

REPORT

OF

**THE MINIMUM WAGES
(REVISION) COMMITTEE**

FOR

EMPLOYMENT IN

Bricks or Roof Tiles (Terra Cotta or Earthen)

MANUFACTORY

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B. S. PATIL
Member-Secretary

C. L. GUPTA
Chairman

THE COMMITTEE

Chairman :

Shri Chhedilal Gupta

Members :

Shri E. C. D'souza.

Shri G. R. Pashankar.

Shri Mushtaq Ahmed.

Shri S. H. Sharma.

Shri Narsi Bhima Prajapati.

Shri G. M. Khode.

Shri B. R. Hatle.

Shri Sampat Mukaji Ramteke.

Shri Vithal Kamble.

Shri Moolji Walji Sorathia.

Member-Secretary :

Shri B. S. Patil

Assistant Commissioner of Labour.

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REPORT OF THE MINIMUM WAGES (REVISION) COMMITTEE FOR EMPLOYMENT IN BRICKS OR ROOF TILES (TERRA COTTA OR EARTH) MANUFACTORY.

CHAPTER I

INTRODUCTION

1.1. *Constitution of the Committee.*—Minimum rates of wages were fixed in the employment in Brick or roof-tiles manufactory for the first time in 1969. With a view to revising the said rates of minimum wages in the said employment, the Government of Maharashtra appointed a Committee, under the Minimum Wages Act, 1948, on 5th February 1975. The composition of the Committee is given in Government Resolution of 5th February 1975, reproduced in Annexure-A to this report.

1.2. *Terms of Reference.*—Terms of reference to the Committee were : (a) to hold enquiries into the conditions prevailing in the employment in brick or roof-tiles (Terra Cotta or earthen) manufactory and (b) to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notification, Industries and Labour Department, No. MWA.-5269/156052/Lab.-III, dated 25th November 1969.

1.3. *Tenure of the Committee.*—The Committee was required to submit its report to Government within six months from 5th February 1975. Because of the seasonal character of the Industry, it was not possible for the Committee to complete the report within the said time-limit and, therefore, on request of the Committee, the Government granted extension of time upto 31st March 1976 for submission of the report, *vide* Government Resolution No. MWA.-5274/122340/Lab.-III-A, dated 10th July 1975, which was further extended upto 30th June 1976 *vide* Government Resolution No. MWA.-5274/530-Lab.-7, dated 9th April 1976.

Shri R. B. Chourasia, Assistant Commissioner of Labour, Nagpur, was appointed as Member-Secretary of the Committee, in addition to his own duties ; but consequent on his transfer from Nagpur, Shri B. S. Patil, Assistant Commissioner of Labour, Nagpur, was appointed as Member-Secretary of the Committee, in addition to his own duties, in place of Shri R. B. Chourasia *vide* Government Resolution No. MWA.-5274/1624/Lab.-5, dated 14th, August 1975.

1.4. *Method of enquiry.*—Since the Committee was entrusted with the job of advising Government in the matter of revision of minimum rates of wages in the said Scheduled employment after studying the conditions prevailing in the said employment, establishments/factories in this employment in Maharashtra were first located and their list prepared. It was then necessary to collect the statistical information from the employers, pertaining to the conditions of employment and other relevant matters within the scope of the work of the

Committee. For this purpose, the following Four steps were taken by the Committee :—

(a) It was decided to pay on-the-spot visits to the establishments in the employment. This method proved very effective and useful by which the Committee could meet the employers and their employees, could study for itself the conditions of employment directly through detailed interviews with the employers and employees.

(b) Investigators of the Labour Commissioner's Office were also pressed into service for collecting the necessary information directly from employers.

(c) During the study tours of the Committee evidence recording sessions were also held, providing opportunity to the employers and employees or their organisations and other interested persons to submit their views on the subject, to the Committee.

(d) The fourth method adopted by the Committee was that a Press Note was issued through the Director of Publicity inviting suggestions from employers, employees or their organisations and the interested persons in the matter of revision of the minimum rates of wages in this employment, but, this method did not prove successful.

1.5. *Response to the enquiry.*—The Committee visited 77 establishments in Maharashtra, including 19 in Vidrbha Region, 14 in Marathwada region and 44 in Western Maharashtra and Bombay. About 231 employees were interviewed by the Committee during its spot visits, including 70 from Vidarbha, 41 from Marathwada and 120 from the rest of Maharashtra. The investigators also collected information from 15 establishments from Thane area, 10 from Bombay, 8 from Nagpur, 57 from Akola, 10 from Chandrapur and 9 from Amravati. It is interesting to note that there is no union of employees in this employment which came forward to tender evidence before the Committee. On the other hand, 45 employers were present during evidence recording sessions held at Bombay (28th November 1975), Nashik (10th January 1976), Nanded (14th January 1976), Aurangabad (12th January 1976) Pune (14th February 1976) and Chandrapur (28th March 1976).

1.6. *Meetings of the Committee.*—To transact business of the Committee, five meetings of the Committee were held at Pune (31st June 1975), Nagpur (12th June 1975), Bombay (29th November 1975), Pune (12th February 1976) and Nagpur (25th June 1976). The study-tour of the Committee was arranged at Bombay, Kalyan, Thane, Mulund, Ulhasnagar, Ambarnath, Pune, Nashik, Manmad, Aurangabad, Nanded, Daulatabad, Nagpur, Umrer, Kuhi, Kanhan, Chandrapur, Ballarpur, Amravati, Kolhapur, Solapur, Ahmadnagar, Barshi, Pandharpur, Kudal, Vengurla etc. The tour programme of the Committee was given due publicity in the local newspapers. This report is, thus, the cumulative product of the investigations so made, the evidence recorded, and the deliberations of the Committee in its final meeting.

1.7. *Thanks to all.*—The first and foremost, the Committee thanks the Deputy Commissioner of Labour, Nagpur for his ready help and co-operation

in all manners required by the Committee. Secondly, the Committee is grateful to the employers' Associations at Bombay, Kalyan, Pune and Nagpur for the co-operation they extended to the Committee during the course of spot visits in their areas. Thirdly, the Committee is indebted to various officers of the Labour Department for supplying list of establishments in the employment and for the assistance they have rendered to the committee during its tour. Fourthly, the Committee acknowledges with gratitude the information collected from the employers and employees. Fifthly, the help rendered by Shri E. C. D'Souza and Shri G. R. Pashankar, and Shri B. R. Hatle, Members of the Committee, from Bombay and Pune, has been appreciated by the Committee and the Chairman is grateful to the Members of the Committee and especially to Shri B. S. Patil, for the spirit of co-operation and valuable suggestions made by them during the course of its work. The Committee also places on record its appreciation of the services rendered by Shri M. R. Bhalerao, Stenographer, the Investigators and other members of the Staff, in the course of its work.

CHAPTER II

CONDITIONS IN THE INDUSTRY

2.1. The Committee was asked to advise Government in the matter of revision of minimum rates of wages after holding enquiries in the conditions prevailing in the employment. This Chapter, therefore, deals with the working conditions of the employees employed in this industry and also it gives the elementary knowledge of the conditions of the employers. This factual information is primarily based on the interviews of employers and employees during the spot visits to the establishments by the Members of the Committee and the information collected by the Investigators.

About Employers

2.2. Of the 108 establishments contacted by Investigators, 64·89 proprietary concerns and 32·4 per cent were partnership concerns. There were only two private limited companies whereas one was a co-operative Society. 30 Establishments were found to be registered under the Indian Factories Act, 1948, 32 under the Bombay Shops and Establishments Act, 1948 and it is surprising to note that 46 establishments were not registered at all. Similarly, out of 60 brick manufacturing employers who furnished the information about the number of workers employed by them, 23 per cent of the employers were employing about 10 employees, 11 to 50 employees were employed by 52 per cent of the employers, 51 to 100 employees were employed by 12 per cent of the employers and only 13 per cent of the employers were employing more than 100 employees.

