



सत्यमेव जयते

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

REPORT
OF
THE MINIMUM WAGES COMMITTEE
FOR EMPLOYMENT IN ANY TOBACCO
(INCLUDING BIDI MAKING)
MANUFACTORY
1968

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CONTENTS

	PAGES
CHAPTER I	
Introductory	1
Previous Committee	1
Appointment of the present Committee	1
Appointment of additional members on the Committee ..	2
Changes in the Committee	3
Terms of Reference	3
Time limit for submission of the report	3
Procedure followed	3
Tours undertaken	4
Meetings held.	4
CHAPTER II	
Views expressed by Employers and their Associations ..	5
Views expressed by Employees and their Unions ..	12
CHAPTER III	
Collection and analysis of the data ..	18
CHAPTER IV	
Decisions of the Committee ..	19
CHAPTER V	
Recommendations	21
Acknowledgements and Thanks	25

ANNEXURES

A.	Government Resolution dated 31st December 1966 Appointing the Committee.	27
B	Questionnaire issued by the Committee	29
C	Government Resolution dated 25th May 1967 appointing additional Members on the Committee.	39
D1to D3	Government Resolutions extending time limit for submission of the report.	40-41
E	Government Resolution dated 21st February 1968 regarding appointment of substitute member.	41
F	List of Units visited by the Committee ..	42
G	List of Persons appeared before the Committee ..	43
H	Statement showing the range of minimum rates of wages suggested by employers, their Associations and the employees and their unions,	45

REPORT OF THE MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN ANY TOBACCO (INCLUDING BIDI MAKING) MANUFACTORY

CHAPTER I

INTRODUCTORY

The bidi industry occupies a place of importance in the economy of our State. It is a traditional non-mechanised industry. It provides employment to a large number of workers both male and female. The industry has spread over in all parts of the State both in rural and urban areas. There are 381 factories employing 30,340 workers. The important bidi manufacturing centres in the State are Bombay, Nasik, Sinnar, Sangamner, Yeola, Akola, Ahmednagar, Sholapur, Poona, Vaijapur, Jalna, Aurangabad, Sawantwadi, Nagpur, Kamptee, Bhandara district and Gondia.

Previous Committee

By Government Resolution No. MWA 1562/Lab-III, dated 11th February 1963, Government had appointed a Committee under the Chairmanship of Shri N. H. Mujumdar to enquire into the conditions prevailing in the employment in Tobacco including bidi making manufactory and to advise Government regarding revision of minimum rates of wages fixed for the employees employed in the said employment by the former Bombay Government under Notification No. MWA-2438/48, dated 19th April 1955, MWA-1557-J, dated the 11th June 1958 and MWA-1558-J, dated the 6th July 1958. The Committee had submitted its report to Government on 26th March 1964. Government by Notification No. MWA 1562-Lab-III, dated the 30th April 1964 had revised minimum rates of wages for bidi rollers (a) for Bombay area of the State of Maharashtra (b) Vidarbha area of the State of Maharashtra (c) Hyderabad area of the State of Maharashtra. The rates came into force from 1st May 1964.

In exercise of the powers conferred by clause (a) and (b) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 the Government of Maharashtra after consulting the Advisory Board, fixed/revised the minimum rates of wages payable to employees (other than bidi makers) employed in the employment in any tobacco (including bidi making) manufactory by Government Notification No. MWA 1562-Lab-III, dated 19th March 1965. The rates came into force from 1st of April 1965.

Appointment of the Present Committee

In view of the increase in cost of living since 1964, Government of Maharashtra with a view to revise the minimum rates of wages fixed under above mentioned notifications appointed a Committee by Government Resolution

No. MWA-1566/6175/Lab-III, dated 31st December 1966. The Committee consists of the following persons. (Annexure A) :—

Chairman

Shri K. R. Wazkar,
Registrar, Industrial Court, Bombay.

Employers' Representatives

1. Shri Balchandra N. Malushte, Bombay.
2. Shri Shankar Rao Thakur, Poona.
3. Shri Ramnath S. Chandak, Nasik.
4. Shri Digambar Ganesh Saraf, Dist, Ahmednagar.
5. Shri Manoharbai Patel, M.L.A., Gondia, Bhandara.
6. Shri Nemkumar K. Porwal, Kamptee.
7. Shri Shantilal S. Patel, Aurangabad.

Employees' Representatives

1. Shri Vasanttrao N. Naik, M.L.A., Nasik.
2. Shri Datta Deshmukh, Sangamner, Dist. Ahmednagar.
3. Shri D. A. Dhavale, Nasik.
4. Shri N. H. Kumbhare, Kamptee, Nagpur
5. Shri Vijendra Kabra, Aurangabad
6. Shri Bhausaheb Shankar Dhumal, Sangamner, Ahmednagar.
7. Shri Rambhau Sakharam Nagre, Sangamner, Ahmednagar.

Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay has been appointed as a Secretary to the Committee in addition to his own duties.

Appointment of Additional Members.

By subsequent Government Resolution, Industries and Labour Department, No. MWA 1566/97442-Lab-III, dated 25th May 1967 the following additional members were appointed on the committee (Annexure-C) :—

Employers' Representatives

1. Shri Purshottam Patel, Gondia.
2. Shri Vasantsa Raojisa Kshatriya, Nasik

Employees' Representatives

1. Shri N. S. Ambekar, Sinnar
2. Shri Narayanrao Karwade, M. L. C. Nagpur.

Changes in the Committee

In modification of the orders issued under Government Resolution, Industries and Labour Department, No. MWA 1566/97442-Lab-III, dated 25th May 1967 Government appointed Shri Keshavrao Kondaji Pawar, Nasik in place of Shri Vasantsa Raojisa Kshatriya, Nasik *vide* Government Resolution, Industries and Labour Department, No. MWA 1566/97442-Lab-III, dated 21st February 1968 (Annexure-E).

Terms of Reference

The terms of reference to the Committee are as under :—

- (1) To consider further revision of the minimum rates of wages payable to employees in the employment in any Tobacco (including bidi making) Manufactory and to indicate the extent of revisions, and
- (2) To examine in all its aspects the question of continuing exemption to this employment from the provisions regarding payment for the weekly off.

The time limit for the submission of the Report

The Committee was asked to submit its report within 5 months from the date of its appointment. However, when the work of the Committee actually commenced it was found that the Committee would not be able to submit its report within the time limit prescribed. As it was necessary to pay visits to centres where bidi establishments are situated to hear representatives of employers and employees from those areas. The Committee had approached the Government from time to time for further extension of the time limit for submission of the Report. Government has been pleased to extend the time limit for submission of the report upto 25th March 1968 (Annexure D1 to D3)

Procedure Followed

Before conducting actual inquiries, it was considered necessary to collect the required information from various sources (1) by issue of questionnaires (2) from material published (3) visits to establishments at important bidi making centres. The list of factories was obtained from the Office of the Chief Inspector of Factories along with the average number of persons employed daily. The questionnaire drafted and finalised by the Committee was sent to employers, the Associations of employers and the trade unions, (Annexure B) and they were given time of one month for sending the replies. As sufficient number of replies were not received by the due date a further extension of one month was given for sending the replies. The replies received were circulated among the Members.

Tours undertaken

With a view to collect information and to observe in the actual working of establishments the Committee visited some of the important bidi making centres as stated above on the dates mentioned below :—

1. Nasik .. 25th and 26th September, 1967.
2. Aurangabad. .. 14th November 1967.
3. Sholapur .. 1st December 1967.
4. Poona .. 2nd December 1967.
5. Nagpur .. 9th January 1968.
6. Kamptee .. 10th January 1968.
7. Bhandara .. 11th January 1968.
8. Gondia .. 11th and 12th January 1968.

The Committee visited in all 21 Establishments during the visits (Annexure F)

During the visits to the various centres the Committee interviewed the representatives of employer's and employees' (list enclosed) and ascertained their views regarding the revision of minimum rates of wages and on the question regarding the exemption from the payment for the weekly day of rest (Annexure G).

Meetings Held

The Committee held in all 10 meetings one at Nasik and others in Bombay :—

- 1 Bombay 23rd January 1967.
- 2 Bombay 24th and 25th February 1967.
- 3 Bombay 24th April 1967.
- 4 Nasik 26th September 1967.
- 5 Bombay 18th October 1967.
- 6 Bombay 4th, 5th and 6th December 1967.
- 7 Bombay 5th, 6th and 7th February 1968.
- 8 Bombay 19th, 20th, 21st and 22nd February 1968.
- 9 Bombay 27th, 28th and 29th February 1968.
- 10 Bombay 23rd to 25th March 1968.

CHAPTER II

THE VIEWS OF EMPLOYERS AND THEIR ASSOCIATIONS IN EACH REGION OR AREA ARE DESCRIBED SOMEWHAT IN DETAIL IN THE FOLLOWING PARAGRAPHS.

1. BOMBAY

(i) Previous Committee had fixed wages for Bombay 50 per cent higher than those fixed for Nagpur. There can be only 10 per cent difference as regards to the cost of living and prevailing rates of wages in these cities.

(ii) The condition of Bidi Industry in Bombay is different. In retail shops, 3 to 4 bidi rollers work. In the past there were more workers but the increase in rate of wages resulted in increase in selling rate of bidis and the sale has come down. Majority of bidi rollers are females. The workers work at their home without any restrictions as regards hours of work and take to bidi rolling as a supplementary business. The Minimum Wages Act, may not be made applicable to Bidi Industry in Bombay. Bidis brought from outside are less costly and as such the business in Bombay is on the decline. The rate for Bombay should be fixed in such a manner that there shall not be much difference in the rates of wages fixed for other areas in Maharashtra and that fixed for Bombay.

