machine.
- (3) Sheet Pasting Machine.
- (4) Sheet Pressing Machine.
- (5) Hand Operated Board Cutter.
- (6) Rotary Greasing and Cutting Machine.
- (7) Eccentric Slotter Machine.
- (8) Combined Rotary Creasing and Slotter Machine.
- (9) Box Stitching Machine.
- (10) Partition Machine.
- (11) Corner Cutter.
- (12) Single Slotter.
- (13) Bending Machine.
- (14) Such other Machines.

3.5. *Raw Materials required.*—Usually the raw material for manufacturing of Containers, Boxes and Parcel shirts are :—

- (1) Duplex Board.
 - (2) Mill Board.
 - (3) Grey Board.
 - (4) Solid Fibre Board.
 - (5) Corrugated Fibre Board.
 - (6) Kraft Papers
 - (7) Adhesives.
 - (8) Stitching wires.
-

CHAPTER IV

VIEWS OF THE EMPLOYERS AND THEIR ORGANISATIONS

4.1. In order to collect statistical data regarding wages and allowances categorization of workers and other information, questionnaires were prepared and the information was collected through the Labour Investigators of the Labour Department. Through the above schedules information regarding the views and suggestions of the employers regarding the wages to be fixed, payment of dearness allowance as per Index Number, categorization of employees, formation of zones and linking up of wages with production and piece-rate wages were also collected.

Following is the gist of the information collected by the Committee from the above source.

BOMBAY CENTRE

Out of 60 employers contacted by the Investigators in Bombay, only two employers gave suggestions regarding minimum wages to be fixed. The consolidated rates suggested by these two employers are as follows:—

Categories of employees.	Wages per month.		Wages per day.	
		Rs.		Rs.
Skilled	200		11.00
Semi-skilled	140		9.00
Unskilled	110		7.00

As regards classification of employees, only four employers gave their suggestions. Out of these four employers, two employers suggested classification of employees according to skill as follows:—

Highly skilled	..	Supervisor, Foreman and Machinist.
Skilled	..	Driver, Machine Operator and Supervisor.
Semi-skilled	..	Operator, Board-cutter, Fitter and Assistant Operator.
Unskilled	..	Helper, Coolie, Watchman, Delivery-man, Apprentice.

The other two employers suggested classification of employees as follows:—

Skilled	..	Supervisor, Foreman, Assistant Foreman, Driver, Fitter, Binder, Compositor.
Semi-skilled	..	Box Maker, Pressman, Cutter.
Unskilled	..	Helper.

Out of the above two employers, one employer suggested that the Machine Operator, Binder and Punch-maker should be included in skilled category while the other suggested that these categories should be included in semi-skilled category.

Of the 60 employers contacted by the Investigators at Bombay for collection of data, 14 gave no suggestions regarding payment of dearness allowance according to Cost of Living Index Number, while 41 employers were not in favour of linking wages to Cost of Living Index Number. However, only three employers were in favour of linking the wages to the Cost of Living Index Number.

POONA CENTRE

Of the 8 employers at Poona from whom information in the prescribed schedules was collected, only one employer suggested the following wage rates:—

Skilled	..	Rs. 150 p.m.
Semi-skilled	..	Rs. 125 p.m.
Unskilled	..	Rs. 100 p.m.

Another employer suggested Rs. 10 per day as wages for unskilled workers.

Out of the 8 employers, four employers were in favour of linking the wages to the Cost of Living Index Number, while three did not offer any comments. Only one employer was not in favour of linking the wages to the Cost of Living Index Number.

NAGPUR CENTRE

At Nagpur Centre, of the six employers from whom information in the prescribed schedules was collected, none gave suggestions regarding wages, dearness allowance, etc.

KOLHAPUR CENTRE

Of the two employers from whom information in the prescribed schedules was collected, only one employer suggested the following minimum wages:—

Rs. 200 for Operators.
Rs. 250 for Supervisors.
Rs. 75 for Helpers.

None of the employers gave any suggestion regarding linking of wages to the Cost of Living Index Number.

THANE CENTRE

At Thane Centre only one employer submitted information in the prescribed schedule. He suggested that the wages should be fixed as follows:—

Rs. 8 for Semi-skilled.
Rs. 6 for unskilled.

He was not in favour of linking the wages to the Cost of living Index Number.

NASIK CENTRE

At Nasik, information was collected in the prescribed schedules from three employers. The wage-rates suggested by these three employers were as below :

Skilled	Semi-skilled	Un-skilled.
Rs.	Rs.	Rs.
(1) 200 to 250 per month	150 to 200 per month ..	100 to 150 per month.
(2) 5 per day ..	4·50 per day ..	3·50 per day.
(3) 6·50 per day ..	5·50 per day ..	4 per day.

Of the three employers, only one was in favour of linking the wages to the Cost of Living Index Number while the other two were not.

AURANGABAD CENTRE

The only employer from whom information was collected in the prescribed schedule suggested the following wage rates per day :

Skilled ..	..	Rs. 6 per day.
Semi-skilled ..	..	Rs. 5 per day.
Unskilled ..	..	Rs. 4 per day.

He was not in favour of linking the wages to the Cost of Living Index Number.

CHIPLUN CENTRE

The only employer at Chiplun suggested the following minimum rates of wages through the prescribed schedule :

Skilled ..	..	Rs. 200 p.m.
Semi-skilled ..	..	Rs. 150 p.m.
Unskilled ..	..	Rs. 100 to 125 p.m.

While suggesting that the minimum rates of wages should be linked to the Cost of Living Index Number, the employer emphasised that the Consumer Price Index Number should be separately constructed for Ratnagiri and Kolaa Districts.

KUDAL CENTRE

The only employer from whom information was collected in the prescribed schedule suggested that the minimum rates of wages should be as follows :

Skilled ..	..	Rs. 300 p.m.
Semi-skilled ..	..	Rs. 200 p.m.
Unskilled ..	..	Rs. 150 p.m.

He was not in favour of linking the wages to the Cost of Living Index Number.

4.2. The views and suggestions of the employers were also obtained from them during the spot visits of the Committee. Some of the employers also tendered evidence or gave written memoranda during the Evidence Recording Sessions of the Committee at various places. Following is the list of the information collected by the Committee from the above source.

BOMBAY CENTRE

In Bombay the Western India Corrugated Box Manufacturers' Association, submitted a memorandum on behalf of its members. This Association has a wide membership of employers in this industry. A good number of employers from Bombay, Poona, Nagpur, Kanhan, Nasik, Thane, Kalyan, Aurangabad, Sangli and Kolhapur are members of this Association. The Association is affiliated to the Federation of Corrugated Box Manufacturers' of India (FCBM) which is an Apex Body of Corrugated Box Manufacturers' in India.

The Association submitted that there are about 200 units functioning in Bombay, out of which 50 per cent are registered under the Bombay Shops and Establishments Act while the rest are registered under the Factories Act. The Association felt that all the units in this industry should not be treated with the same yardstick as the nature and constitution of these units differed tremendously within the same zone or from zone to zone. It was stated that the Corrugated Industry has been treated as a Small Scale Industry and Cottage Industry. This Industry has been a target of several unbearable tax burdens imposed by the Central and the State Governments. The Association further stated that the units have to cut down production because of fall in demand and that some units are working below 50 per cent capacity in certain cases. The Association was of the view that fixation of uniform minimum rates of wages will be detrimental to the working of medium and small units as they will not be able to meet the increased wage bill. The Association suggested that there should be zones as Cost of Living differed from place to place. The Zones suggested by the Association are as follows :—

Zone No. I —Comprising of the entire Greater Bombay area upto Dahisar (WR) and Mulund (CR).

Zone No. II—Cities comprising of (1) Thane, (2) Kalyan, (3) Poona, (4) Nasik, (5) Nagpur, (6) Solapur, (7) Kolhapur.

Zone No. III—Rest of the Maharashtra not covered by Zone No. I and Zone No. II above.

The Association suggested that there should be consolidated minimum wages inclusive of dearness allowance.

The Association suggested classification of employees as follows:—

(1) *Unskilled*.—Loaders, sweepers, Feeders, Helpers, Pasting helpers, Watchmen, Peons etc.

(2) *Semi-skilled 'B'*.—Board Cutters working on manually operated equipment etc.

(3) *Semi-skilled 'A'*.—Pasters, Punch Machine Operators, Paper Sheetting Machine Operators, Slotters/Binders Machine Operators, Stitching Machine Operators etc.

(4) *Skilled*.—Corrugating Machine Operators, Punch-makers etc.

(5) *Supervisor/Clerical staff*.—Supervisors, Clerks Cashiers, Accountants, Time-keepers, Stenographers, Typists etc.