2.3. Most of the employers have narrated their problems and difficulties similar to those mentioned in the report of the first Committee (1969). During the last 5 years cost of raw materials has considerably increased but it has been confessed by many employers that the ratio of their profit has been maintained by them. There has, however, been no change in the mode of operations in this industry since the wages were first notified. At some places, it was reported that employees were reporting in groups for work at the commencement of the season, in which case formerly Mukadams were employed to fetch the employees from distant places. Most of the employers did not speak frankly about the profits they were earning although they emphasised the point of increased cost of production. A couple of employers, however, narrated that their gross profit varied from 15 per cent to 30 per cent of their total sales. Many employers however, pointed out that in spite of advances granted to the employees they were not reporting for work to the employers from whom they have taken advances. Bad debts on account of such losses amounted to 20 per cent to 25 per cent of the total advances granted, according to the employers. The Committee noticed a very good practice, beneficial to the employees, followed by a one year old roof tiles manufactory at Adeli (Vengurla Taluq, Ratnagiri District). The employer there has opened Savings Bank accounts in the State Bank of India of almost all employees of his factory and every month at the time of payment, some amount is compulsorily deposited in the bank-account of individual employee. When the employee is in need of money or certain

purpose e.g. marriage, religious or social function etc., the employee is allowed to withdraw from his bank account. All the bank pass-books are kept in the possession of the employer.

About Employees

2.4. In Bombay-Kalyan area most of the labour is from Gujrat State. When questioned by the Committee about employing the local labour in conformity with Maharashtra Government's policy, the representatives of employers argued that Gujrati labour was giving them more production. Similar is the case of employers at Kanhan and Bina in Nagpur District where labour from Chhattisgarh was found employed. The members of the Committee, however, have their own opinion about this policy of the employers in the above areas.

2.5. *Existing Wage Rates.*—The existing wage rates of the employees employed in this industry at different places in Maharashtra as found by the Committee are given in the statement below :—

Category	Nanded	Aurangabad	Nashik	Bombay	Kalyan
Moulder (Rate per 000 bricks)	Rs. 10	Rs. 8 to 10	Rs. 10 to 11	Rs. 12 to 15. Rs. 17·50 (Surti)	Rs. 12 to 12·50
Chhapewali (Rate per 000 bricks)	Rs. 3 to 4	Rs. 2	Rs. 1·75 to Rs. 2·25	Rs. 0·31 to 0·50 (per 250 bricks)	Rs. 0·35 (per 250 bricks) Rs. 0·30 to 0·50 (per 150 bricks for long distance).
Bhattiwala ..	Rs. 2 per 000 bricks	Rs.3 to 4·50 per day	Rs. 4 to 7 per day	Rs. 4 to 6 per day	Rs. 3·50 per day.
Munim/Mehtaji Clerk	Rs. 125 to 175 p.m.	....	....	Rs. 350 to 400 per month.	Rs. 300 per month
Fireman ..	....	....	....	Rs. 4 per day	Rs. 3·50 per day.
Gaddhewala ..	....	Rs. 10 for bringing earth required for 1000 bricks	....	....	....
Supervisor/Mistry	....	....	Rs. 175 to 250 p.m.	Rs. 250 per month.	....
Truck Mazdoor	....	....	Re. 1 per trip	.. Re. 1 per trip	....
Cartman (with bullock-cart)	....	....	....	....	Rs. 10 to 12 for bringing earth required for 1000 bricks.
Cleaner ..	....	....	Rs. 80 p.m.	Rs. 200 p.m.	....
Mukadam	....	....	Rs. 150 p.m.	Rs. 300 p.m.	....
General Mazdoor	Rs. 3·75 per day	....	....	Rs. 3·50 to 4 per day	Rs. 3·50 to 4 per day
Tikliwala ..	....	....	....	....	Rs. 125 to 250 p.m
Assistant Fitter	....	....	....	Rs. 250 p.m.	....
Fitter ..	....	....	....	Rs. 400 p.m.	....

2.5 EXISTING WAGE RATES

Category	Pune	Solapur	Manmad	Kolhapur	Pandharpur
Moulder(per 000 bricks)	Rs. 15	Rs. 10	Rs. 9	Rs. 12.50	Rs. 11
Chhapewali (per 000 bricks)	Rs. 2 to 2.50	....	Rs. 1.25	....	Rs. 2.25
Bhattiwala	.. Rs. 200 to 500 p.m. Rs. 8 per day	Rs. 10 p. 1000	Rs. 4 per day.	Rs. 6 per day	Rs. 4 per day
Supervisor/Mistry	.. ....	....	....	....	....
Truck Mazdoor	....	....	....	....	....
Truck Driver	.. Rs. 300 p.m.	....	....	....	....
Cartman (with bullock cart)	....	....	....	....	Rs. 10 per. 1000 bricks (without cart Rs. 3 per day)
Cleaner	.. Rs. 80 p.m.	....	....	....	....
Mukadam	.. Rs. 250 p.m.	....	....	....	....
General Mazdoor	.. ....	....	....	....	Rs. 4 per day.

Note.—The wage rate specified for Moulder does not go to the Moulder alone. The job such as Zelnar. Where earth and water is not supplied by the employer, the wages of employ-ees of Moulder. So, while distributing these wages among the Members of the group, ees doing similar type of work get meagre wages ranging from Rs. 2 to Rs. 3 per day.

Ahmednagar	Barshi	Amravati	Ballarpur	Kuni	Bina	Sillewada.
Rs. 10 to 12	Rs. 8 to 9	Rs. 11.50 to 19.50	Rs. 19.50	Rs. 21	Rs. 11.50	Rs. 11
Rs. 1.50	Rs. 2 to 2.50	Rs. 3.05 per day	Rs. 4	Rs. 3.50	Rs. 5	Rs. 4.50
Rs. 4.50 per day	Rs. 3 per day	Rs. 6 to 7.50 per day	Rs. 6.75 p.1000	....	Rs. 160 p.m.	....
....	....	....	....	....	Rs. 250 p.m.	Rs. 250 p.m.
....	....	....	....	....	Rs. 1.25 per trip	....
....	....	....	....	....	....	Rs. 250 p.m.
....	Rs. 3 per trip (3 trips per day)	Rs. 5 to Rs.7.50 per day	....	....	....	....
....	....	....	....	....	....	Rs. 125 p.m.
....	Rs. 225 p.m.	....	....	....	....	....
....	....	Rs. 3.05 per day	....	....	....	....

of preparing raw bricks is done by a group of employees, e.g. Moulder, Garewalla and helpers who dig earth, bringing it to the work-site and waterman are also included in the rate of different categories of employee get different wages. Especially, the helpers and the employ-

2.6. *Facilities available to the employees.*—As against the existing wages of employees in this industry interesting to note the facilities and other benefits available to the employees. Out of 108 scheduled effectively canvassed by the Investigators 26 employers were found to be giving travel concession or to and fro expenses to their employees for reporting for work at the commencement of the season and for returning home at the close of the season. The employees benefited by this facility belonged to other States or those coming from far off places. Similarly, of the employers interviewed by the Committee, 16 employers reported that they were providing free huts to their employees, 5 employers reported that they were supplying Kerosene and fire-wood free of cost to their employees and about 9 employers were affording the facility of medicine to their employees. It was also noticed by the Committee that some of the employees were also getting festival gifts from their employers in cash or in kind on the eve of Holi. Only one employer reported that he was serving free tea to his employees during the course of the work and another employer stated that he was providing free conveyance to some of his employees.

2.7. *Other benefits.*—The Committee did not notice any establishment where the employees were having paid weekly off except at Manmad where it was customary to grant weekly off at half pay to the employees. “No work, no pay” happens to be the rule in this industry. The employees, therefore, do not get any paid casual leave or sick leave or festival holiday. Provident fund facilities were also not available to the employees. The employers in general were found to be observing the statutory provisions regarding daily hours of work but the same cannot be said about bonus. Most of the employers have not maintained any records under the Payment of Bonus Act nor the employees are being paid bonus according to the provision of the said Act. Only 3 employers reported that they had paid bonus to their employees at 4 per cent. But, the fact is that the employers in general were found to be ignorant about the provisions of the Bonus Act. The employees, therefore, in most of the cases were deprived of other statutory benefits.

2.8. *Size of a Family of an employee and his estimated monthly expenses.*—During the spot visits to establishments, the Committee tried to ascertain from the employees the estimated expenditure on food, clothing and shelter etc.—the bare minimum needs of an industrial worker *vis-a-vis* the number of persons in the family of the employee. About 142 employees reported that there were 643 persons in their families. Averagely speaking, therefore, there are 4·5 persons in the family of an employee in this industry. It must also be mentioned that in most of the cases members of the family were also found to be working in the same establishment. The estimated monthly expenditure as reported by the employees is indicated in the Table below :—

	Expenditure on—			
	Food	Clothing	House rent.	Light and fuel
Number of workers giving information ..	91	82	6	49
Total expenditure per month (Rs.) ..	12,839	22,19·75	86	1,096·50
Average expenditure per family (Rs.) ..	141·09	27·07	14·33	22·38

From the above table it is revealed that an employee in this industry approximately spends Rs. 141 per month for food for his family, Rs. 27 per month on clothing, Rs. 14 per month a house rent and Rs. 22 per month for light and fuel. All employees have not furnished information on all items of expenditure and therefore, a common average of expected expenditure of an employee on his bare minimum needs cannot be conclusively drawn. The statistics about averages should also be read with caution because the employees have not maintained any accounts of their expenses. At best, above statistics can give an idea of the amount of expenditure an employee has to incur on the bare necessities of his life.