(iii) Linking Minimum rates of wages with cost of living index will not be proper as the Industry is spread all over in the villages and it will not be possible to ascertain the cost of living index in villages.

(iv) The rates of raw material are increasing day by day. Madhya Pradesh Government has imposed restrictions on export of Tembhurni leaves. There is no material increase in the selling rates of bidis.

(v) The rate of wages paid to bidi rollers in Maharashtra is more than that paid to bidi rollers in other States as such the cost of production is more in this State. There has been an increase in the import of bidis from other States. The Manufacturers in this State have no capacity to compete and it is becoming difficult day by day for the Manufacturers in the State to export bidis to other States. As a result of this the factories from the State are shifting to other States.

(vi) Cutting of leaves and rolling of bidis is one manufacturing process and there can be no division of it.

(vii) The work in Bidi Industry is of unskilled nature. The wages fixed for unskilled workers in other employments vary from Rs. 1·30 to Rs. 1·50 per day.

(viii) While fixing minimum rates of wages the same should be made inclusive of weekly off, and other holiday facilities.

(ix) The exemption from weekly off should be continued.

(x) A number of workers roll 1,500 to 1,700 bidis per day. It is necessary to lay down conditions to the effect that a worker must roll at least 1,000 bidis for being eligible for getting minimum wages.

(xi) Bidi Industry is facing the danger of competition from Cigarette Industry. There should be restriction on Cigarette Industry. This is absolutely, necessary for the expansion of Bidi Industry.

(xii) Dhulia, Jalgaon and Buldhana should be linked up with Aurangabad.

(xiii) The rates of wages for Kamptee, Gondia and Bhandara should be the same.

(xiv) Majority of the workers in this Industry are part-time workers and are Ghar-khep workers. The workers working are generally agriculturist and carry on the work for supplementing their income.

(xv) The Industry is not at all averse to paying higher wages for bidi rollers provided they are protected from the highly mechanised and sophisticated Cigarettes Industry.

(xvi) The small difference between the wage rates of Zone I and II as is fixed for other scheduled employment should be considered while fixing Minimum rates of wages for Bombay City.

The rates of wages for Bombay should be at par with those for other centres such as Poona and Nagpur. The cost of manufacture of Bombay bidis works out to about Rs. 7.37 for 1,000 bidis whereas the bidis from out-stations are sold at Rs. 5.75 to Rs. 6.50 for 1,000 bidis. The disparity in the selling rates has resulted in shifting the Industry out of Bombay. There is no scope for further increase in the price of bidis.

(xvii) There are a few dealers in Bombay who get bidis manufactured from out workers about 25,000 to 1 lakh per day. They are dealing on wholesale basis by sending their goods out of Bombay to Gujrat and M. P. at prices of Rs. 6.50 and above according to the quality and quantity. Before 7 to 8 years there were 15 to 20 dealers of this type but nearly 2/3 of them have closed their business and have shifted to other States. They were compelled to do so as they could not stand in business competition against the rates in other States viz. A. P., Mysore, Kerala, Madras and M. P. Bidis manufactured outside Bombay are being sold in Bombay. Before 7 years the daily sale of outside bidis was 30 lakhs whereas at present the same is over 80 lakhs. Wage rates in Bombay are the highest as compared to those in other parts of the State. The rates may be increased upto Rs. 5 per thousand bidis with leaves. The leaves used or supplied by workers in Bombay are of such type which are rejected by other big factory owners in their areas. Besides the leaves are 2-3 years old, and the same are not useful to them. Such leaves are available at cheaper rate. These leaves are mainly used in Bombay by workers in bidi manufacture. In Bombay there is no Chatt System i.e. rejection of bidis. While considering the wage fixation, Bombay region should be linked to Poona or Nasik Scale.

2. POONA

(i) The prices of raw materials have increased. The price of bidi leaves has gone up from Rs. 0.75 p. to more than Rs. 2 per kilo.

(ii) Government of Madhya Pradesh has nationalised and monopolised bidi leaves jungles.

(iii) Even though the prices of raw materials have gone up the selling price of bidis cannot be increased, because the bidi industry has to compete with cheap cigarette and the Bidi Manufacturers from Maharashtra have to face keen competition with the Bidi Manufacturers from other States because of the lower rates of wages prevailing in other States for bidi makers. The Manufacturers from other States are able to sell their bidis in Maharashtra at a cheaper rate, which is at time less than the cost price of bidis manufactured in Maharashtra. It is therefore not feasible to increase the existing minimum rates of wages of bidi makers.

(iv) The Bidi Manufacturing concerns centrally situated in the country can send their bidis to all parts of the country and in all directions at even transport charges and with equal facilities. The Bidi Manufacturing concerns situated in the corner of the country are required to pay heavy transport charges. Hence the rates of wages in the latter case should be lower.