Following minimum rates of wages (consolidated) were suggested by the Association according to zones :—

Category	Zone I.	Zone II.	Zone III.
	Rs.	Rs.	Rs.
Supervisory/Clerical ..	200·00 p. m.	175·00 p. m.	150·00 p. m.
Skilled	8·00 per day	7·75 per day	7·50 per day
Semi-Skilled 'A' ..	6·25 per day	6·00 per day	5·75 per day
Semi-Skilled 'B' ..	5·75 per day	5·50 per day	5·25 per day
Unskilled	5·25 per day	5·00 per day	4·75 per day

As regards incremental wage-scale, the Association was not in favour of prescribing incremental scales. However, the Association suggested the following yearly increments for 10 years span :—

	Rs. p.
(1) Supervisory/Clerical ..	10·00 per month
(2) Skilled	0·40 per day.
(3) Semi-skilled ' A ' ..	0·30 per day.
(4) Semi-skilled ' B ' ..	0·25 per day.
(5) Unskilled	0·20 per day.

These rates to remain common for all the three zones.

The Association felt that while recommending the minimum rates of wages for this industry, due consideration should be given to the fact that the industry is classified as Small Scale and Cottage Industry and is still in its infancy. Any unbearable blow at this stage might cause great hardships to small employers and it might even result in closure of some of the establishments there by causing heavy loss to them and unemployment to workers.

The partner of Paradise Traders, Bombay, Shri K. A. Merchant, during the evidence recording session at Bombay stated that in this industry there are different types of units such as big and small and as such different minimum rates of wages should be fixed according to type. He suggested that the classification of workers should be on the following basis :—

Skilled.—A person who can operate all types of machines i.e. scoring, punching and stitching machines, may be classified as skilled.

Semi-skilled.—A person who can only operate a particular type of machine and not all types of machines, can be designated as semi-skilled.

Unskilled.—Helpers to above operators, brush pasters, partition makers and other miscellaneous workers.

He suggested that the following minimum rates of wages should be fixed according to skill. The minimum rates of wages suggested by him are all inclusive :

<i>Skilled</i> .. ..	.. ..	Rs. 300 to 350 per month.
<i>Semi-skilled</i> ..	.. ..	Rs. 150 to 200 per month.
<i>Unskilled</i> .. ..	.. ..	Rs. 100 per month.

The Zones suggested by him are as under :—

Zone No I.—City of Bombay and Cities having Municipal Corporations.

Zone No. II.—Cities having Municipal Councils.

Zone No. III.—Rest of the areas not included in Zone No. I and Zone No. II above.

He did not favour fixation of minimum rates of wages for Office-staff. However, he suggested that they should be paid as follows.—

Clerks	..	Rs. 250 to 300 per month according to skill and experience.
Bill Clerks	..	Rs. 250 to 300 per month according to skill and experience.
Accountant	..	Rs. 350 to 600 per month according to skill and experience.
Peons	..	Wages fixed for unskilled employees may be made applicable.

In Bombay, the Committee, during the spot visits interviewed 11 employers and recorded their views and suggestions.

Some of the employers suggested that while fixing the minimum rates of wages, the Committee should take into account the different type of units manufacturing different types of containers. It was pointed out that their units were not production oriented. They had to carry on productions as per the specifications given by their customers. They, therefore, said that their industry was a service industry.

Some of the employers were not in favour of linking the wages to the Cost of Living Index Number for payment of dearness allowance. It was suggested by a few employers that the wages should be linked to production while some were opposed to this system as they felt that it would affect the quality of the products. Some of the concerns registered under the Bombay Shops and Establishments Act in Bombay suggested that wages should be fixed as follows :—

<i>Skilled</i>	..	Rs. 7 to 12 per day.
<i>Semi-skilled</i>	..	Rs. 7 per day.
<i>Unskilled</i>	..	Rs. 5 per day.

It was stated by them that semi-skilled workers are not required by them. Some employers suggested that the skilled workers should be paid between Rs. 200 to 300 per month, Semi-skilled workers should be paid between Rs. 160 to 225 per month, while unskilled workers should be paid between Rs. 120 to Rs. 180 per month. The above wages suggested by them were inclusive of dearness allowance.

As regards categorization of workers, some of the employees at Bombay suggested that those workers who can work on different machines as operators should be classified as skilled and those who help the operators as helpers should be classified as unskilled. It was stated by some employers that semi-skilled workers are not required in their industry.

However, one of the employers suggested that stitching machine operator should be classified as semi-skilled.

THANE CENTRE

In Thane the Committee paid spot visits to six units. Four employers out of six, suggested all inclusive wages as follows :—

<i>Skilled</i>	..	Rs. 8 per day.
<i>Semi-skilled</i>	..	Rs. 6 per day.
<i>Unskilled</i>	..	Rs. 5 per day.

Out of the remaining two employers, one did not give any suggestion regarding wages while the other suggested that the skilled category of workers should be paid Rs. 175 per month, while semi-skilled should be paid Rs. 165 per month and unskilled should be paid Rs. 5 per day. The above suggested wages were all inclusive.

The employers contacted at Thane were generally of the view that no special allowance should be fixed. The wages to be recommended should be all inclusive. They said that if special allowance increases, the workers become happy but when it comes down, they are dis-satisfied, which affects their efficiency.

As regards formation of zones, of the six employers contacted by the Committee, one did not offer any suggestion while another employer suggested that Zone No. I should comprise of Greater Bombay and New Bombay, and Zone No. II should include Thane, Kalyan and all cities having Municipal Corporations except areas included in Zone No. I; and rest of the areas of the State should be included in Zone No. III. The remaining four employers suggested that the Zones should be as follows :—

Zone No. I.—Greater Bombay.

Zone No. II.—New Bombay area, Thane, Kalyan and Cities having Municipal Corporations except Greater Bombay.

Zone No. III.—Rest of the areas in the State of Maharashtra.

Of the six employers contacted at Thane, only one employer suggested that the workers should be classified as follows :—

Skilled.—Corrugation Machine Operator, Pasting Machine Operator (One who can set the Machine), Slotting Machine Operator, Stitching Machine Operator, Scoring Machine Operator.

Semi-skilled.—Second man in the rank of the above operators.

Unskilled.—Helpers and the rest of the workers.

Some of the employers at Thane pointed out that they have to pay more octroi charges than their counter-parts in Bombay.

No employer tendered evidence oral or written at the time of evidence recording session held by the Committee at Thane. Possibly the employers were aware that their Association was going to submit consolidated suggestions on behalf of all the members.

PUNE CENTRE

The Committee paid spot visits to 4 units at Pune. In two units neither the employer nor the Manager was available for interview. Of the two employers who tendered evidence before the Committee, one employer suggested that National Wage should be fixed for the whole industry. He, however, did not suggest as to what the rate should be. The other employer suggested that Committee should consider the difficulties faced by smaller units while fixing the minimum rates of wages. No rates were, however, suggested by him.

None of the employers contacted or who tendered evidence gave any suggestion regarding formation of zones and special allowance.

As regards categorization of workers, of the two employers, one suggested that workers working as Operators on Spiral Winding machines, hand-press machine and cutting machine should be classified as semi-skilled, while the rest workers should be classified as unskilled. Another employer suggested following categorization of workers :—

Skilled.—One who prepares punch or Punch-maker.

Semi-skilled.—Stitching Machine Operator.

Unskilled.—Pasters and other helpers.

One of the employers suggested that Composite Containers Manufacturing Units should be exempted from the purview of the Minimum Wages Act in order to give encouragement for growth.

NAGPUR CENTRE

The Committee visited 5 concerns in Nagpur. Of the five concerns visited, one concern was found manufacturing small paper tubes for rolling thread while the other was mainly engaged in printing, though cartons were manufactured by using traddle machines. The workers were being paid minimum rates of wages fixed for Printing Presses, as it was mainly a printing press.

Of the remaining three employers, two did not give any suggestion. One employer suggested that the wages should be fixed on production basis. No wages were suggested.

As regards categorization of workers, it was suggested that there should not be a distinct categorization of workers, as the workers have to work as a team and perform various types of duties as per the work available.

It was suggested that there should be zones but not details were given.

The employer suggested that the minimum rates of wages (all inclusive) should be fixed as follows :—

Hand Creasing Machine Operator	..	Rs. 175 per month.
Wrappers and Pasters	..	Rs. 115 per month.
Helpers	..	Rs. 60 per month.

Suggestions regarding categorization of workers, formation of Zones, etc. were not given by this employer. Suggestion regarding payment of special allowance was also not given.

During the evidence recording session, only one employer appeared and said that when the employers were forced to pay the minimum rates of wages to the employees by the Government it should also be the duty of the Government to see that the workers give fixed minimum output. He said that the skilled workers are not required in his type of concern. He further said that the wages fixed should be production oriented and the wages paid to the workers in surrounding industrial concerns should also be considered before fixing the minimum rates of wages in this industry. No suggestion regarding actual wages to be fixed, special allowance, formation of zones, categorization of workers etc. was given during the evidence recording session.

KANHAN CENTRE

The Committee visited two concerns at Kanhan. In one of the concerns, the work was given on contract basis for manufacture of Parcel Shirts. The employer said that he was paying to the contractor Rs. 6.50 for manufacturing 1,000 Parcel Shirts. He was, however, not employing any worker directly.