2.9. The Committee has also noticed that quite a few employees were savings some amount at the end of the season. It is but natural that employees coming from far off places, while returning to their homes, must carry some savings with them. But, this was possible because of their economic way of living. It is a peculiar characteristic of this industry that account of the wages of an employee is settled at the end of the season. The employee has no perfect knowledge of the wages earned by him during the whole of the period whereas, it is doubtful whether the employers also maintain proper accounts of the employees' wages. The standard of living of the employees in this industry is very very poor. The job is strenuous. Maize or Bajri is the main food of employees. They cannot afford to purchase wheat. Preservation of efficiency of employees in this industry is a problem. They cannot even educate their children.

2.10. *Roof Tiles*.—Existing wage rates of employees working in Roof Tiles factories at different places are indicated in the following Table :

Roof Tiles--Existing Wage Rates

Category	Kudal	Umrer	Chandrapur	Ballarpur	Vengurla	Kuhi
Nali Tile Moulder .. per, 000 tiles	....	Rs. 15	....	....	....	Rs. 14
Pati Tile Moulder .. per, 000 tiles	....	Rs. 28	....	....	....	Rs. 26
Fireman .. .. .	....	Rs. 5 p.d.	Rs. 5 p.d. ..	Rs. 5·15 p.d.	Rs. 10 p.d.	....
Pressman .. .. .	....	Rs. 5 p.d.	Rs. 4 p.d. ..	Rs. 5 to 6 p.d.	....	....
Dresser/Finisher	Rs. 3·75 to 5·50.	....	Rs. 2·75 to 3·50 p.d.	Rs. 4·10 p.d.	Rs. 3·50 to 3·75 p.d.	....
Bhatti Incharge .. .. .	....	....	Rs. 3·75 to 6·50 p.d.	....	....	....
Supervisor	Rs. 260 p.m.	....	Rs. 400 p.m.	Rs. 150 to 190 p.m.	Rs. 150 to 225 p.m.	....
General worker	Rs. 3 p.d.	Rs. 3·25 p.d.	Rs. 2·50 to 3·50 p.d.	....	Rs. 4·25 to 5 p.d.	....
Wooden die maker .. .. .	....	....	Rs. 215 p.m.	....	....	....
Watchman .. .. .	....	....	Rs. 130 p.m.	Rs. 138 p.m.	....	....
Driver .. .. .	....	....	Rs. 300 p.m.	....	....	....
Refining Earth/Digging Earth .. .. .	....	Rs. 5 p.d. ..	....	....	....	....
Grinder .. .. .	....	....	....	Rs. 4·10 p.d.	....	....
Mechanic .. .. .	....	....	....	....	Rs. 350 p.m.	....
Machineman .. .. .	....	....	....	....	Rs. 150 p.m.	....
Hand-Press Bhatti Operator .. .. .	....	....	....	....	Rs. 9 p.d.	....
Bhatti Loading/Unloading	Rs. 5·50 to 6·50 p.d.	....	....	....	....	....
Tile Receiver	Rs. 6 p.d. ..	....	....	....	....	....
Foreman	Rs. 500 p.m.	....	....	....	....	....
Manager	Rs. 335 p.m.	....	....	....	....	....
Clerk	Rs. 260 p.m.	....	....	....	....	....

2.11. It is noticed that establishments in Vidarbha region have granted 8 to 10 per cent bonus to their employees and two establishments one each at Chandrapur and Ballarpur have granted 20 per cent bonus. The employers in Ratnagiri district have not granted any bonus to their employees. Free huts have been provided to some of the employees at Kuhl, Umrer and Ballarpur whereas, in some cases medical aid is also given by the employers. 3 to 5 festival holidays are available to the employees in many establishments in this Section of the Industry. An employer from Kudal, however, has agreed to grant casual leave, sick leave and paid holidays—5 days on each account in terms of a bilateral agreement. But the agreement is not implemented and the employees there have a lot of complaints and grievances about the payment and working conditions. As compared to employees in bricks manufacturing units, the employees in roof tiles manufacturing establishments happen to be somewhat organised because roof tiles manufacturing establishments comparatively work for a longer period in a year.

CHAPTER III

VIEWS OF EMPLOYERS

3.1. After studying the conditions prevailing in the employment, the Committee also considered the views of the employers in the matter of revision of minimum rates of wages. There are well organised employers' Associations at Bombay, Kalyan and Pune. Some of these Associations have submitted their say in writing to the Committee consideration. At the evidence recording sessions, however, the representatives of the Associations as well as individual employers were persuaded by the Committee, to express their opinions freely and frankly.

3.2. The employers' association at Nagpur brought to the notice of the Committee that in case of brick-kilns in Vidarbha area partial digging of earth was required to be done by the moulders but earth was made available to the Moulders on the work-site and water etc. was also provided to them on them on the work-site only. The Association, therefore, submitted that some provision was required to be made to suit the working conditions of brick-kilns in Vidarbha region.

3.3. The report of the first Committee (1969) has dealt with the difficulties and problems of this industry as well as of the employers. Most of the employers, this time also in 1976, during the interviews and evidence recording sessions repeated the same difficulties of getting coal ash, earth, finance etc. The employers, moreover, attracted the attention of the Committee to the increased rates of material required for manufacturing bricks or roof tiles.

3.4. It was argued by the employers from Bombay and Kalyan that the employers in cities and towns were paying prescribed rates of minimum wages to their employees, fulfilling their obligations under various taxation enactments. But, the employers in rural areas were not following suit, their factories also shifting from place to place. The result was that the employers in urban areas have to face the competition with rural employers who are earning profits whereas, the tax-paying employers from urban areas are being put to losses.

3.5. Cost of raw material having been increased, the cost of production per 1,000 bricks has gone up, pointed out the employers, but they have also accepted that the cost of living index has also levelled up in 1975 than what it was in 1969. The employers from Bombay and Kalyan, however, were not in favour of increasing the minimum rates of wages not to add to the facilities currently available to the employees in this employment. It was further opined by the employers that with the present rates of wages some of the employees were not in a position to maintain their livelihood.

3.6. It was confirmed by many of the employers that just as the cost of production has increased as compared to 1969, so also the sale-price of bricks has also gone up since 1969 and the ratio of profit remained the same as it was in 1969.

3.7. The employers at Aurangabad and Daulatabad were not in favour of revision of the minimum rates of wages whereas, the employers from Nanded were in a mood to accept reasonable revision. Nasik employers, however

6.3 MINIMUM RATES OF WAGES

did not comment on this point and it is observed that they are not paying even the existing minimum rates of wages. Most of the employers from Pune have increased unilaterally the minimum rates of wages by about 25 percent and therefore, they were hesitant for further revision. Some of the employers, however, opined that some increase in wages would be justified. The Chairman of a Co-operative Society in Nanded District tendered his evidence before the Committee and stated that he was paying to his employees Rs. 12 per 1,000 bricks as against Rs. 8·25—the prescribed rate of minimum wages and that the Society achieved good results by increasing the wage rates.

3.8. An employer from Nashik suggested that the minimum rates of wages should be fixed according to the quality of bricks manufactured by employees whereas, an employer from Chandrapur emphasised that the minimum rates of wages should be linked with production. It was the say of the employers from Chandrapur that though the cost of production of roof-tiles had increased considerably, selling price of the same had not proportionately improved and therefore, they would have to think of automation if there was no improvement in this condition. They further pointed out that they have already increased the wages of their employees unilaterally and further added that if the rates were to be revised the increase should not be more than 30 per cent. of the current minimum rates of wages.

3.9. An employer from Chandrapur suggested that there should be much difference in the wages of two categories of unskilled employees. Similarly, a few employers from Pune were of the opinion that the area of Pune should be removed from Zone—I and it should not be bracketed with Bombay because for other Scheduled employments, Bombay and Pune were in two different zones.

3.10. Some of the employers were of the opinion that enormous increase in wages would not contribute to the welfare of the employees but that will accelerate their drinking habit and so they would not be benefitted by such wage rise.