(v) The rate of wages payable to bidi makers working in villages should be 25 paise less than the rate fixed for bidi rollers at Taluka and District Headquarters.

(vi) The rate of wages for Khep bidi maker should be less by 25 Paise than that of a Factory bidi maker.

(vii) Minimum rates of wages should not be linked with the rise or fall in the cost of living index number.

(viii) The exemption from the payment of weekly off should be continued.

(ix) While fixing minimum rates of wages for bidi rollers due consideration may be given to the factors such as difference in working, timing and other facilities between a Karkhana Roller and a Gharkhep Roller and there should be difference in minimum rates of wages of a Karkhana and Gharkhep Roller.

(x) Bidi rolling is not a hard and strenuous job, necessitating a paid weekly off. The Industry should be permanently exempted from the provisions regarding payment of weekly off.

(xi) The existing rates of minimum wages are high. The rates of wages in Madhya Pradesh, Andhra, Madras and Kerala are lower than those in Maharashtra. As the bidis manufactured in Maharashtra have to compete with those manufactured in other States, increase in wages will result in closing the Bidi Factories in this State.

(xii) There is no reason for revising the minimum rates of wages in Bidi Industry in this State. The neighbouring States are not prepared to revise the minimum rates of wages fixed in their States. There has been a great difference in the minimum rates of wages fixed in the other States and those in Maharashtra. The rates in this State are higher. Taking these factors into account, the minimum rates of wages in this State should not be revised.

(xiii) Minimum rates of wages should not be linked with the cost of living index., the factor is relevant only where the family of a worker is entirely dependent on the earning of the single worker. As far as Bidi Industry is concerned earning of the worker is a supplementary source of income.

(xiv) The exemption from payment for the day of rest should be continued and this industry should be permanently exempted from the payment of weekly off. Annual leave with wages and the sick leave are required by workers who work for fixed number of compulsory hours and who have to put in certain number of days of work in a year. On the contrary the workers in Bidi Industry have no compulsion of fixed hours of work or days of work. The real advantage that can be given to workers in this industry is by grant of increase in wages.

3. RAVER

- (i) The Khandesh District should be declared as a separate Zone with a rate of wages at par with surrounding districts of Vidarbha and Madhya Pradesh.
- (ii) The minimum rate should be Rs. 2·25.
- (iii) Separate rate for cutting leaves will be impracticable.
- (iv) Exemption from provisions of payment for weekly off should be continued for this industry.

4. NASIK

- (i) Provision for paid weekly off should be made applicable to other States before the same is made applicable for Maharashtra.
- (ii) Government should make arrangement to ensure supply of raw material to small Manufacturers at reasonable rate.

5. SAVANTWADI

(i) Bidis in Savantwadi area are prepared from 'Kuda' leaves. Tendu leaves are much more thick than Kuda leaves and are not so much affected by moisture as is the case with Kuda leaves. Kuda leaves are very thin and do not last for a longer period, if they are not well stored. Bidi makers in the area are mostly agriculturists who turn out bidies at their home in their spare time after looking to their agricultural work. The bidi industry in the area has provided the agriculturists an additional source of income to finance their domestic budget. Under the circumstances the bidi industry in the area is of the nature of Cottage Industry. This factor must be taken into account while fixing minimum rates of wages for the area. The Kuda leaves which are used in the manufacture of bidis are available within a radius of 25 miles from the place. The work of plucking of leaves is done by the agriculturists after their harvesting season and is an additional source of income. This factor should be taken into consideration while fixing minimum rates of wages for Ratnagiri District.

The main market place for Kuda bidis is Bombay. Kuda bidis are also sold in Belgaum and Goa. The Tendu leave bidis have wide market throughout India. The selling rates of Kuda bidis are between Rs. 4·60 to Rs. 4·80 for 1,000 bidis while those of Tendu leaves bidis are 1·1/2 times more than those of Kuda bidis. If the rates of Kuda bidis are raised, the sale of Kuda bidis will decline sharply, resulting in closure of the industry in this area.

Ratnagiri District is not yet industrially developed and that there is no other industry which can help the needy people to earn a livelihood and as an additional source of income to the agriculturists in their spare time.

The production of Kuda bidis per unit time is double that of Tendu leaves. It will thus not be justifiable to fix the same rate of wages both for Kuda bidis and Tendu bidis. A fair rate of minimum wage may be fixed for Kuda bidis.

6. KAMPTEE

(i) Further revision of minimum rates of wages within 3 years, will throw the Bidi Industry into financial instability resulting in closure of factories, causing great hardships to the workers employed in the industry. Instead of revising the minimum rates of wages, status quo in the industry should be maintained for a further period of two years. The cost of living should not be a criteria for increasing the minimum rates of wages. No increase in the rates of wages is possible due to the following reasons :—

(1) The cost of raw materials which are ancillary, incidental or related to bidi making viz. yarn, labels, tissue paper, etc. has increased by leaps and bounds. The cost of tobacco has increased by 30 per cent and that of Tendu leaves by about 50 percent. Minimum rates of wages should not be linked with the cost of living index number.