The other concern submitted written memorandum according to which he suggested that the wages should be linked to production. It was suggested by him that the Committee should take into consideration the capacity of the employer to meet the extra financial burden. It was stated that some of the units were forced to cut down their production or had to close down completely for want of business and on account of additional Excise duty. It was suggested that the minimum wages should be fixed according to zones and number of employees employed. It was further suggested that there should be four zones. Details about the zones were, however, not given. No suggestions regarding special allowance and categorization of workers were given.

KOLHAPUR CENTRE

In Kolhapur of the two concerns where spot visits were paid, one was manufacturing cartons and small boxes for packing scented supari, syrup etc. The Unit was combined one where printing as well as carton making was done. Traddle machine was being used for printing as well as for creasing and cutting board for all sizes of the boxes. The employees were being paid minimum rates of wages fixed for the printing industry.

In the other unit the employer suggested that the workers who can operate the creasing and cutting machine should be treated as skilled while stitcher should be treated as semi-skilled. It was suggested that helpers and pasters should be included in the unskilled category.

During the Evidence recording session, one of the employers said that the wages should be fixed according to skill. It was suggested by him that a person who can operate the machines should be treated as skilled. A person who

helps the operators and who operates the machines in the absence of the operator should be treated as semi-skilled while the rest of the workers should be treated as unskilled.

It was further suggested that separate wages should be fixed for the concerns which are registered under the Factories Act and the concerns registered under the Bombay Shops and Establishments Act. He suggested that the minimum rates of wages fixed for the printing industry should be made applicable to this industry also. He further suggested that the wages should be fixed for the different parts of the State. Whole State should not be treated as one Zone. No suggestion regarding special allowance was submitted.

NASIK CENTRE

At Nasik, the Committee visited five units and collected necessary information. Evidence recording session was also arranged at Nasik.

The minimum rates of wages suggested by the employers at this Centre for skilled category varied from Rs. 6 to 7 per day; for semi-skilled category it varied from Rs. 5 to 5.50 per day, while for unskilled category it varied from Rs. 3.50 to 4 per day. One employer suggested Rs. 200 p.m. for semi-skilled and Rs. 150 for unskilled category. No wages for skilled category were suggested by him as he was not employing any skilled employee.

One employer suggested that special allowance should be paid on the basis of the Cost of Living Index Number either for Aurangabad Centre or for Jalgaon Centre, while the rest suggested consolidated wages.

One of the employers also suggested the following wages for clerks, typists, Stenographers and Supervisors :—

Rs. 300 p.m. for Clerks (Graduate).

Rs. 225 to 250 for Clerks (Those who are above pre-University and Under-Graduates).

Rs. 150 to 175 p.m. for clerks (Matriculates)

Rs. 150 to 185 p.m. for Typists.

Rs. 300 p.m. and above according to skill for Stenographers.

Rs. 250 to 300 p.m. according to qualifications and experience for Supervisors and Foreman.

The above suggested wages are all inclusive.

The categorization suggested by the employers was as follows :—

Skilled.—Corrugation Machine Operator, Slotting Machine Operator, Creasing Machine Operator, Printing and Punching Machine Operator.

Semi-skilled.—Stitching Machine Operator, Pasting Machine Operator.

Unskilled.—Rest of the workers.

Generally employers were of the view that there should be zones. They said that the expenditure incurred by the workers is different from town to town and city to city though the pattern of work in the factories is uniform through out the

State. They further said that the standard of living at Nasik is cheaper than the standard of living at Bombay. They, therefore, suggested that the wages to be fixed for Nasik should be less than the wages to be fixed for Bombay.

One of the employers pointed out that if a worker is getting Rs. 100 p.m. at Nasik and if he is offered Rs. 150 p.m. at Bombay, he will not go to Bombay.

Another employer suggested that if the minimum rates of wages are fixed on the lower side, then there will be shortage of workers particularly of skilled category and there will be mobility of workers from one industry where the minimum rates of wages are lower to the other industries where the wages are higher. It was further suggested that the difficulties faced by the industry should also be taken into consideration while fixing the minimum rates of wages.

It was suggested by one of the employers that the new concerns having less than one or two years standing should be exempted from the payment of minimum rates of wages as they usually face difficulties of banking, quality control, raw materials, adequate customers and stiff competition.

AURANGABAD CENTRE

In Aurangabad, there were only two concerns, one of which was closed. The employer of the concern which was working at Aurangabad suggested that the Committee should fix consolidated minimum rates of wages. He was also of the view that different minimum rates of wages should be fixed for different parts of the State. The wages suggested by him for Aurangabad Region were as follows :—

<i>Skilled</i>	..	Rs. 8 per day.
<i>Semi-skilled</i>	..	Rs. 7 per day.
<i>Unskilled</i>	..	Rs. 5.50 to Rs. 6 per day.

The wages suggested by him were all inclusive. He did not favour payment of special allowance separately.

It was suggested by him that the newly started concerns should be exempted from the provisions of the Minimum Wages Act for a period of about two years.

As regards zones, it was suggested that the State of Maharashtra should be divided into following two zones—viz.

Zone No. I—Should consists of all Corporation areas in Maharashtra State plus Industrially developed areas.

Zone No. II—Should consists areas falling within the limits of Municipalities.

His suggestions regarding categorization of employees were as follows :—

Skilled.—Corrugation Machine Operator, Slotting Machine Operator, Creasing Machine Operator and Printing Machine Operator.

Semi-skilled.—Pasting Machine Operator, Stitching Machine Operator and Screen Printer.

Unskilled.—Helpers and remaining categories of employees.

JALNA CENTRE

There was only one unit at Jalna. The employer at Jalna suggested that the minimum rates of wages should be fixed as follows :—

<i>Skilled</i>	..	Rs. 250 p.m.
<i>Semi-skilled</i>	..	Rs. 200 p.m.
<i>Unskilled</i>	..	Rs. 150 p.m.

He was of the view that the wages should be fixed according to zones based on population and business. According to him the workers should be categorized as follows :—

Skilled.—The workers who have complete knowledge of handling and repairing of machines e.g. Corrugated Machine Operator.

Semi-skilled.—Stitcher and Rotary Machine Operator.

Unskilled.—Rest of the employees.

CHIPLUN CENTRE

There was only one unit at Chiplun at the time of visit of the Committee. The employer narrated the difficulties faced by the industry. He, however, did not give any suggestion regarding wages, zones, categorization of employees etc.

KUDAL CENTRE

At Kudal also there was only one unit which was manufacturing boxes from Corrugated sheets. He said that at a place like Chiplun a family consisting of man, wife and three children would require about Rs. 190 p.m. However, he did not give any suggestion regarding actual wages to be fixed, or categorization of workers etc.

SANGLI CENTRE

At Sangli the Committee visited the only concern which was manufacturing paper box out of Kraft Paper, straw-board and corrugated sheets. It was also manufacturing corrugated sheets. He said that the wages which he was paying were high enough and, therefore, there was no need for any enhancement. The wages which he was paying to the helpers varied from Rs. 3 to Rs. 5 per day, while that of operators varied from Rs. 125 to Rs. 250 p.m. He suggested that the workers should be categorised as follows :—

Skilled.—Corrugation Machine Operator, Rotary Machine Operator, Creasing and Cutting Machine Operator, Punching Machine Operator and stitching Machine Operator.

Semi-skilled.—Slotting Machine Operator and Pasting Machine Operator.

Unskilled.—All helpers.

He further suggested that the State should be divided into following zones :—

Zone No. 1.—Bombay Municipal Corporation area including Thane and Kalyan.

Zone No. II—All Municipal Corporation limits excluding the places included in Zone No. I above.

Zone No. III—Rest of the areas not included in Zone No. I and II above.

The employer was in favour of giving special allowance in addition to the minimum rates of wages. He said that this would compensate the rise or fall in the prices of the commodities.

MIRAJ CENTRE

There was only one Unit at Miraj where boxes for packing shoes were manufactured. The employer suggested the following categorization of workers and wages :—

	Rs.
<i>Skilled</i> .—Foreman, Jobbers and Corrugation Machine Operators.	300 p.m.
<i>Semi-skilled</i> .—Stitcher, Paster, Slotting Machine Operator	.. 200 p.m.
<i>Unskilled</i> .—Helpers and other miscellaneous workers	.. 125 to 150 p.m.

The wages suggested above were all inclusive

The employer was in favour of dividing the State in different Zones.

CHAPTER V

VIEW OF THE REPRESENTATIVES OF THE WORKERS AND TRADE UNIONS

5.1. The Committee had given publicity regarding its tours and Evidence recording Sessions through the Press at all the places it visited. The Trade Unions were requested to reply to the Questionnaires, especially drafted for collecting information and suggestions from them. The Unions were also requested to submit written memoranda or to give oral evidence.

5.2. It was only at places like Bombay, Poona, Nagpur, Nasik and Sangli that the unions submitted written memoranda to the Committee. Some of the Unions also tendered oral evidence. The summary of the information collected and the views of the unions thus obtained is given below :

BOMBAY THANE CENTRE

The Sarva Shramik Sangh, Bombay stated that the Box making industry was of a recent origin. On account of the planned industrialisation, the industry received tremendous philip and that in the last two decades, the industry witnessed a phenomenal growth in the number of units as well as in the number of workmen employed. The union further said that in certain units the workers were able to get better wages through collective bargaining while the smaller units were left without any protection.