CHAPTER IV

EXPECTATION OF EMPLOYEES

4.1. In the previous Chapter we have read the mind of the employers. Now, we shall get to know the other side of the enquiry. The employees in this employment are very poor, illiterate and not bold enough ; it was a very hard time for the Members of the Committee while interviewing the employees and obtaining their suggestions in the matter of revision of minimum rates of wages—the subject so important to them. The employees in this employment cannot be organised, according to a trade union leader from Kalyan, because this being a seasonal industry working for six/seven months in a year, employees leaving place of work at the close of the season, making it impossible to establish contacts with them for any union worker. Moreover, there is no certainty that the same employees will report to the same establishment for work in the next season. This has resulted in un-organised character of this labour and therefore it was not possible to get concerted and well-considered views of the employees in organised form. The Committee was, therefore, obliged to a patient hearing to individual employees during its spot visit to the establishments. It was, however, observed that because of illiteracy some of the employees were not in a position to suggest the extent of revision in the rates of their wages although they desired better wages whereas, a few employees expressed their satisfaction about their present lot. But, the Committee came across a section of employees who were bold enough to record their suggestions regarding revision of minimum rates of wages.

4.2. The President of a General Workers' Union from Ballarpur (who was a Member of the first Committee) placed two suggestions before the Committee. The first suggestion was regarding Zones—Zone I to include Corporation area with a radius of 20 Kms., Zone II to include Nagar Parishad area with a radius of 15 Kms. and Zone III to include the rest of Maharashtra. While demanding equal wages for men and women workers in bricks and roof tiles industry, the second suggestion of this union was regarding wages as under :—

Zone	Skilled	..	Semi-skilled	..	Unskilled
A	Rs. 20 p.d.	..	Rs. 15 p.d.	..	Rs. 12 p.d.
B	Rs. 15 p.d.	..	Rs. 12 p.d.	..	Rs. 10 p.d.
C	Rs. 12 p.d.	..	Rs. 10 p.d.	..	Rs. 8 p.d.

A union leader from Manmad suggested that an unskilled employee should get Rs. 7 p.d. as minimum wage.

4.3. Supervisor, Takliwala, Clerk, Fitter and Assistant Fitters, Cleaner, Driver working in Zone I were found to be reluctant in suggesting the extent of revision in their wages. On the other hand other categories of employees suggested that minimum rates of wages should be—Garekari Rs. 5 to 10 p.d., Moulder Rs. 5 to 8 p.d., Chhapewali Rs. 4 to 5 p.d., Helper Rs. 4 to 7 p.d., Bhattiwala Rs. 250 p.m., Mukadam Rs. 250 p.m. and Gadiwala (Cartman) Rs. 4 per trip.

4.4. The employees working in Zone No. II recorded their expectation of minimum rates of wages as under :—

Bhattiwala Rs. 5 to 8·25 p.d., Garewalla Rs. 6 p.d., Chhapewali Rs. 3 to 4·50 p.d., Mukadam Rs. 7 to 15 p.d., Moulder Rs. 7 p.d., Reza Helper Rs. 3·50 to 5 p.d., Supervisor Rs. 250 p.m., Finisher Rs. 4 to 5 p.d., Munim Rs. 175 to 250 p.m. and Mazdoor Rs. 7 p.d.

In Zone No. III, many employees have not made any suggestions, with a few exceptions.

4.5. Truck Mazdoor and Chhapewali from Nashik expected Rs. 6 per trip and Rs. 25 per week respectively. A Brick moulder at Aurangabad wanted a rise of 50 per cent in minimum rates of wages whereas a Garewalla stated that his wage-rate should be increased by 25 per cent. Same is the expectation of a moulder from Nanded. He wants Rs. 15 per 1000 bricks. Chhapewali from Nanded getting Rs. 4 per 1000 bricks desires to have Rs. 5 per 1000 bricks. Similarly a Bhattiwala getting Rs. 2 per 1000 bricks desires to get Rs. 3 per 1000 bricks. A Munim getting Rs. 130 p.m. demanded Rs. 200 p.m. Another moulder from Nanded whose weekly earnings are Rs. 25 expects to get Rs. 70 per week an increase of 180 per cent. Again a Chhapewali suggested that instead of Rs. 2 per 1000 bricks she should get Rs. 5 per 1000 bricks. A Bhatti arranger at Nanded getting Rs. 2 per 1000 bricks demanded Rs. 4 per 1000 bricks a rise of 100 per cent. A majority of moulders interviewed at Nanded suggested their rate of wages should be Rs. 15 per 1000 bricks.

4.6. Moulders interviewed in Kalyan area generally refrained from suggesting any wage-rise, perhaps they had not made up their mind about their expectation of wages but one moulder from Ambarnath expected to get Rs. 14 per 1000 bricks. On the other hand a cartman demanded that he should get Rs. 20 per day as against his present earnings of Rs. 15 a day because he had to feed his bullocks and maintain the cart also. A mazdoor working with a Kalyan employer for the last 12 years and getting Rs. 3·50 per day desires to get Rs. 5 per day. A Chhapewali, however, demanded her wage-rate should be Rs. 2 per 1000 bricks so that she will get at least Rs. 4·50 to 5 per day instead of her present earnings of Rs. 2·50 to 2·75 per day. Another cartman from Kalyan stated that his rate of wages should be Rs. 4 per trip instead of present rate of Rs. 3 per trip. The moulder from Bombay area, in the Toli of nine persons, getting his share of wages at Rs. 3·50 per 1000 bricks demands Rs. 8 per 1000 bricks. Other moulders in this area demand that their share in the Toli should be between Rs. 5 and Rs. 7 per 1000 bricks. A mazdoor working as a Water-carrier as well as truck mazdoor records his minimum wages should be Rs. 8 per day whereas, a Garia getting Rs. 4 per day wants Rs. 7 per day. Chhapewalis in Bombay area also expressed an opinion that their wages should not be less than Rs. 5 per day. A worker doing the job of loading and unloading of soil claims to get Rs. 6 to Rs. 7 per day. A mistry living alone at Bombay and getting Rs. 250 per month stated that his wage was sufficient for him. A fireman also desires to have his wages fixed at Rs. 7 per day.

4.7. In Pune, majority of employees interviewed did not open their mouth to speak out their expectation of wages. However, a few Garekaris getting Rs. 4 to 5 per day have demanded Rs. 7·50 to Rs. 10 per day. A Bhatkar getting

Rs. 200 p.m. wants Rs. 250 p.m. Other employees at Pune have simply mentioned that they want increase in their wages but they did not spell out the amount of increase desired by them. The same is the case with the Solapur employees. Employees from Kolhapur demanded Rs. 14 per 1000 bricks for Alekari, Rs. 10 per 1000 bricks for Bhatkar and Rs. 2.50 per 1000 bricks for brick-carriers. A Bhatkar from Pandharpur wants Rs. 10 per day, moulder from Nagar wants Rs. 20 per 1000 bricks and a mukadam wants Rs. 7 per day. Even an employer from Nagar was found to be in favour of increase in the minimum rates of wages. At a place like Barshi, Chhapawali demanded Rs. 3 per 1000 bricks as against present rate of Rs. 2 per 1000 bricks, Garewalla Rs. 8 to 9 per day, moulder Rs. 5 per day as against the present wage of Rs. 2 per 1000 bricks, Bhattiwala Rs. 4.50 per day against the present rate of Rs. 3 per day. A moulder from Barshi however, suggested that the rate of wages per 1000 bricks should be Rs. 15.

4.8. The employees at Amravati, in Vidarbha Region, stated that their wages were inadequate but they could not say the revised rates of wages expected by them. A Chhapawali, however, demanded Rs. 5 per day and a Bhatkar demanded Rs. 10 per day instead of present wage of Rs. 7.50 per day. A brick carrier at Ballarpur getting Rs. 4 per 1000 bricks wants revision to the extent of Rs. 6 per 1000 bricks. Similarly Bhatti Arranger getting Rs. 6.75 per 1000 bricks wanted increase of Rs. 2 only. A Chhapawali at Kuhi wants Rs. 4 per day, whereas Thapnar i.e. moulder wants Rs. 25 per 1000 bricks in place of the present rates of Rs. 21 per 1000 bricks. Employees at Bina simply stated that their wages need revision as against the demand of moulder at Sillewada of Rs. 14 per 1000 bricks instead of present rate of Rs. 11 per 1000 bricks. Similarly Bhatti un-loader expects Rs. 2.50 per 1000 bricks.