(2) Payment of weekly holiday is beyond the capacity of the bidi industry. Exemption as hitherto given may be continued.

In 1964, while revising minimum rates of wages, Kamptee was linked with Nagpur, whereas the minimum rates of wages in Bhandara District and Nagpur District, except Nagpur and Kamptee were fixed at a lower level. The district of Bhandara has large towns such as Bhandara and Gondia which are advanced and prosperous in all respects than Kamptee. This had resulted in closing down several prospering establishments at Kamptee, resulting in throwing workers out of employment. The town of Kamptee should be separated from Nagpur for the purposes of minimum wages and should be linked up with rural areas of Nagpur and Bhandara Districts.

(3) Rates of wages for Relaiwalls for Kamptee had been kept at par with those of Greater Bombay. The rates for Zilli Label, Tikli Zilli Label, Adi and Khadipatti are kept at par with Nakhizilli. It appears that the peculiarity of Nakhizilli had not been taken into consideration.

(4) Further revision of rates may result in either complete closure or transfer of industries from Maharashtra to such other States where the rates are cheaper and economical. This will result in disaster to the industry in Maharashtra State resulting in a lakh of bidi rollers thrown out of employment

7. GONDIA

(i) The minimum rates of wages for any category of employees in Vidarbha region need no revision.

(ii) There has been no remarkable change except increase in the cost of bidi leaves necessary to manufacture 1000 bidis from Rs. 0·62 paise to Rs. 1·13 per kilo.

(iii) The existing rates of wages paid to male labour at Rs. 1·75 per day and that paid to female at Rs. 1·25 for working 8 hours in other employments should be considered while revising minimum rates of wages.

(iv) Since the workers in the industry work on piece rate the question of weekly off does not arise. Besides the workers work at home during their leisure hours they are not entitled to any weekly off at the end of the week.

(v) In Vidarbha region minimum rates of wages in bidi industry were revised in 1958 and 1964 and 1965. The total rise was from 45 per cent to 84 per cent since the year 1956. While considering the above, it must be noted that in the adjoining districts of M. P. the rates were revised once and that too in 1966.

(vi) The rate of wages paid to other type of workers in Vidarbha region working in Roads and Building, Agriculture, etc. are lower as compared to those paid to bidi rollers. This factor has also to be taken into consideration.

(vii) More than 80 per cent of the bidis manufactured in Vidarbha are sold in other States. If the wage rates in Vidarbha are increased it is bound to have an effect on the cost of production of bidis in Vidarbha resulting perhaps in retrenchment and unemployment amongst the labourers in bidi industry.

(viii) The raw materials required for the industry viz. Tobacco is required to be brought from Belgaum and Gujarath. As sufficient quantity of bidi leaves are not produced in Vidarbha, the same are required to be brought from Bihar, Orissa and Madhya Pradesh. This has resulted in the increase in the cost of bidi leaves.

(ix) Other States have recently revised minimum rates of wages and have kept them at a level lower than those prevailing in Maharashtra. There is no possibility of further revision, by other States for four to five years.

(x) In the interest of the industry as a whole steps may be taken to fix, minimum rates of wages by the union Government.

(xi) The manufacture of bidis in Maharashtra has been under unfavourable condition and export of bidis to other states is not very encouraging.

(xii) The cost of raw materials has gone up and the cost of manufacture is already high ; the price of bidis in the market is on level with the that of cheap cigarettes.

(xiii) The bidi rollers in Nagpur and Gondia region work at home at their pleasure and there are no fixed hours of work.

8. JALNA.

The selling rates of Jalna bidis are lower than those of the neighbouring areas hence it is not possible to pay the existing rates of Rs. 2.20 for 1,000 bidis. This aspect should be considered otherwise the existence of the industry will be in danger and there is a risk of shifting of business of bidi manufactory to neighbouring States.

9. AURANGABAD

The Bidi Industry in Marathwada is not developed as compared to that at Nasik, Sinnar and Ahmednagar. The workers are not so skilled as compared to those working at Nasik and Sinnar. The rate of wages of the bidi workers in the neighbouring Andhra State is low. As a result the bidis imported from other States into Maharashtra are less costly. This industry being a Cottage Industry the provision of weekly off day may not be made applicable to the bidi industry in this region. The Marathwada region should not be linked up with Western Maharashtra,

THE VIEWS OF EMPLOYEES AND THEIR UNIONS IN EACH REGION OR AREA ARE DESCRIBED SOMEWHAT IN DETAIL IN THE FOLLOWING PARAGRAPHS.

1. BOMBAY

(i) Bidi making is a skilled job. Average worker can make about 600 to 700 bidis.

(ii) The basic minimum wage should be exclusive of price of tobacco and that of leaves.