The union stated that the Industry could be very well compared to Printing Industry where the minimum wages for the lowest category at Bombay has been fixed at Rs. 95 p.m. in addition to the special allowance. The Union suggested that State of Maharashtra should be divided in three broad areas for the purpose of fixation of minimum rates of wages. The zones suggested by the Union were as under :—

Zone No. I.—Bombay City and Greater Bombay including Thane, Ambarnath and Kalyan Industrial Belt.

Zone No. II.—Nasik, Pune, Khadki, Pimpri, Kolhapur, Sangli.

Zone No. III.—Other regions in the State.

It was pointed out that Bombay City, Greater Bombay, Thane, Ambarnath, Kalyan, Dombivili and industrial belts surrounding these places are one and form a compact region. The Union, basing its statement on the views expressed by the Supreme Court, said that the capacity of the employer to pay need not be considered while prescribing the minimum rates of wages. It said that every employer must pay minimum wages to their workmen.

The union further said that any minimum wages without making provision for special allowance cannot be minimum wages. The union suggested that the present practice of calculating the special allowance on the basis of six months

average should be replaced and special allowance should be calculated every month on the basis of the Consumer Price Index Number of the previous months. The Union further suggested that the special allowance should be paid on the basis of slab system and not on a uniform basis, so that the minimum rates of wages of higher categories could be protected.

The special allowance according to the union should be on the following basis:—

Minimum Wages	Rate of special allowance per day per point rise over 156 of CPI No. 1960 series. Bombay
Up to Rs. 315	Rs. 4.40
From Rs. 315 to 468	Rs. 4.64
Rs. 468 onwards	Rs. 4.84

The Union suggested the following wage-rates for Zone No. I :

Grades	Basic wages per month	Annual increments.
Unskilled	Rs. 140	Rs. 5
Semi-skilled	Rs. 175	Rs. 7
Skilled	Rs. 225	Rs. 10
Highly skilled	Rs. 375	Rs. 15

The union said that the workers should continue to get increments till the next revision.

The special allowance should be granted by calculating the same on the basis of previous month's Index Number.

The union further suggested that the Apprenticeship period for a semi-skilled worker should be of six months duration, one year for skilled worker and two years for highly skilled worker. The compensation should be 75 per cent of the wages and special allowance fixed for the category.

As regards categorization of workers, the union suggested that the workers should be classified on the basis of job-contents. The job-contents should be skill, education, experience, strain of work, responsibility, physical and mental requirements, disagreeableness of the job, training required, hazards and fatigue.

The Cellulose Employees' Union, Bombay.—Welcomed the decision of Government of Maharashtra to fix the minimum rates of wages for the employees in this industry. The Union said that the Corrugated Box Manufacturing Industry cannot be termed as a Cottage Industry. It was suggested that the industry should be classified on the basis of sale of products and number of workers employed, into large scale units, medium scale units and small scale units. }

The union was in favour of dividing the State of Maharashtra into different zones. Following zones were suggested :—

Zone No. I.—Comprising of the entire Greater Bombay and Thane area upto Dahisar (WR) and Thane (CR).

Zone No. II.—Rest of the Maharashtra State.

The Union said that the Thane City which consists of large number of industries has the same cost of living as that of Greater Bombay area and therefore, it should be included in Zone No. I.

The Union was in favour of granting special allowance on the basis of Cost of Living Index Number.

As regards categorization of workers, the union suggested the following categorization according to skill :—

Unskilled.—Loaders, sweepers, helpers and watchmen.

Semi-skilled.—Peon, Board cutter working on manually operated equipment etc.

Skilled.—Pasting Machine operator (Paster), Punch Machine Operator, Paper sheeting, slotter, Binder and Stitching Machine Operator.

Highly skilled.—Corrugating Machine Operator and Punch Maker etc.

Supervisory/Clerical staff.—Supervisor, Cashier, Clerk, Accountant, Time-keeper, Stenographer, Typist etc.

The wages suggested by the union were as follows :—

Category	Zone No. I	Zone No. II
Supervisory/ Clerical	Rs. 325 p.m. on the basis of 800 points of cost of living Index plus Rs. 5 per 10 points exceeding 800 points of cost of Living Index.	Rs. 250 p.m. on the basis of 800 points of cost of living Index plus Rs. 3 per 10 points exceeding 800 points of cost of Living Index.
Highly skilled	Rs. 9-50 p.d. —do—	Rs. 7-10 p.d.—do—
Skilled	Rs. 9-00 p.d.—do—	Rs. 6-50 p.d.—do—
Semi-skilled	Rs. 8-50 p.d.—do—	Rs. 6-00 p.d.—do—
Unskilled	Rs. 7-50 p.d.—do—	Rs. 5-00 p.d.—do—

The union also suggested incremental scale as specified below:—

Supervisory/clerical:—Rs. 325—15—400—20—500 plus D.A.

Highly skilled :—Rs.9-00—0.40—11.50—0.50—14—00 plus D.A.

Skilled :—Rs.9.00—0.30—10.50—0.40—12.50 plus D.A.

Semi-skilled :—Rs. 8.50—0.25—9.75—0.30—11.25 plus D.A.

Unskilled :—Rs. 7.50—0.20—8.50—0.25—9.75 plus D.A.

The union further said that the fixation of piece rate wages is impracticable due to peculiar nature of work in this industry.

The union also suggested that different minimum rates of wages should be fixed depending upon the class of industry such as large scale, medium scale and small scale.

The paper, Rubber and General Workers Union,—Bombay, suggested that the committee should fix uniform minimum rates of wages for the whole of Maharashtra. It was not in favour of any zones, as according to the union, there was no variation in the Cost of Living in the small cities and towns. The union was in favour of linking the minimum rates of wages to the Cost of Living Index Number for the payment of special allowance. The Index number of nearest place should be made applicable.

The Union suggested the following minimum rates of wages inclusive of special allowance for Bombay Region:—

Highly skilled	..	Rs. 15.50 per day.
Skilled .. ..	..	Rs. 13.00 per day.
Semi-skilled .. ..	..	Rs. 11.50 per day.
Unskilled .. ..	..	Rs. 10.50 per day.

PUNE CENTRE

The Sarva Shramik Sanghatana,—Pune pointed out that according to some settlements arrived at between the unions and the managements the rates for skilled category are Rs. 345 per month, while the rates for unskilled category are Rs. 195 per month.

In the Industrial Area in which the workers are not unionised, the prevailing rates of wages are Rs. 4 to Rs. 5 per day for unskilled category and Rs. 8 to Rs. 12 per day for skilled category of workers.

The union suggested that the workers should be categorised as follows

Skilled.—Box-maker, Single Face Machine Operator.

Semi-skilled 'A'.—Stitcher.

Semi-skilled 'B'.—Paster, Cutter.

Unskilled.—Packer, Partitioner, Mazdoor, Watchman.

The union was not in favour of dividing the State into Zones, It suggested that uniform minimum rates of wages should be fixed throughout the State.

The union further suggested that the dearness allowance should be fixed at Index Number 250 as a base and Rs. 1.20 should be paid for every point rise per month over 250 Index Number.

The wages suggested by the union for the entire State were as follows :—

<i>Skilled</i>	..	Rs. 11.00 per day.	} Plus dearness allowance.
<i>Semi-skilled 'A'</i>	..	Rs. 10.00 per day.	
<i>Semi-skilled 'B'</i>	..	Rs. 9.00 per day.	
<i>Unskilled</i>	..	Rs. 8.00 per day.	

NASIK CENTRE

The General Labour Union, Nasik Branch, Nasik suggested that while fixing the minimum rates of wages, the Committee should take into consideration the following points :—

- The family should be deemed to consist of five units ;
- The minimum rates of wages should be fixed as per the decisions of the 15th Labour Conference according to which need based requirements of food, clothing, housing etc. are to be taken into account.
- Wages should be linked to Cost of Living Index Number.

The entire State should be considered as one Zone. The union further suggested that it was wrong to say that the Cost of Living is cheaper in the rural areas, as the shop-keepers have to purchase commodities from the cities and have to spend on transportation with the result that the consumption articles are sold at a higher rate in the rural areas.

The union did not give any suggestion regarding fixation of minimum wages and categorisation of workers.

NAGPUR CENTRE

The General workers Union. suggested the following wages according to skill and zones:—

Category of workers.	Zone No. I			Zone No. II		Zone No. III	
	Rs.	p.m.		Rs.	p.m.	Rs.	p.m.
Skilled	500			450			400
Semi-skilled 'A'	450			400			375
Semi-skilled 'B'	325			275			230
Unskilled	275			230			205

It was suggested by the Union that the D.A. should be paid separately on the basis of Cost of Living Index Number. Though the union suggested wage-rates according to zones, it did not give any details as to what area should fall in the different zones.