Roof Tiles

4.9. The Committee also visited about 12 establishments, in Maharashtra, manufacturing roof tiles, mainly in Ratnagiri, Nagpur Kolhapur and Chandrapur districts. There is only one establishment at Kolhapur, run on co-operative basis manufacturing Mangolori tiles but that establishment was found to be closed since last one year and the management of the said Society was making preparations for restarting the factory. An employee making Nali Tiles at Kuhi in Nagpur District demanded that the minimum rates of wages should be so fixed that he should get at least Rs. 10 per day as against his present earnings of Rs. 5.60 a day. So also, an employee making Pati Kaul stated that in place of present rate of Rs. 26 per 1000 Kauls, the rate should be revised as Rs. 40 per 1000 Pati Kauls. Nali tiles makers at Umrer desired that the rate should be Rs. 20 per 1000 tiles as against the present rate of Rs. 15 per 1000 tiles. A Patiwalla, however, mentioned that his rate should be revised adequately. There is only one Mangalori roof tile making factory at Umrer. Unskilled employees interviewed in this establishment opined that their wages should be increased by 50 per cent to 100 per cent whereas a skilled employee could not specify his expectation of revised rate of wages but maintained that wages need revision. Employees in Mangalori tiles manufacturing factories at Chandrapur demanded wage rise as their present wages do not meet their minimum needs

but many of the employees could not suggest definite amount of wage rise expected by them. A pressman demanded Rs. 5.50 per day, a tile carrier desired to get Rs. 4 per day as against his present rate of Rs. 2.75 per day and general mazdoors wanted a rise in their wages by about 40 per cent. The employees at Ballarpur recorded their expectation of revised rates of wages as follows :—

Pressman Rs. 8 per day, Cutter-finisher Rs. 8 per day, Supervisor Rs. 300 per month (present wage Rs. 190 p.m.), Fireman Rs. 15 per day, Dhulaiwali Rs. 5 per day, Watchman Rs. 200 per month, and Grinder Rs. 8 per day. In short, the employees at Ballarpur desired revision of wages to the extent of 50 per cent to 80 per cent. At a place like Kudal in Ratnagiri district, employees in a Mangalori tiles manufacturing factory were found to be much aggrieved by their present working conditions and the attitude of the management. The female employees there doing the job of finishing or oiling a dye or carrying clay and tile cutting recorded that they should get at least Rs. 5 per day instead of the present rates of Rs. 3 to 3.50 per day. The expectations of other employees were—slab cutter Rs. 8 per day, tile cutter Rs. 300 per month, tile receiver Rs. 300 per month, unskilled worker Rs. 6 per day and clerk Rs. 350 per month. Even the representative of the management opined that an unskilled employee should not get less than Rs. 5 per day. The employees at Adeli—Vengurla Taluka—desired that their minimum rates of wages should be—Side-finisher Rs. 5 per day, cutter Rs. 7 per day, machineman Rs. 200 per month, mechanic Rs. 500 per month, Coolie Rs. 5 per day and Hand-press Bhatti Sorter Rs. 11 per day.

4.10. It was thus observed that the employees in general in this Scheduled Employment were in need of better wages. Some of the employees were frank and bold enough to record their suggestions, whereas some were found to be confused and so they did not specify the amount of revision desired by them. A few employees, however, indicated that they were satisfied with their present wages for various reasons. Many of the employees obviously do not maintain any account of their expenses and therefore they could only give their suggestions based on rough estimates. Expectations of the employees in the matter of revision of minimum rates of wages, therefore, varied from 50 per cent to 100 per cent with the exception of half a dozen employees desiring increase in their wages by more than 100 per cent. In general, however, majority of the employees interviewed and who expressed themselves in this matter have submitted that the wages should be revised by 50 per cent to 70 per cent.

CHAPTER V

APPROACH TO MINIMUM WAGE

Approach of the Committee while making recommendations about revision in the minimum rates of wages is governed by the following considerations.

5.1. *Employers' and Employees' views.*—The Committee has considered the views expressed by the employers and the expectations narrated by the employees during spot visits of the Committee and evidence recording sessions.

5.2. *Capacity to pay.*—By now it is a well established principle of law as well as social justice that capacity of the industry to pay is no consideration in the matter of determining minimum rates of wages.

5.3. *Condition of the Industry.*—The Committee has considered various aspects of this industry including the difficulties of the employers, increased cost of production, fluctuations in the market prices of sale and the ratio of fit.

5.4. *Characteristic of Industry.*—While considering the revision in minimum rates of wages the Committee has not lost sight of the seasonal character of the industry. Because of this position, several benefits under several labour laws were also not available to employees in this industry was also to the knowledge of the Committee.

5.5. *Un-organised labour.*—With a few exceptions of roof tiles manufacturing units, the employees in this industry are not organised and so the process of collective bargaining cannot come into play in this industry which could bring about favourable working conditions to employees. This factor was also noted by the Committee.

5.6. *Cost of Living.*—The Committee has also studied the trends in consumer price indices constructed by the Government of Maharashtra for the working classes at various centres. The Committee has also referred to the monthly expenditure of the employees in this industry on the minimum needs of the family as narrated by them at the time of spot visits to establishments. Annexure 'B' to this report gives an account of consumer price indices from 1970 to 1975.

5.7. *Minimum Wages in other Industries.*—The Committee also glanced through minimum rates of wages fixed/revised by Government of Maharashtra in certain Scheduled employment during the last three years. A comparative picture of minimum rates of wages in other scheduled employments can be found in Annexure 'C' to this report.

5.8. *Minimum Wage.*—While recommending minimum wage, the Committee is aware that it has not to recommend a fair wage nor a living wage such but a wage that would enable the employee to maintain himself and his family of three consumption units. The minimum wage should be such as to preserve the efficiency of the wage earning hand also. The Committee agrees with the

principle of minimum wage that such wage should satisfy the minimum needs of the family of the employee. While considering the minimum needs of the family of the employee, the term 'minimum' should not be interpreted to mean that a family should remain just above starvation line.

5.9. *Practical Approach.*—The Committee is of the view that the approach to minimum wage should be a practical one. Wage rates to be recommended by the Committee should not be solely influenced by theories of wage fixation which will drive the units out of existence. But, at the same time essential minimum needs of the family of the employee should not remain untouched by the wage packet of the employee. While recommending the minimum wage the Committee has not forgotten the hazards of the job in this industry and the circumstances in which the employees have to work.

CHAPTER VI

RECOMMENDATIONS

6.1. Based on the approach to minimum wage as discussed in the last Chapter and after carefully examining the whole position, the Committee unanimously makes the following recommendations.

6.2. *Formation of Zones.*—The Committee recommends that the State of Maharashtra should be divided into following zones :—

Zone I : shall comprise the area within the limits of—

- (a) the municipal Corporations of Greater Bombay, Pune, Nagpur, Solapur and Kolhapur.
- (b) the Poona cantonment.

Zone II : shall comprise the area within the limits of—

- (a) any municipality ;
- (b) All cantonments in Maharashtra except Poona Cantonment.

Zone III : shall comprise the rest of the State of Maharashtra.