(iii) For making 1,000 bidis, 14 pudas of leaves are required, the cost of which at present is Rs. 3.

(iv) (1) Considering the skill involved, (2) the hours of work involved and (3) the present cost of living the minimum rates of wages for rolling 1,000 bidis for different varieties should be as follows :—

(i) For 1,000 Chalu bidis Rs. 6.

(ii) For 1,000 Beech Bund bidis Rs. 6·50.

(iii) For 1,000 Tukadi bidis Rs. 6.

(iv) For 1,000 Farmas bidis Rs. 7.

To ensure the above wage rates the same should be linked up with cost of living index.

(v) The leaves should be supplied by employers.

(vi) A quarterly allowance of Rs. 5 should be paid to the workers to meet the expenses incurred on accessories.

(vii) Paid weekly off should be given to bidi workers.

2. POONA

(i) The bidi workers should be given interim increase. The Ghar-khep System should be prohibited. The minimum rates of wages should be linked up with the rise in the cost of living index and the minimum rate of wages for 1,000 bidis should be Rs. 6.

(ii) Even though there is increase in the cost of living index ; there has not been any increase in the rate of wages of the workers. The workers will not be able to carry on if the wages are not linked up with the cost of living index. The rate of wages in Kerala have been linked up with the cost of living index.

(iii) Bidi worker being a skilled worker, should get at least Rs. 200 per month.

(iv) To ensure a minimum of Rs. 150 per month a worker should be given a wage rate of at least Rs. 8 per thousand bidis. The wage should be linked up with the cost of living index. There should be a separate sector for the cutting of bidi leaves. To keep margin for bad leaves ten per cent more leaves should be supplied by the owners.

(v) The stock of bidi leaves is within the control of bidi manufacturers and wholesalers. The sale price of leaves in retail market is Rs. 2.50 to Rs. 3 per kilo.

(vi) There should be national Minimum Wage for this industry.

(vii) The basic minimum rate for 1964 should be Rs. 4.50. For every rise of a point there should be 10 paise rise per thousand of bidis.

3. SHOLAPUR

(i) The bidi leaves supplied by the owners for rolling 1,000 bidis are not adequate and as such the worker has to purchase per week, leaves worth Rs. 2.50 to Rs. 3. The leaves should be supplied by owner and there should be a separate section for cutting bidi leaves.

(ii) There should be national Minimum wage for bidi workers and the same should be linked up with the cost of living.

(iii) Minimum rate of wage for bidi rollers should be Rs. 5 per thousand bidis.

(iv) Increase of 50 per cent in the existing rate of wages should be granted as interim relief.

(v) Rate for cutting leaves should be Re. 1.

(vi) Label workers, Taraiwallas, clerks and other workers should be paid double wages.

(vii) The exemption from weekly off should be discontinued.

(viii) The exemption from the payment of weekly day of rest should not be continued hereafter.

4. AHMEDNAGAR

(i) The employer should supply employees with bidi leaves ready cut. There should be separate rate for rolling of bidis and cutting of bidi leaves.

(ii) The minimum rate of wage should be linked up with the cost of living index number. Minimum rates of wages should be revised after taking into account increase in the cost of living.

(iii) The workers should be granted weekly holiday with pay.

(iv) There should be one zone for entire Maharashtra.

5. AKOLA

(i) Areas in the State should be considered as one zone.

(ii) There should be separate rate for cutting leaves and rolling of bidis. The rate should be Re. 1 for cutting 1,000 leaves and Rs. 4 for rolling 1,000 bidis.

(iii) Minimum rates of wages should be linked up with the rise and fall in the cost of living index number.

6. SANGAMNER

(i) In villages, only foodgrains and sugar are available at control prices but the supply of other articles is irregular and inadequate. Taking into consideration the increase in the cost of living, the revised Minimum rate of wages should be Rs. 5.25 for thousand bidis.

(ii) There should be separate rate for cutting bidi leaves and the same should be Rs. 1.75 to Rs. 2 for 1000 leaves.

(iii) Minimum rate of wages should be linked up with the rise and fall in the cost of living index.

7. YEOLA

The revised minimum rate of wages should be Rs. 5 per thousand bidis. Additional Rs. 1.25 should be paid to a worker for cutting bidi leaves.

8. NASIK

(i) The increase in the cost of living between May 1964 and March 1967 is 40 per cent.

(ii) There should be no objection to fix different rates for cutting and rolling of bidis.

(iii) It has been always argued that the industry may shift from a place where higher wage of rates are prevailing to a place where the rates are low. However, it is seen that there are no such instances of shifting the industry from Maharashtra to any other State due to higher rates of wages. If necessary, Government should appoint a National Wage Board for this industry. The workers working on piece rate should be granted a minimum guaranteed time rate. There is a tendency on the part of employers not to provide full work to employees for the day which has adverse effect on socio-economic condition and bargaining capacity of the workers. The minimum guaranteed time rate of wage should be the same for all the areas. However, the dearness allowance may differ according to the region. The dearness allowance should be based on the cost of living index number of Bombay and the guaranteed minimum rate should correspond to the index number of 100 and thereafter after every six months for every rise of 5 points, there should be proportionate, increase in the rate of wages.