SANGLI CENTRE

The Shoshit Shramik Sangh, Sangli suggested that an unskilled worker should be paid minimum rate of Rs. 500 per month. The semi-skilled workers should be paid 15 per cent more than unskilled while the skilled workers should be paid 30 per cent more than the wages of unskilled workers.

As regards zones, the union suggested that it is not advisable to have zones as the industry is situated mostly in cities and towns. However, the union suggested that if at all it is decided to divide the State into zones, there should not be more than two zones, which should be as follows:—

Zone No. I.—shall consists of all the areas falling within the limits of Municipal Corporations which would also include Greater Bombay.

Zone No. II.—shall consists of rest of the areas in the State.

CHAPTER VI

GENERAL ANALYSIS OF THE DATA COLLECTED

6.1. *Nature of ownership.*—In Bombay, of the 60 concerns contacted, more than 50 per cent were partnership concerns while nearly 1/3rd were proprietary concerns. Public Limited and Private Limited concerns were 2 and 3 respectively.

In Pune, of the 8 concerns contacted, 50 per cent were proprietary, while 25 per cent were private limited concerns. There was one partnership and one co-operative concern.

At Thane, Aurangabad and Kudal each of the concern contacted was found to be Partnership concern.

At Nasik, of the three concerns contacted, each one was either proprietary, partnership or private limited concern.

In Nagpur, of the 5 concerns contacted, except one which was proprietary concern, the rest were partnership concerns.

The only concern contacted at Chiplun was proprietary one.

At Kolhapur, of the two concerns contacted, one was partnership while the other was a proprietary concern.

6.2. *Standing of the establishments.*—In Bombay, of the 60 concerns contacted, 1/3rd of them had a standing of more than 10 years. A bulk of 25 concerns had a standing of 3 to 7 years.

In Pune, of the 8 concerns contacted, three of them had a standing of more than 10 years, while the other three had a standing of 3 to 7 years. The remaining two concerns had a standing of 7 to 10 years.

In Thane, the only concern contacted had a standing of more than 10 years, while at Nasik all the three concerns contacted had a standing up to 3 years.

In Nagpur, of the 5 concerns contacted, one had a standing of 7 to 10 years while another one had a standing up to three years. Rest were having a standing of 3 to 7 years.

The only concern contacted at Aurangabad, had a standing upto three years.

At Kolhapur, of the two concerns contacted, one had a standing of more than 10 years while another had a standing of 3 to seven years.

6.3. *Registration under factories Act/Bombay Shops and Establishments Act.*—At Bombay, of the 60 concerns contacted, half of the number of the concerns were registered under the Factories Act while the other half were registered under the Bombay Shops and Establishments Act.

In Pune, of the 8 concerns contacted, 4 were registered under the Factories Act. Of the remaining 4 concerns, three were registered under the Bombay Shops and Establishments Act while one was not registered under either of the Acts.

All the concerns which were contacted at Thane, Nasik, Aurangabad and Kudal were registered under the Factories Act.

In Nagpur of the 5 concerns contacted, three were registered under the Factories Act while the rest were registered under Bombay Shops and Establishments Act.

The only concern contacted at Chiplun, was not registered under either of the Acts.

In Kolhapur, of the two concerns contacted, one was registered under the Factories Act while the other was registered under the Bombay Shops and Establishments Act.

6.4. *Permanency.*—Of the 1,303 employees employed in the 60 concerns contacted at Bombay, as many as 1,120 employees were permanent.

Nearly 50 per cent of the employees employed in 60 concerns belonged to the category of helpers. The other important category was that of Machine Operators who constituted 25 per cent of the total employment.

In Pune, of the total employment of 57 employees in 8 concerns contacted, as many as 51 were permanent.

Nearly 50 per cent of the total employees in these concerns belonged to the category of helpers. The other important category of workers was that of skilled workers which constituted about 1/6th of the total employment.

6.5. *Payment of dearness allowance.*—In Bombay, of the 60 concerns contacted, in as many as 54 concerns no separate dearness allowance was being paid to the employees. Only three concerns were paying separate dearness allowance as per Index Number. The remaining three were paying dearness allowance at a flat rate.

In Pune, of the 8 concerns contacted, in 5 concerns no separate dearness allowance was being paid to the employees. In only two concerns dearness allowance was being paid on the basis of the Cost of Living Index Number. In the remaining one concern dearness allowance was paid at a flat rate.

At the rest of the places it was noticed that no separate dearness allowance was being paid to the employees.

CHAPTER VII

PRINCIPLES OF WAGE FIXATION AND APPROACH TO THE PROBLEM

7.1. *Concept of Minimum Wage.*—The concept of minimum wage finds its place in one of the resolutions passed by the Minimum Wages Fixing Machinery in its convention held in Geneva in 1928. The resolution passed in that Convention was embodied in the International Labour Code. Setting up of Minimum Wage Fixing Machinery was prescribed by that Convention in industries in which “no arrangements exist for effective regulation of wages by collective agreement or otherwise and the wages are exceptionally low.” To give effect to the resolution of the Convention and to prevent exploitation of labour, legislation was passed for fixation of minimum wages in several countries.

In India, an enactment specifically providing for fixation of minimum rates of wages was, for the first time passed in 1948. This was the “Minimum Wages Act, 1948”.

7.2. The concept of Minimum Wages has not been defined by the Minimum Wages Act, 1948. The Committee on Fair Wages appointed by Central Government in 1948 said, “the Minimum Wage must provide not merely for the bare sustenance of life but also for preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities.”

7.3. The observations of the Supreme Court on Minimum Wages are :—

“No industry has a right to exist unless it is able to pay its workmen atleast a bare minimum wage. It is quite likely that in under developed Countries, where unemployment prevails on a large scale, unorganised labour may be available on starvation wages; but the employment of labour on starvation wages cannot be encouraged or favoured in a modern democratic welfare State. If an employer cannot maintain his enterprise without cutting down the wages of his employees below a bare subsistence or Minimum Wage, he should have no right to conduct his enterprise on such terms.”

7.4. The Wage Fixation Committees usually take into consideration the different levels of wages viz. Minimum Wage, Living Wage, Fair Wage and Need Based Wage.

(a) *Minimum Wage.*—Besides the observations of Fair Wage Committee, as stated above, the Supreme Court while delivering the judgement in the case of *Express News Papers v. Union of India*, has observed that the minimum wages from a lower limit of wages. The minimum wage provides a floor below which the wages should not be allowed to fall.

The International Labour Organization had appointed an Expert Committee to study the problems of developing economies including problems of minimum wage fixation. This Expert Committee has indicated that following criteria should be kept in mind while fixing wages :—

- (i) Workers' need.
- (ii) Employers' capacity to pay.
- (iii) Wages or income prevailing elsewhere in the Country.
- (iv) Requirements of economic development.

The National Commission on Labour had also made a study about the calculation of the quantum of monetary wage required to meet the expenditure on minimum needs as envisaged by the 15th Indian Labour Conference. It found that at 1963 price level the minimum need based wage at Bombay would be Rs. 210.80 p.m., at Sholapur Rs. 169.83 p.m. and at Nagpur Rs. 180.28 p.m. in the State of Maharashtra.

(b) *Living Wage*.—According to the Committee on Fair Wage, Living Wage represents a standard of living which provides not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comfort including education of children, protection against ill health, requirements of essential social needs and some insurance against the more important misfortunes.

(c) *Fair Wage*.—The Committee on Fair Wage has stated that Fair Wage represents a standard of living, mid-way between the Living Wage and Minimum Wage. The lower limit of Fair Wage must obviously be the minimum wage, while the upper limit is set by the capacity of the industry to pay.

(d) *Need Based Wage*.—The 15th Indian Labour Conference after taking into consideration the various factors, expressed its views that the need based minimum wage should ensure minimum human needs of an industrial worker irrespective of any other consideration. The Conference fixed norms on the basis of three consumption units in a standard working class family consisting of one earner. The norms laid down for fixing the need based minimum wage as per recommendations of Dr. Aykroyd were for (1) minimum food requirements, (2) minimum clothing requirements, (3) minimum housing, and (4) minimum fuel and other miscellaneous items.

As there was a difference of opinion in respect of the norms to be accepted for the purposes of computing need based minimum wage, none of the Committees have thought it fit to recommend the need based minimum wage.

7.5. *Compromise Minimum Wage Approach*.—This Committee is concerned with the task of fixing statutory minimum wages which may consist of all inclusive rate or the basic rate of wages with special allowance to be adjusted according to the variation in the cost of living Index Number. The Committee

has noted the pronouncements of the judicial authorities and the recommendations of the statutory bodies while recommending the minimum wages. The Committee appreciates the need for a reasonable wage which would, as far as possible compare theoretically conceived need-based minimum set down in the norms. The Committee has taken into consideration the needs of labour, the need of the industry to survive and progress in a competitive economy which goes to help the development of the national economy.

The Committee has particularly kept in mind the principle of "growth with stability and social justice". The Committee is aware of what Justice Higin has emphasised when he says, "worker is a member of a civilized community having certain normal needs".