6.3. Minimum Rates of Wages—

Serial No.	Class of Employees	Minimum rates of wages (in Rs.)		
		Zone I 3	Zone II 4	Zone III 5
I. BRICK SECTION				
1	Adult employees employed as Brick moulder (i.e. employees engaged for preparing raw bricks) such as Alekari, Thapaiwala, Karigar, Sachewala, Patlawala, Vit Padnar and Pathare.	Rs. 15 per 1000 bricks (where employees are provided with earth, sand, coal-ash and water near the work-site by the employer). Rs. 19 per 1000 bricks (where employees are required to dig earth, bring water, coal-ash or sand near the work-site and prepare raw bricks).	Rs. 13 per 1000 bricks Rs. 16 per 1000 bricks	Rs. 10 per 1000 bricks Rs. 12 per 1000 bricks.
2	Mukadam	Rs. 180 per month	Rs. 140 per month	Rs. 130 per month
3	Zokaniya/Coal-feeder/Koyalawala/Jalaiwala	Rs. 145 per month	Rs. 125 per month	Rs. 120 per month
4	Charuwala/Rakhadawala	Rs. 145 per month	Rs. 125 per month	Rs. 120 per month
5	Truck Driver	Rs. 225 per month	Rs. 175 per month	Rs. 150 per month
6	Car Driver	Rs. 200 per month	Rs. 150 per month	Rs. 130 per month
7	Cartman (without bullock-cart)	Rs. 145 per month	Rs. 130 per month	Rs. 120 per month
8	Fitter	Rs. 250 per month	Rs. 200 per month	Rs. 175 per month
9	Mehtaji/Clerk	Rs. 225 per month	Rs. 175 per month	Rs. 140 per month
10	Chhapewali/Brick carrier/Dhulaiwali/Vit Vahtuk Karnar/(carrying bricks to and from Bhatti)	Rs. 1.80 for (carrying 1000 bricks over a distance of less than 100 yards and Rs. 0.30 paise per 1000 bricks for every additional distance of 100 yards or part thereof).	Rs. 1.60 for	Rs. 1.40 for
11	Motor Mazdoor	Rs. 150 per month	Rs. 135 per month	Rs. 125 per month
12	Sinchaniya/Brickarranger/Bharaiwala/Rachaiwala/Hichania	Rs. 145 per month	Rs. 135 per month	Rs. 125 per month
13	Tikliwala	Rs. 150 per month	Rs. 130 per month	Rs. 120 per month
14	Mistry/Bhatkar/Pakaldar/Fire controller/Bhatti Supervisor/l/c Bhatti	Rs. 175 per month	Rs. 140 per month	Rs. 130 per month
15	Typist	Rs. 250 per month	Rs. 200 per month	Rs. 175 per month
16	Watchman/Peon	Rs. 150 per month	Rs. 130 per month	Rs. 120 per month
17	Manager	Rs. 300 per month	Rs. 250 per month	Rs. 190 per month
18	Accountant	Rs. 250 per month	Rs. 200 per month	Rs. 175 per month
19	Motor Cleaner	Rs. 150 per month	Rs. 130 per month	Rs. 125 per month
20	General Mazdoor	Rs. 145 per month	Rs. 125 per month	Rs. 120 per month

II. ROOF TILE SECTION

I. *Skilled 'A'*

Adult employees employed as—	Rs. 225 per month	Rs. 200 per month	Rs. 175 per month
(1) Production Supervisor			
(2) Production In-charge			
(3) Electrical Supervisor (Qualified or Certificate holder)			

II. *Skilled 'B'*

Adult employees employed as—	Rs. 185 per month	Rs. 160 per month	Rs. 145 per month
(1) Machine In-charge			
(2) Workshop In-charge			
(3) Mistry/Foreman			
(4) Motor driver/Truck driver			
(5) Kiln Foreman			
(6) Furnace Operator/Foreman			
(7) Fitter			
(8) Turner			
(9) Welder			
(10) Foundry Moulder			
(11) Black-smith			
(12) Carpenter			
(13) Mason			
(14) Wireman (Qualified or license holder)			
(15) Machine Supervisor			
(16) Electrician			
(17) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.			

Minimum Rates of Wages—*contd.*

Serial No.	Class of Employees	Minimum Rates of wages (in Rs.).		
		Zone I	Zone II	Zone III
1	2	3	4	5
<i>III. Semiskilled 'A'</i>				
	Adult employees employed as—	Rs.160 per month	Rs. 135 per month	Rs.130 per month
	(1) Truck/Motor Conductor			
	(2) Machine Oilman			
	(3) Press Machine Oilman			
	(4) Furnace Loader			
	(5) Fireman			
	(6) Workshop Assistant			
	(7) Wireman			
	(8) Die pusher			
	(9) Press Machine operator (operating bricks/tile machine)			
	(10) Sachewala/Moulder			
	(11) Pugmill Attendent			
	(12) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.			
<i>IV. Semi-skilled 'B'</i>				
	Adults employees employed as—	Rs. 150 per month	Rs. 125 per month	Rs. 120 per month
	(1) Tiles cutter/Tiles shaper			
	(2) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.			
<i>V. Unskilled 'A'</i>				
	Adult employees employed as—	Rs.135 per month	Rs.115 per month	Rs.110 per month
	(1) Mazdoors on tiles and bricks machines.			
	(2) Motor Mazdoors			

- (3) Sorting Mazdoors
- (4) Chowkidar/Watchman
- (5) Sweeper
- (6) Matti Pusher
- (7) Cartman
- (8) General Mazdoors in Mason/Carpenter/Electric/Matti Section.
(Loading-Unloading)
- (9) Peon
- (10) Office Attendant
- (11) Cholewala/Chikana/Bhaswa
- (12) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.

VI. Unskilled ' B '

Adult employees employed as—	Rs.124 per month	Rs.108 per month	Rs. 104 per month
(1) Wet tile lifter			
(2) Wet Brick lifter			
(3) Helper to loader			
(4) Helper to Unloader			
(5) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.			

III. ADMINISTRATIVE STAFF

Grade I

Adult employees employed as—	Rs.400 per month	Rs.375 per month	Rs.350 per month
(1) Manager			
(2) Mechanical/Technical Advisor			
(3) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.			

Grade II

Adult employees employed as—	Rs.275 per month	Rs.250 per month	Rs.200 per month
(1) Assistant Manager			

Minimum Rates of Wages—concl'd.

Serial No.	Class of Employees	Minimum Rates of wages (in Rs.)		
		Zone I	Zone II	Zone III
1	2	3	4	5

Grade II (contd.)

	Rs. 275 per month	Rs.250 per month	Rs. 200 per month
(2) Cashier			
(3) Head Clerk			
(4) Accountant			
(5) Typist			
(6) Employees by whatever name called doing work of the nature done by persons falling under the foregoing entries.			

Grade III

Adult employees employed as—	Rs.225 per month	Rs.185 per month	Rs.175 per month
(1) Time-keeper			
(2) Despatch Clerk			
(3) Railway duty clerk			
(4) Pay clerk			
(5) Leave clerk			
(6) Maternity clerk			
(7) Despatch Clerk (Office)			
(8) Clerk for general work			
(9) Employees by whatever name called doing work of the nature done by persons falling under the foregoing			

IV. COUNTRY TILES SECTION

Employees employed on piece rate basis.

- | | | |
|---|-------------------------------------|-------------------------------------|
| (1) Rs. 9.80 per 1000 Deshi Tiles. | Rs. 8.40 per 1000 Deshi Tiles. | Rs. 7.00 per 1000 Deshi Tiles. |
| (2) Rs. 77 per 1000 Nagri Dongri Tiles | Rs. 70 per 1000 Nagri Dongri Tiles | Rs. 63 per 1000 Nagri Dongri Tiles. |
| (3) Rs. 25.20 per 1000 Nali Patti Tiles | Rs. 22.40 per 1000 Nali Patti Tiles | Rs. 19.60 per 1000 Nali Patti Tiles |
| (4) Rs. 42 per 1000 Allahabadi Tiles | Rs. 36.40 per 1000 Allahabadi Tiles | Rs. 30.80 per 1000 Allahabadi Tiles |
| (5) Rs. 25.20 per 1000 Chaknali Tiles | Rs. 21.00 per 1000 Chaknali Tiles | Rs. 18.20 per 1000 Chaknali Tiles. |
-

6.4. *Rates of Adolescents and Children*

Class of employees	Zone I	Zone II	Zone III
(1) Adolescents employed in any of the categories of employment, except piece rated employment.	80 per cent of the rates fixed for the adults in respect of the same category of employment.		
(2) Children employed in any of the categories of employment, except piece-rated employment.	2/3 of the rates fixed for adults in respect of the same category of employment.		

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

(b) In the case of employee employed on daily wages the minimum rate of daily wages shall be computed by dividing the minimum rate of monthly wages fixed for the category to which he belongs, by 26 the quotient being stepped up to the next paisa.

(c) In the case of employees employed for a period of five hours or less on any day, the minimum rate of wages shall be computed as follows:—

(i) *Adults.*—75% of the daily wages computed as above.

(ii) *Adobescents.*—60% of the daily wages computed as above.

(iii) *Children.*—50% of the daily wages computed as above.

CHAPTER VII

GENERAL OBSERVATIONS AND SUGGESTIONS

7.1. *Implementation of Labour Laws.*—During spot visits to the establishments it was observed by the Committee that at some places the employees were not getting the prescribed rates of minimum wages. Similarly, the employees were not getting remuneration in respect of a day of rest in every period of seven days (paid weekly off) in accordance with provisions of section 13 of the Minimum Wages Act, 1948 and Rule 23 of the Maharashtra Minimum Wages Rules, 1963. At some places, the employees were not getting even the statutory minimum bonus. The Committee, therefore, feels that Government should provide adequate machinery for enforcement of various labour laws. It is the considered opinion of this Committee that a special cell should be set up for proper implementation of Minimum Wages Act and other Labour Laws.