9. SOUTH RATNAGIRI DISTRICT

(i) In South Ratnagiri, there are above 5,000 bidi workers. Out of that about 3,000 are in Sawantwadi.

(ii) At present in South Ratnagiri, the Bidi Rolling rate varies between Rs. 1.80 to Rs. 2.25 for 1000 bidis. This rate is lower than the minimum wage rate fixed for the area i.e. Rs. 2.50 for 1,000 bidis.

(iii) It is very difficult to maintain a family at such lower rate but in order to avoid the danger of unemployment, workers have to work helplessly by accepting this rate.

(iv) The minimum rates of wages should be linked with cost of living index taking into consideration peculiar situation of South Ratnagiri and Sawantwadi with special reference to Kuda Bidi Leaves.

(v) The minimum rates should not be fixed at less than Rs. 3 per 1,000 bidis, and for categories other than bidi rollers e.g. clerks not less than Rs. 100 and for remaining categories Rs. 90 per month.

(vi) In this connection it may be pointed out that the Agricultural labour is getting Rs. 3 per day and present prevailing rates in the neighbouring area of Goa are between Rs. 3.70 to Rs. 3.90 per 1,000 bidis.

(vii) Manufacturers provide leaves, Tobacco etc. and workers take them home and return the finish products to the Manufacturers but there is no guarantee of continuous flow of work to the workers, the management stops providing work and close the Factory intermittently. In view of this, there should be some statutory provision such as lay-off compensation etc. to restrict such indiscriminate closure.

(viii) The workers should get the benefit of weekly off and other provisions of Minimum Wages Act.

10. NAGPUR

There should be one zone for Vidarbha area. The revised minimum rates of wages should be as follows :—

(i) For bidis containing 350 to 500 gms. of tobacco Rs. 4.50 per 1,000 bidis.

(ii) For bidis containing 200 to 300 gms. of tobacco Rs. 4.

The manufacturers have started preparing bundles of 7, 11 and 12 bidis instead of 25 bidis and as such the bidi rollers have to spend additional time which results in loss of wages for rolling 300 to 400 bidis. It is, therefore, necessary to fix additional rate of 25 paise for preparing small bundles. The present rate of wrapping 1 lakh bidis is too low. Besides, taking into consideration the additional work involved in making bundles consisting of 7, 11 and 12 bidis and the increase in the cost of living, the minimum rates of wages should be fixed. The miscellaneous workers should be given a wage of Rs. 125 per month. The bidi checker, supervisor, Munshi, Tobacco mixer and peon should be paid Rs. 150 to 200 per month,

11. KAMPTEE

- (i) There are about 3 lakh workers working in Maharashtra.
- (ii) The revised minimum rate of wages should be—
 - (i) Rs. 4.50 for rolling 1,000 bidis containing 350 gms. to 500 gms. tobacco.
 - (ii) Rs. 4.00 for rolling 1,000 bidis containing 200 gms. to 300 gms. of tobacco.
- (iii) Relai rate for one lakh of bidis in bundles consisting of 25 bidis each should be Rs. 10
- (iv) For bundles of 7 bidis, 11 bidis and 12 bidis, the rate should be fixed after taking into account the labour involved.
- (v) Miscellaneous workers should be paid a wage of Rs. 125 per month.
- (vi) Tobacco Mixers should get Rs. 20 per month as additional wage.
- (vii) Supervisors, clerks and peons should be paid wage from Rs. 150 to Rs. 200 per month.
- (viii) Minimum rate of wages should not be less than Rs. 150 per month.

12. LAKHANI

- (i) Due to chhatt, the workers are getting Minimum Wage of Rs. 1.25 only.
- (ii) The minimum rate of wage should be Rs. 3 for rolling 1,000 bidis.
- (iii) Thekedari system should be abolished by law.
- (iv) Employers should supply employees, with 1½ kilo bidi leaves for rolling 1,000 small bidis and 1¾ kilo leaves for rolling 1,000 large size of bidis.
- (v) Workers should be allowed to work at one place and they should be given work for full 8 hours. The checking and sorting of bidis should be done in front of the workers.
- (vi) Workers should be granted paid weekly off.

13. BRAHAMPURI

Existing rate for rolling 1,000 bidis is Rs. 2.06, which is insufficient as the cost of living has increased. The revised rate should be Rs. 3.25. There should be payment for weekly day of rest.

14. UMARWADA

- (i) Workers should be granted minimum rate of Rs. 4.50 for rolling one thousand bidis.