The compromise approach is, therefore, based on two considerations; firstly the statutory fixed minimum wage should not be equated with the subsistence wage which would enable the worker to meet bare animal needs; and the other is that the minimum wage should be close to the need based minimum wage as laid down by the norms, to the extent practicable.

RECOMMENDATIONS

The Committee has taken into consideration various memoranda submitted by the Organisations of the employers, employees and their trade unions as well as the views expressed by them during the evidence recording sessions and also during the spot visits of the Committee. The data collected through the Questionnaires canvassed by the Labour Investigators has also been studied. The Committee has also taken into consideration the prevailing wage level in this industry at the various centres and has also noted the minimum rates of wages fixed in the comparative Scheduled Employments. The Committee has studied the basis adopted by the previous Committees regarding formation of zones. The Committee has also noted the difference in the Cost of Living prevailing at different places. On going through the data collected and also on studying the various operations during the spot visits, the Committee noted that the skill required for performing different types of jobs, differed. After making a thorough study of the data thus collected, the Committee arrived at unanimous decisions and accordingly the Committee is pleased to make the following recommendations :—

(1) Formation of zones

The Zones should be as follows :—

Zone No. I.—Areas within the limits of the Municipal Corporation of Greater Bombay and those within the Municipal limits of Thane, Dombivili, Kalyan, Ulhasnagar and Ambernath and those within the limits of Majiwada, Balkum, Mohone, Wadivili Village Panchayats, Thane-Belapur area and also areas falling within the site designated as New Bombay and Maharashtra Industrial Development Corporation of Thane, Dombivili and Ambernath.

Zone No. II.—The areas within the Municipal Corporation except areas covered in Zone No. I Municipal Council or the Cantonment limits and Maharashtra Industrial Development Corporation areas, as the case may be, of Pune, Solapur, Kolhapur, Nagpur, Nasik, Nasik-Road, Deolali, Deolali Cantonment, Nasik M.I.D.C. area, Pimpri, Chinchwad, Kirkee, Dehu-Road, Dhapoli, Lonavala, Nagpur M.I.D.C. area, Kamptee and Kampte Cantonment, Aurangabad, Aurangabad M.I.D.C. and Aurangabad Cantonment Area.

Zone No. III.—All the areas in the State of Maharashtra not included in Zone No. I and Zone No. II above.

(2) Categorization of Employees According to Skill

The employees employed in this employment should be categorized as under :—

(a) *Skilled Category*

(1) Corrugation Machine Operator.

- (2) Punch Maker.
- (3) Setter.
- (4) Foreman.
- (5) Punch Maker cum Operator.
- (6) Printing Machine Operator.
- (7) Employees by whatever name called but doing work of the nature done by persons falling under this category.

(b) Semi-Skilled Category

- (1) Stitching Machine Operator.
- (2) Pasting Machine Operator.
- (3) Cutting Machine Operator (Power operated).
- (4) Rotary Machine Operator.
- (5) Slotting Machine Operator.
- (6) Binding Machine Operator.
- (7) Punch Machine Operator.
- (8) Creasing and Bending Machine Operator.
- (9) Employees by whatever name called but doing work of the nature done by persons falling under this category.

(c) Unskilled Category

- (1) Loaders
- (2) Feeders.
- (3) Helpers.
- (4) Packers.
- (5) Partition Assemblers.
- (6) Hand-Brush Pastors.
- (7) Cleaners.
- (8) Paper and Board Cutter (Hand operated).
- (9) Employees by whatever name called but doing work of the nature done by persons falling under this category.

(d) Clerical Supervisory and other staff

- (1) Stenographer.
- (2) Supervisor.
- (3) Time-keeper.
- (4) Store-keeper.
- (5) Accountant.
- (6) Cashier.
- (7) Typist.
- (8) Clerk.
- (9) Assistant Supervisor.
- (10) Peon.
- (11) Watchman.
- (12) Driver Heavy Vehicle.
- (13) Driver Light Vehicle.

(3) Basic Minimum Rates of Wages

The basic minimum rates of Wages should be as follows :—

Category of employees	Zone No.	Zone No.	Zone No.
	I	II	III
	Rs.	Rs.	Rs.
	per month	per month	per month
Skilled	230.00	195.00	180.00
Semi-skilled	190.00	160.00	145.00
Un-skilled	150.00	125.00	115.00
<i>Clerical, Supervisory and other Staff</i>			
Stenographer, Supervisor, Time-keeper, Store-keeper, Accountant, Cashier.	230.00	195.00	180.00
Typist, Clerk	215.00	180.00	165.00
Assistant Supervisor	210.00	175.00	160.00
Driver Heavy Vehicle	230.00	195.00	180.00
Driver Light Vehicle	220.00	185.00	170.00
Peon, Watchman	150.00	125.00	115.00

(4) Provision for Special Allowance

Having regard to the rise in prices of the essential commodities and with a view to compensate the employees for the increase in the Cost of Living, the Committee in addition to the basic minimum rates of wages as recommended above, further recommends that the basic minimum rates of wages should be linked to the Consumer Price Index Number and that the employees be paid Cost of Living Allowance as provided under the Minimum Wages Act. This Cost of Living Allowance should be calculated as follows :—

The Cost of Living Allowance will be ascertained on the rise of every point over 258 of Bombay Index Number (New Series). The rate of such Cost of Living Allowance for every point rise should be at Re. 1.50 per month payable to the employees in Zone No. I and Zone No. II. The Cost of Living Allowance for the employees in Zone No. III for every point rise shall be calculated at Re. 1/— per month.

This one point rise over Index Number 258 Bombay (New Series) should be calculated in the corresponding figures of the Consumer Price Index Number in Zone No. II and Zone No. III as the case may be.

The Competent Authority appointed by the Government of Maharashtra shall, after the expiry of every six months, commencing on the first day of January and first day of July, calculate the average of the Cost of Living Index Number applicable to the employees in Zone No. I, Zone No. II and Zone No. III for those six months and ascertain the rise of such average as referred to above in accordance with the provisions of the Minimum Wages Act.

The Cost of Living Allowance computed as aforesaid shall be declared by the Competent Authority by Notification in the Official Gazette in the last week of July when such allowance is payable for each of the months of July to December; and at the last week of January when such allowance is payable for each of the months of January to June:

Provided that the Competent Authority shall declare the Cost of Living Allowance payable in respect of the period from the date of fixation of the rates of minimum wages to the end of June or December, as the case may be, immediately after the said date with effect from which the minimum rates or wages are fixed.

(5) Residuary provisions

(a) The minimum rates of wages payable to an apprentice shall be 75 per cent of the minimum rates of wages fixed for the class in which he is employed. The maximum aggregate period for apprentices in semi-skilled category shall be of six months and for apprentices in skilled category shall be one year.

(b) The minimum rates of wages payable to an adolescent shall be 80 per cent of the minimum rates of wages fixed for the class in which he is employed.

(c) The minimum rates of wages payable to a child shall be 60 per cent of the minimum rates of wages fixed for the class in which he is employed.

(d) The employees employed on daily wages shall be paid at the rate of monthly wages payable to the class in which the employees fall, divided by twenty six. The quotient so arrived should be stepped up to next nearest paise for calculation of daily wage-rate.

ACKNOWLEDGEMENT

In the first instance the Chairman, Member-Secretary and the Members of the Committee are thankful to the Government for granting extension of time limit, whenever requested, for the submission of this report.

The Committee is also grateful to the employers, their associations, to the employees and their trade unions for extending co-operation to the Committee and for expressing their views and suggestions which have greatly helped the Committee in forming their opinion and submitting the recommendations to the Government.

The Chairman of the Committee is grateful to all the Members of the Committee for their ungrudging co-operation and valuable guidance given to the Committee through out its tenure. Without their whole-hearted co-operation and spirit of accommodation it would not have been possible for the Committee to bring out an unanimous report.

All the Members of the Committee are also grateful to the Chairman Shri D.N. Metkar, M. L. A., Amravati for his valuable guidance during the meetings of the Committee.

The Committee is also grateful to the Commissioner of Labour, Bombay, Deputy Commissioner of Labour, Nagpur and the Deputy Commissioner of Labour, Poona for making available the services of the Labour Investigators for collection of data required by the Committee. The Committee is particularly thankful to the Deputy Commissioner of Labour, Nagpur for making available the services of the Stenographer and the other staff for the work and assistance to the Committee. The Committee also thanks the Assistant Commissioners of Labour and the Government Labour Officers and shop Inspectors for their help and co-operation at the various places where the Committee visited and held its meetings.

Thanks are also due to the Labour Investigators of Bombay, Poona, Nagpur and Kolhapur for helping the Committee by collecting and tabulating the information required by the Committee.

The Chairman and the Members of the Committee are pleased to place on record their high appreciation of the Assistance rendered by Shri M. A. Quraishi, Assistant Commissioner of Labour and Member-Secretary of the Committee in arranging meetings and tours of the Committee, and in making available all the help that was needed by the Committee during its deliberations.