7.2. *Workers' Education.*—The employees in this industry are illiterate. They do not maintain accounts of their expenses neither can they plan their family budget. It was also advocated by the employers that employees were spending substantial part of their earnings on liquor. Agencies devoted to Workers' education, therefore, have a role to play in the employees of this industry.

7.3. *Fire Bricks.*—The Committee is of the opinion that the establishments manufacturing fire bricks are not covered by this Scheduled employment. The minimum rates of wages that would be notified by Government as a result of recommendations of this Committee will not therefore, be applicable to the employees in fire bricks manufacturing units.

7.4. *Unfair Practices.*—It was observed by the Committee that at some places 1,100, 1,250 raw bricks prepared were treated as 1,000 bricks prepared by employees, allowing for some breakages. This practice followed by some employers is unfair. It is, therefore, suggested that if 1,000 bricks are to be counted, it should be 1,000 only and not more than that. Employers say is that these excess bricks are taken for the facilities they provide. Secondly, the accounts of employees are settled by the employers at the end of the season. Then only the employees come to know of the wages earned by them during the whole season and the balance amount standing at their credit according to the records maintained by the employers. For whatever reasons this practice is in vogue, it may continue if it is in the interest of the industry but at the same time in the interest of the employees, the employers should furnish to the employees each month a statement of work done by them, wages earned by them, advances drawn by them and balance standing at their credit. This piece of record at least should be in the possession of the employees.

7.5. *Procedure for revision of Minimum Wages.*—Committee work entails a lot of inconveniences, botheration and hardship. No staff is sanctioned for such Committees. Moreover, revision of minimum rates of wages in a number of Scheduled employments has become due. It is, therefore, suggested that minimum wages committees may be appointed for fixing the minimum

rates of wages for the first time in any scheduled employment. But, for revision of minimum rates of wages the procedure prescribed under section 5(1)(b) may be followed i.e. by notification in the *Official Gazette* Government may publish its proposals for revision. This procedure, if followed, will save time, labour and expenditure.

(Signed) CHHEDILAL GUPTA

Chairman.

Representatives of Employers

(Signed)

(E. C. D'SOUZA)

(Signed)

(NARASI BHIMA PRAJAPATI)

(Signed)

(G. R. PASHANKAR)

(Signed)

(MUSTAK AHMED)

(Signed)

(S. H. SHARMA)

Representatives of Employees

(Signed)

(MOOLJI WALJI SORATHIA)

(Signed)

(G. M. KHODE)

(Signed)

(SAMPAT MUKAJI RAMTEKE)

(Signed)

(VITHAL KAMBLE)

(Signed)

(B. R. HATLE)

(Signed) B. S. PATIL

Member-Secretary.

Nagpur, dated the 29th June 1976.

ANNEXURE A

Minimum Wages Act, 1948

Appointment of a Committee under
for employment in brick or roof tiles
(Terra Cotta/Earthen) Manufactory.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 5274/186540/Lab-III-A

Sachivalaya, Bombay 400 032, dated the 5th February 1975

RESOLUTION

In pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act 1948 (XI of 1948), 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 brick or roof tiles (Terra Cotta or Earthen) manufactory and to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notification, Industries and Labour Department, No. MWA. 5269/156052/Lab-III, dated 25th November 1969.

2. Shri R. B. Chourasia, Assistant Commissioner of Labour, Nagpur 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 who are not members of the Legislature 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 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. Shri R. B. Chourasia, the Member-Secretary of the Committee, should be controlling authority in respect of the travelling allowance bills of the non-official Members of the Committee.

6. 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.

7. 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. 123) and met from the grants sanctioned thereunder.

8. This Resolution issues with the concurrence of the Finance Department *vide* that Department's un-official reference No. 329 S-3, dated the 15th February 1974.

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

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

EMPLOYMENT IN BRICKS AND TILES MANUFACTORY

SHRI CHHEDILAL GUPTA,
Pleader, Gondia

CHAIRMAN

Representatives of Employers

- (1) Shri E. C. D'Souza, President, Bombay Suburban Bricks Manufacturing Association, Andheri-Kurla Road, Andheri, Bombay-69.
- (2) Shri Narasi Bhima Prajapati, Secretary, Kalyan Veet Utpadak Sangh, C/o. Shri P. J. Lad, Adhanadi Naka, Agra Road, Kalyan, District Thane.
- (3) Shri G. R. Pashankar, President, Veet Karkhandar Sangh, 1187/7, Shivaji Nagar, Pune 5.
- (4) Shri Mushtaq Ahmed, Proprietor, M/s. Bharatiya Bricks Co. Ltd., Futana Oli, Kamptee, District Nagpur.
- (5) Shri S. H. Sharma, Manager, M/s. Dada-bhoy Potteries (Tiles Manufactory), Ballarpur, District Chandrapur.

Representatives of Employees

- (1) Shri Moolji Walji Sorathia, General Secretary, Thana Zilla Veet Kamgar Sangh, Zunzarrao Vada, Par Naka, Kalyan, District Thane.
- (2) Shri G. M. Khode, President, Ballarpur Labour Union, Ballarpur, District Chandrapur.
- (3) Shri Sampat Mukaji Ramteke, President, Cement Tiles Factory Mazdoor Union, Ramnagar Goods Shed Road, Kamptee, District Nagpur.
- (4) Shri Vithal Kamble, Secretary, Rashtriya Labour Union, Mazdoor Manzil, Mill Road, Nanded.
- (5) Shri B. R. Hatle, Chemica Mazdoor Sabha, 115, Satyagiri Sadan, Dada, Saheb Phalke Road, Dadar, Bombay-14.

ANNEXURE B

Consumer Price Index Number for the years 1970 to 1975

Month	Centres						
	Bombay	Sholapur	Nagpur	Jalgaon	Nanded	Auranga- bad	Pune
1970—							
January ..	175	181	181	179	191	181	165
February ..	175	180	180	179	190	180	163
March ..	176	180	181	179	189	180	164
April ..	179	180	181	179	189	179	166
May ..	180	182	184	179	190	181	168
June ..	182	182	185	181	195	183	170
July ..	183	183	185	185	195	184	170
August ..	181	183	187	186	192	184	169
September ..	182	185	191	186	196	186	170
October ..	183	188	190	186	198	187	169
November ..	183	185	191	186	195	191	171
December ..	183	187	191	188	195	191	174
1971—							
January ..	181	187	188	189	197	189	174
February ..	182	187	187	185	193	185	173
March ..	184	187	183	183	193	185	171
April ..	186	186	184	185	193	184	172
May ..	186	185	184	184	193	185	171
June ..	188	191	187	185	197	187	173
July ..	189	197	189	187	193	189	173
August ..	190	203	193	189	196	191	173
September ..	192	206	194	189	198	193	175
October ..	193	204	194	187	196	192	179
November ..	194	201	196	187	197	192	178
December ..	191	207	197	188	195	191	181
1972—							
January ..	190	205	196	189	197	192	181
February ..	191	195	194	191	209	189	177
March ..	193	194	194	196	207	199	187
April ..	195	194	195	196	209	198	180
May ..	196	192	197	....	211	198	181
June ..	201	201	201	200	218	205	183
July ..	203	206	203	205	227	212	186
August ..	199	201	204	200	230	223	192
September ..	203	214	204	209	232	224	193
October ..	203	218	204	211	234	228	194
November ..	202	224	205	216	234	229	197
December ..	204	....	205	216	233	232	201

ANNEXURE 'B'—contd.