The Committee is thankful to Shri S. K. Kesarwani, Stenographer for his untiring and sincere assistance during every stage of the work of the Committee.

D. N. METKAR, M.L.A.
Chairman

MADHOOKANT K. SHAH,
Member

ANANT M. KALE,
Member

Haidar CHOONAWALA,
Member

M. B. BIDKAR,
Member

ANUPKUMAR RAI,
Member

M. G. MOHITE,
Member

M. A. QURAIHI,
Member-Secretary

Bombay :

Dated : 28th April 1977

ANNEXURES

ANNEXURE - ' A '

Minimum Wages Act, 1948

Appointment of a Committee under the—

GOVERNMENT OF MAHARASHTRA

Industries and Labour Department

Resolution No. MWA. 5275/106371/Lab-III-A

Sachivalya, Bombay 400 032, dated the 24th June 1975.

RESOLUTION

In pursuance of Clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), and in supercession of Government Resolution, Industries and Labour Department No. MWA-5271/154611-Lab-III-A, dated the 6th August 1974, the Government of Maharashtra hereby appoints the Committee as shown in the annexure to the Resolution, to hold enquiries into the conditions prevailing in the employment in manufacture of containers and or boxes from paper/and/or card-board and/or strawboard in the state of Maharashtra and to advise Government in the matter of fixation of minimum rates of wages in the said employment.

2. Shri. M. A. Qureshi, Assistant Commissioner of Labour, Akola should be appointed as Member-Secretary of the Committee in addition to his own duties.

3. The Committee should submit its detailed report to Government in the matter within six months from the date of this Resolution.

4. The non-official Members of the Committee shall be paid 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 Vol. II as amended from time to time. The local members of the Committee shall be allowed to draw actual conveyance charges limited to Rs. 5 for every day of the meeting of the said Committee.

5. The non-official members of the Committee who are members of the Legislative Assembly/Council shall be granted travelling allowance and daily allowance in accordance with the Government Resolution, Finance Department No. TRA. 1470/131-XVIII, dated the 27th January 1971.

6. Shri. M. A. Qureshi, the Member-Secretary of the Committee should be the controlling authority in respect of the travelling allowance bills of the non-official Members of the Committee.

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

8. The Expenditure should be debited to the Budget Head " 287-Labour and Employment A-Labour-(b) Industrial Relations-(b) IV Special Committee for enquiry " Demand No. 122 and met from the grants sanctioned thereunder.

9. This Resolution issues with the concurrence of the Finance Department *vide* that Department un-official reference No. 686/75-S-3, dated the 17th June, 1975.

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

(Signed)

(S. D. SULE),

Section officer,
Government of Maharashtra.

Annexure to Government Resolution, Industries and Labour Department No. MWA. 5275/106371/Lab. III-A, dated the 24th June, 1975.

Chairman

Shri D. N. Metkar, M.L.A.,
Congress Nagar,
Amravati.

Members

(a) *Representatives of employers :*

- (1) Shri Madhookant K. Shah,
President,
Western India Corrugated Box Manufacturers Association,
1, Sarvodaya Industrial Estate, Mahakali Road,
Andheri (East), *Bombay - 400 093.*
- (2) Shri G. M. Patwardhan,
Proprietor,
Fine Packing Material Co. Ltd.,
H-Block, M.I.D.C. Chinchwad,
Poona - 19.
- (3) Shri Anupkumar Rai,
Proprietor,
Hindustan Packers, 87, Central Avenue, Gandhibag,
Nagpur, District - Nagpur.

(b) *Representatives of Employees :—*

- (1) Shri Anant M. Kale,
Secretary,
Chemical Mazdoor Sabha (HMS),
115, Satyagri Sadan, Dadasaheb Phalke Road,
Dadar, *Bombay - 400 014.*
- (2) Shri M. B. Bidkar,
General Secretary,
Pimpri-Chinchwad General Kamgar Sangh (INTUC)
29/239, Sant Tukaram Nagar (Vallabh Nagar),
Pimpri, *Poona - 18.*
- (3) Shri M. G. Mohite,
Vice-President,
Rashtriya General Workers Union (INTUC),
Gujarwada, Kothi Road,
Maha Nagpur - 2.

Minimum Wages Act, 1948

Appointment of a Committee under the for
employment in manufacture of Containers
and/or Boxes from Paper and/or Card-
board and/or Straw Board.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 5275/306-LAB. 7

Sachivalaya, Bombay - 32 dated the 5th August, 1976

Read.—Government Resolution, Industries and Labour Department, No. MWA. 5275/106371-LAB. III-A, dated the 24th June, 1975.

Letter No. CL/MWA/MBC.1176-M, dated the 7th July 1976, from the Commissioner of Labour, Bombay.

RESOLUTION

In partial modification of Government Resolution, Industries and Labour Department No. MWA. 5275/10671-LAB. III-A, dated the 24th June 1975, the Government of Maharashtra is pleased to state that the Committee appointed under the Minimum Wages Act, 1948 should hold enquiries into the conditions prevailing in employment in manufacture of containers and/or boxes and/or Parcel shirts and/or Corrugated sheets and/or Cartons from Paper and/or Card-board and/or Straw boards and/or white Duplex Board and/or Grey Coloured Mill Board and/or Grey Coloured Grey Board and/or Grey Coloured Solid Board in the State of Maharashtra and to advise Government in the matter of fixation of minimum rates of wages in the said employment.

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

(Signed)

(K. A. PEDNEKAR)

Section Officer,
Government of Maharashtra.

ANNEXURE ' B '

Minimum Wages Act, 1948,
Appointment of a Committee under—
for employment in manufacture of Containers
and/or Boxes from Paper and/or Card-
Board and/or Straw Board.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Corrigendum No. MWA. 5275/306-LAB. 7

Sachivalaya, Bombay-32, dated the 5th August 1976

Read.—Government Resolution, Industries and Labour Department, No. MWA. 8275/106371-LAB-III-A, dated the 24th June 1975.

Reference.—Letter No. DY.CL./G/-MWC/Container.20553, dated the 30th June, 1976, from the Deputy Commissioner of Labour, Nagpur.

CORRIGENDUM

In Government Resolution, Industries and Labour Department No. MWA. 5275/106371-Lab-III-A, dated the 24th June 1975, in paragraph 2, for the words " Shri M. A. Qureshi,, Assistant Commissioner of Labour, Akola " the following words shall be substituted *viz.* " Shri M. A. Qureshi, Assistant Commissioner of Labour, Nagpur ".

By order and in the name of the Governor) Maharashtra

(Signed)

(K. A. PEDNEKAR),
Section Officer,
Government of Maharashtra.

ANNEXURE ' C '

Minimum Wages Act, 1948

Appointment of the Committee under the—

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 5275/306/Lab. 7

Sachivalaya, Bombay-400 032, dated the 6th October 1976

Read.—Government Resolution, Industries and Labour Department No. MWA 5275/106371-Lab. III-A, dated the 24th June, 1975 from the Commissioner of Labour, Bombay.

Reference.—Letter No. CL/MWA.1076/MWC/Containers/M, dated the 3rd September, 1976 from the Commissioner of Labour, Bombay.

RESOLUTION

Shri G. M. Patwardhan, Proprietor, Fine Packing Material Company Limited, H-Block, M.I.D.C. Chinchwad, Poona-19, who was appointed as a Member Representing employers on the Committee appointed under Government Resolution, Industries and Labour Department No. MWA 5275/106371/Lab.III-A, dated the 24th June 1975 to hold enquiries into the conditions prevailing in the employment in manufacturing of Containers and/or boxes from Paper and/or cardboard and/or Strawboard in the State of Maharashtra and to advise Government in the matter of fixation of the minimum rates of wages in respect of the said employment has tendered his resignation as employers' representative of the said Committee. Government is, therefore, pleased to appoint Shri Haidar A. Choonawala, C/o Deccan Paper Manufacturing Company, 8/31, Bombay-Poona Road, Dapodi, Poona-12, as Member representing employers in his place.

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

(Signed)

(K. A. PEDNEKAR,)

Section Officer,
Government of Maharashtra.

ANNEXURE 'D'

Confidential

**MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN MANUFACTURE
OF CONTAINERS AND/OR BOXES FROM PAPER AND/OR CARDBOARD
AND/OR STRAWBOARD IN MAHARASHTRA STATE**

QUESTIONNAIRE • 'A'

(For employers of establishments)

- Note.*—(1) Please tick-mark the items applicable to the establishment.
(2) Please attach separate sheets, wherever necessary.

(A) IDENTIFICATION PARTICULARS :

1. Name and address of the establishment and Telephone No. if any.
2. Are you a member of any Association ? If so, please give the name and address of the same.
3. Nature of Ownership. Proprietary/Partnership/Public Limited/
Private Limited/Co-operative Society.
4. Standing of the Establishment .. (a) Upto 3 years/Above 3 but upto 7 years/
(i.e. when established and registra- Above 7 but upto 10 years/ more than
tion). .. 10 years.
(b) Registered under the Factories Act/
Bombay Shops and Establishments Act.
5. What is manufactured in the esta- (a) Containers from Paper/ Cardboard/
blishment .. Strawboard.
(b) Boxes from Paper/Cardboard/Straw-
Board.
(c) Any other item, please specify.
6. Total number of employees *Male* *Female*

(B) EMPLOYMENT PATTERN OF WORKERS :
(Attach separate sheet)

1. Tradewise distribution : Trade or Permanent Temporary Other such
Occupation. as Casual,
Badli,
Trainees
etc.
-
- (a) Factory side Operator
Fitter
Supervisor
Helper
.....
- (b) Office side Superintendent
Head-Clerk
Assistant
Clerk
Peon
.....

2. According to you how would you classify the above occupations broadly.
- (a) Skilled
(b) Semi-skilled
(c) Unskilled.
(d) Highly skilled
(e) Any other
- Occupations covered.*

3. Employment :
- | | Ist shift. | IInd shift. | IIIrd shift. |
|-------------------------|------------|-------------|--------------|
| (a) Male— Adults | | | |
| Adolescents | | | |
| Child | | | |
| (b) Female—Adults | | | |
| Adolescents | | | |
| Child | | | |

4. Contract Labour. (If employed)
- | | Nature of work. | No. of workmen employed | System/rate of payment |
|-----|-----------------|-------------------------|------------------------|
| (a) | | | |
| (b) | | | |
| (c) | | | |
| (d) | | | |
| (e) | | | |

(C) WAGE STRUCTURE :
(Please attach separate sheet)

	Monthly rated			Daily rated				Piece-rated.			
Occupation	Present rate/basic or consolidated	If incremental payscale available please specify	No of workers employed	(1)	(2)	(3)	(4)	(1)	(2)	(3)	(4)
(a)											
(b)											
(c)											
(d)											

- (a)
(b)
(c)
(d)
2. Allowances, if any (Please mention the amount)
- | | Separate dearness allowance | Other allowances, if any, please specify |
|--|---|--|
| 3. How the present wages happened to be fixed. | Collective bargaining/ Conciliation/Settlement/Award of Tribunal or Arbitration/ Any other way (to be specified). | |

(D) OTHER BENEFITS :

1. Whether payment of Gratuity Act is applicable to your Establishment ? Yes/No.
2. If not, any scheme of Gratuity implemented by you. Yes/No If yes, what is the rate ? Give details.
3. Payment of Gratuity Act though applicable, any better scheme is implemented by you ? Yes/No. If yes, what is the rate ? Give details.
4. Is there any pension Scheme ? .. Yes/No. If yes, what is the rate ?

5. Is there any provisions for Provident Fund ? Yes/No If yes, as per Act/any other Scheme (Please specify).
6. Any other retirement benefits .. Yes/No. (Please specify, if yes).
7. Do you pay any type of bonus ? .. Yes/No. If yes, mention the rate :
- (a) Bonus as per Bonus Act @ %.....
- (b) Ex-gratia Payment @ %.....
- (c) Production Bonus @ %.....
- (d) Incentive Bonus @ %.....
- (e) Any other type please mention @ %.....

(E) WORKING CONDITIONS :

1. *Hours of work :*
- (a) Are you observing statutory hours of work ? Yes/No.
- (b) If over-time is done, what is the rate of over-time payment ? Statutory/any other better rate, please specify.
2. *Weekly off, Holidays and Leave facilities :*
- (a) Whether weekly off is given ? .. Paid/Unpaid.
- (b) How many paid holidays or festival Holidays are given ? Nil/Less than 5/5-10/More than 10.
- (c) Privilege / earned / Annual leave with pay per year ? (1) As per Factories Act.
(2) As per Bombay Shops and Establishments Act.
(3) Any other way, please specify.
- (d) Paid casual leave ? .. Nil/Less than 5/5- 10/ More than 10.
- (e) Any paid sick leave ? .. Nil/as per Employees State Insurance Scheme/Other, please specify the days ..
- (f) Any other type of paid leave .. Please specify the type and days
- (g) Any leave without pay in a year? Please specify the No. of days.
3. *Uniforms :*
- (a) Do you provide Uniforms ? .. Yes/No.
If yes, categories of workers.
.....
If yes, No. of sets per year
- (b) If yes, any washing allowance ? Nil/Less than Rs. 5/5-10/More than 10/
Washed at Company's cost/Soap provided for washing uniforms.
4. *Medical Facility :*
- (a) Is there a dispensary in your factory for workers ? Yes/No.
- (b) Is there any provision for medical reimbursement ? Yes/No
If yes, specify the extent
- (c) Facilities other than Employees State Insurance Scheme ? Please specify
- (d) By other medical facility .. Please specify

5. *Other Facilities :*

- (a) Whether quarters are provided to the workers? Yes/No.
- (b) If yes, what is the rent charges? .. Rent Free/Flat rate of Rs. per cent of basic/Consolidated pay.
- (c) If no, any house rent allowance? .. Nil/Flat rate of Rs. per cent
- (d) Any recoverable advance like Festival advance, Marriage advance etc.? Yes/No.
If yes, Please specify
- (e) Any welfare facility e.g. sports, education aid, Tea, waiting room, recreation club etc. Please specify hereunder.
.....
.....
6. Transport facility provided by the Company (i) Conveyance allowance Rs.
(ii) Company's bus Yes/No.
Free/Charged Rs.
(iii) No facility.

(F) ABOUT BUSINESS ESTABLISHMENT :

1. Capital Investment (in Rs.) .. (1) Less than one lakh/between one lakh and 5 lakhs/Above 5 lakhs but up to 10 lakhs/Above 10 lakhs but up to 25 lakhs/Above 25 lakhs but up to 50 lakhs/More than 50 lakhs.
2. Gross profit (Average for the last three years) .. (2) Less than Rs. 25,000/Between 25,000 and 50,000/Above 50,000 but upto one lakh/Above 1 lakh but upto 10 lakhs/Above 10 lakhs but upto 25 lakhs/More than 25 lakhs.
3. Production (in Rs.) (Average for the last three years) .. (3) Less than one lakh/Between one lakh and 5 lakhs/Above 5 lakhs but upto 10 lakhs/Above 10 lakhs but upto 30 lakhs/Above 50 lakhs but upto one crore/More than one crore.
4. Sale Proceeds (Average for the last three years) .. (4) Less than 50,000/Between 50,000 and/ 1 lakh/Above 1 lakh but upto 5 lakhs Above 5 lakhs but upto 10 lakhs Above 10 lakhs but upto 50 lakhs/ Above 50 lakhs but upto one crore More/than one crore.
5. Total Annual Wage-bill (Average for the last three years.) .. (5) Please specify.

PLACEB :

Signature of Investigator.

DATE :

EMPLOYERS' SUGGESTIONS

1. Do you think the present pay of your workers calls for a revision ? Yes/No (Please justify).
2. What would be the minimum wages for different categories of workers ?

<i>Skilled</i>	<i>Semi-skilled</i>	<i>Unskilled</i>
.....
.....

You may write here minimum wage for any special category separately.
3. Would you suggest linking up of wages with production ? Yes/No (If yes, how ?)
(Please attach separate sheet)
4. Would you favour linking up of wages with cost of living index ? And at what index number ? Yes/No (Please give reasons).
5. Would you suggest piece-rates should be recommended by the Committee ? Yes/No (Please give reasons for its feasibility).
6. Any other information which might be useful to the Committee in recommending minimum wages to Government (Please attach separate sheet, if required).

Place :

Date :

Signature of Investigator

ANNEXURE ' E '

Confidential

**MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN MANUFACTURE OF
CONTAINERS AND/OR BOXES FROM PAPER AND/OR CARDBOARD
AND/OR STRAWBORD IN MAHARASHTRA STATE**

QUESTIONNAIRE ' B '

(For Employers' Associations and Employees Trade Unions)

NOTE : Please attach separate sheets to incorporate suggestions.

1. Name, address and Telephone No. if any.
2. Whether your activities are restricted to the industry in question ? Yes/No (If no, please mention other industries also).
3. To your knowledge, what are the wages to the workers in this industry obtained through settlements/Awards/Collective bargaining/Any other mode (for different categories of skills).
4. Would you like to have zones for recommending minimum wages ? Yes/No (with justification).
If yes, on what basis ? Population/Region/any other to be specified.
5. According to you, what should be the basic needs of employees' to be covered for fixing Minimum Wages.
6. Do you favour consolidated minimum wage (i.e.) inclusive of dearness allowance) or separate dearness allowance linked to Cost of Living Index.
7. How would you classify the workers ? (Please mention the occupation to be included in the above categories). Skilled Semi-skilled Un-skilled Any other
8. According to you, what should be the minimum rates of wages for different categories of workers ?
9. Do you favour incremental wage-scales ? If yes, please give details of the scales of pay for different categories of workers.
10. Are there any category of workers justifying piece-rate wages ? If yes, what are those categories and what should be the piece-rate ?
11. Any other suggestions which might be useful in recommending minimum wages to Government.

Place :

Signature of Investigator

Date :