Month	Centres						
	Bombay	Solapur	Nagpur	Jalgaon	Nanded	Auranga- bad	Pune
1973—							
January ..	205	229	204	217	236	235	200
February ..	208	232	206	220	240	232	201
March ..	212	240	207	233	257	250	204
April ..	217	148	210	229	269	253	210
May ..	225	259	217	234	274	266	219
June ..	230	266	220	259	307	295	227
July ..	235	281	259	274	335	304	232
August ..	227	275	260	283	319	289	239
September ..	228	281	261	288	311	294	249
October ..	228	279	260	298	304	284	247
November ..	236	282	279	293	301	301	244
December ..	238	298	278	278	289	294	246
1974—							
January ..	241	293	275	279	291	285	250
February ..	243	282	275	282	295	279	256
March ..	249	279	277	275	296	275	250
April ..	259	288	277	279	304	285	249
May ..	269	295	295	300	308	292	258
June ..	277	300	299	311	319	304	265
July ..	282	314	308	321	326	319	275
August ..	290	318	310	330	339	321	289
September ..	291	330	326	351	359	345	288
October ..	297	338	314	344	349	315	288
November ..	301	336	327	339	342	337	290
December ..	298	335	321	340	351	339	297
1975—							
January ..	298	346	322	338	360	340	296
February ..	300	349	336	348	362	337	287
March ..	301	345	352	339	358	336	295
April ..	303	351	331	340	370	341	300
May ..	308	360	356	351	383	348	303
June ..	309	361	345	356	380	349	302
July ..	305	353	341	352	372	351	299
August ..	303	363	342	356	375	341	302
September ..	301	355	341	354	363	344	302
October ..	305	366	337	342	353	336	301
November ..	303	349	339	337	344	335	303
December ..	296	338	329	322	337	327	298

ANNEXURE 'C'

Minimum Rates of wages in other Scheduled Employments fixed during last three years.

Serial No.	Name of the Scheduled employment	No. and date of Government Notification	Date of effect and Remarks
1	2	3	4
1	Employment in Bakeries	.. MWA. 2573/164147/Lab. III-a, dated 30th April 1973.	1st June 1973, Four Zones.
		<i>Minimum rates of wages</i>	
	Skilled	220·00	190·00
	Semiskilled	175·00	155·00
	Unskilled	150·00	135·00
		175·00	150·00
		140·00	125·00
		125·00	110·00
2	Employment in wooden Furniture making Industry	MWA. 6573/177156/Lab. III-A, dated 27th July 1973.	15th August 1973, Three Zones.
		<i>Minimum rates of wages</i>	
	Skilled	280·00	230·00
	Semiskilled-A	210·00	180·00
	Semiskilled-B	180·00	150·00
	Unskilled	165·00	135·00
		280·00	220·00
		210·00	165·00
		180·00	135·00
		165·00	120·00
3	Employment in wooden Photo and Picture Frames making Industry.	MWA. 6673/188950/Lab. III-A, dated 18th September 1973.	1st October 1973, Three Zones + Special Allowance of Rs. 11 to 88·50 (Jan. to Jun. 1976)
		<i>Minimum rates of wages</i>	
	Skilled	290·00	235·00
	Semiskilled-A	210·00	180·00
	Semiskilled-B	195·00	165·00
	Semiskilled-C	180·00	150·00
	Unskilled (H)	165·00	135·00
	Unskilled (L)	150·00	120·00
		290·00	220·00
		210·00	165·00
		195·00	150·00
		180·00	135·00
		165·00	120·00
		150·00	105·00
4	Employment in Saw Milling Industry.	MWA. 6473/197572/Lab. III-A, dated 18th October 1973.	1st November 1973, Three Zones.
		<i>Minimum rates of wages varying between</i>	
		310 and 155	280 and 125
			265 and 110
5	Employment in Tobacco (including Bidi Making) Manufactory.	MWA. 1573/107665/Lab. III-A, dated 10th March 1975.	15th March 1975.
		<i>Minimum rates of wages</i>	
	Bidi rolling	Rs. 4·50 to 5·75	Unskilled (H)
		p. 1,000 bidies	Unskilled (L)
	Bidi sorters, Bhattiwala, Clerks.	Rs. 144 p.m.	Accountant
			Rs. 4·50 p.d.
			Rs. 4·00 p.d.
			Rs. 230 p.m.

ANNEXURE 'C'—contd.

Serial No.	Name of the Scheduled employment	No. and date of Government Notification	Date of effect and Remarks			
1	2	3	4			
6	Employment in Cinema Exhibition Industry.	MWA. 5276/759/Lab.-7, dated 7th May 1976.	15th May 1976, Five Zones.			
<i>Minimum rates of wages varying between</i>						
	Rs. 450 and Rs. 220	305 and 155	235 and 115	215 and 110	200 and 105	
7	Employment in Printing Industry ..	MWA. 2676/777/Lab.-7, dated 7th May 1976.	15th May 1976, Three Zones + Special Allowance of Rs. 84 to 126. (Jan. to Jun. 1976)			
<i>Minimum rates of wages</i>						
	Skilled-A	180	165	160		
	Skilled-B	155	140	135		
	Skilled-C	130	115	110		
	Skilled-D	120	105	100		
	Semiskilled	110	95	90		
	Unskilled	95	80	75		
8	Employment in Paper and Paper-board Manufactory.	MWA. 5675/104084/Lab. III-A, dated 21st March 1975.	1st April 1975, Two Zones+Special Allowance of Rs. 31.20 to 39. (Apr. to Jun. 1976)			
<i>Minimum rates of wages</i>						
	Grade I	300	275			
	Grade II	252	227			
	Grade III	226	201			
	Grade IV	206	181			
	Grade V	186	161			
	Grade VI	160	135			
	Clerks	238	213			
9	Employment in Residential Hotels, Restaurants or Eating Houses.	MWA. 2475/770/Lab-7, dated 13th May 1976.	15th May 1976 Five Zones + Special Allowance.			
<i>Minimum rates of wages</i>						
	Skilled	238	187	177	150	130
	Semi-skilled	189	162	135	113	105
	Unskilled	170	144	118	098	090
10	Glass Industry	MWA. 4075/1/Lab-7, dated 6th May 1976.	15th May 1976 Three Zones.			

ANNEXURE 'C'—contd.

Serial No.	Name of the Scheduled employment	No. and date of Government Notification		Date of effect and Remarks	
1	2	3		4	
<i>Minimum rates of wages</i>					
	Skilled-A ..	260	208	175.50	
	Skilled-B ..	247	195	162.50	
	Skilled-C ..	234	184.60	143.00	
	Semiskilled-A ..	215.80	171.60	130.00	
	Semiskilled-B ..	205.40	163.80	119.60	
	Unskilled ..	195	156	110.50	
11	Employment in Engineering Industry.	MWA.5274/198006/Lab-III-A, Dated 15th November 1974.		1st December 1974 Four Zones + Special allowance of Rs. 1.13 per day for April to June 1976.	
<i>Minimum rates of wages, per day</i>					
	Highly skilled ..	13.80	11.75	10.25	8.30
	Skilled ..	11.00	9.40	8.30	6.70
	Semiskilled ..	8.60	8.20	7.30	5.90
	Unskilled ..	8.50	7.25	6.50	5.25
	Junior Clerks ..	270 p.m.	230 p.m.	204 p.m.	165 p.m.
12	Laundry Industry ..	MWA.5274/100201-Lab-III-A, dated 22nd January 1975.		26th January 1975 Four Zones + Special allowance of Rs. 25 p.m. for January to June 1976.	
<i>Minimum rates of wages</i>					
	Skilled ..	270	240	220	200
	Semiskilled ..	230	200	180	160
	Unskilled ..	190	160	140	120
13	Employment in any Rice, Flour or Daal Mill.	MWA.1474/179398/Lab-III-A, dated 13th August 1974.		1st September 1974 Four Zones + Special allowance Rs. 30 to 60 for January to June 1976.	
<i>Minimum rates of wages</i>					
	Skilled ..	240.50	214.50	188.50	156.00
	Semiskilled ..	221.00	195.00	169.00	143.00
	Unskilled (H) ..	195.00	169.00	136.50	117.00
	Unskilled (L) ..	182.00	156.00	130.00	110.00
	Clerical ..	240.50	214.50	188.50	156.00

ANNEXURE ' C '—concl'd.

Serial No.	Name of the Scheduled employment	No. and date of Government Notification	Date of effect and Remarks
1	2	3	4
14	Tanneries and Leather Manufactory	MWA. 2174/204299/Lab-III-A, dated 7th January 1975.	26th January 1975 Four Zones + Special allowance of Rs. 3 to 9 p.m. for January to June 1976.
<i>Minimum rates of wages</i>			
	Skilled	.. .. 221.00	195.00 169.00 143.00
	Semiskilled	.. .. 201.50	175.50 149.50 123.50
	Unskilled	.. .. 182.00	156.00 130.00 104.00
	Clerical	.. .. 220.00	190.00 170.00 140.00
15	Rubber Manufacturing Industry ..	MWA. 5674/197807/Lab-III-A, dated 15th November 1974.	1st December 1974 Only one Zone + Special allowance of Rs. 2.55 per day for April to June 1976.
<i>Minimum rates of wages</i>			
	Skilled Rs. 7 per day.	
	Semiskilled Rs. 6 per day	
	Unskilled Rs. 5 per day.	

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