15. BHANDARA

(i) The present rates are totally unsatisfactory to the workers. The cost of living has increased and since last two successive years, Bhandara District was hit by famine and the prices of essential commodities have gone up considerably.

(ii) The employers indiscriminately reject 200 to 250 bidis as defective out of 1,000 bidis rolled, ultimately the workers get Rs. 1.50 for 1,000 bidis against Rs. 2 fixed under the Minimum Wages Act.

(iii) Argument made by the employers namely that the bidi making industry is a cottage industry is not true, on the contrary, bidis are exported to foreign countries and the industry is based on sound economic footing.

(iv) It is threatened by the employers that if the minimum rates of wages are increased they may shift the industry to the area where the rates are low. Shifting of factories from one border area of the State to the other border area of the State within the 10 miles should be prohibited.

(v) In order to eliminate the disputes arising out of rejecting bad bidis, a statutory provision should be made on the point, or otherwise the management should provide cut bidi leaves and get work done under its supervision and for the misconduct a provision should be made for the Standing Orders.

(vi) For relay work the rates should be fixed on bundles.

(vii) Weekly off—the present exemption from weekly off should be discontinued immediately.

(viii) The minimum rates should be linked with the rise in cost of living index and the existing Zones should be abolished making the whole State as one Zone.

16. AURANGABAD

(i) Rate for rolling 1000 bidis in Marathwada region should be fixed at Rs. 5.

(ii) The rate of wages for workers other than bidi rollers should be double.

(iii) The bidi workers should be granted interim relief to the extent of 50 per cent increase in their present emoluments covering all categories.

(iv) It is not practicable or advisable to separate the function of cutting bidi leaves and rolling of bidis.

(v) Wages should be linked with cost of living.

(vi) There is no justification for grant of exemption from weekly off.

(vii) The wages should be fixed after taking into consideration the cost of living and the condition of the industry should not be taken into account while fixing minimum rates of wages. There should be no difference in minimum rate from place to place and minimum wage should be brought on the same level. Every worker should get Rs. 221 per month and that he should get Rs. 8.50 per day for 8 hours work. The rate of wages for rolling 1,000 bidis should be fixed at Rs. 11. The work of cutting bidi leaves should be entrusted to separate workers.

CHAPTER III

COLLECTION AND ANALYSIS OF DATA

The Committee in all issued 436 questionnaires to —

(a) Associations of employers	..	..	..	5
(b) Unions of employees	..	..	..	53
(c) Individual establishments	..	..	..	378
			Total	436

In all 78 replies received :—

(a) Associations of employers	..	..	..	7
(b) Unions of employees	..	..	..	29
(c) Individual establishments	..	..	..	42
			Total	78

WE GIVE BELOW A SUMMARY OF THE VIEW POINTS EXPRESSED BY THE VARIOUS ORGANISATIONS

I. *Employers and their Organisations*

(1) Wage rates in the State need no revision as the same were revised before 3 years only.

(2) While revising the minimum rates of wages in this State due consideration should be given to the lower rates of wages in the neighbouring States.

(3) In case higher rates of wages are fixed in the area in this State there is every danger that the Industry from this State will be shifted to other States where the rates of wages are lower.

(4) Majority of the workers working in this Industry do the job of rolling bidis as additional source of income for their family.

(5) Majority of the workers working in this Industry are female, who work at their home during their spare time.

(6) The Industry should be granted exemption from the payment for weekly day of rest.

II. *Employees and their Unions*

(1) Wage should be fixed taking into account the requirements of the worker and should not depend on the condition of the industry.

(2) Separate rates of wages should be fixed for cutting of bidi leaves and for rolling of bidis. The employers should supply the employees ready cut leaves. A separate sector should be opened for cutting of bidi leaves.

(3) Bidi leaves should be supplied by the employers.

(4) Workers should be granted payment for weekly day of rest and the present exemption from the payment of weekly day of rest should be discontinued.

(5) Minimum rate for bidi roller in the State should not be less than Rs. 5-00 for rolling one thousand bidis.

CHAPTER IV

DECISIONS OF THE COMMITTEE

Having carefully considered the views expressed by the representatives of the employers and the employees, during the visits of the Committee to different centres, and from the replies received to the questionnaire issued, the Committee has come to the following decisions.

Division of the Area

The areas in the State have been divided as follows :—

I. WESTERN MAHARASHTRA

- (a) Areas within the limit of Greater Bombay Municipal Corporation.
- (b) Areas in Western Maharashtra excluding areas within the limits of Bombay Municipal Corporation and Ratnagiri District.
- (c) Areas within Ratnagiri District.

II. VIDARBHA REGION

- (a) Areas within the limits of Nagpur Municipal Corporation and the Kamptee Municipality.
- (b) Areas within the Municipal limits of Vidarbha region excluding areas within the limits of the Nagpur Municipal Corporation and the areas within Kamptee Municipality.
- (c) All other areas in Vidarbha region not included in (a) and (b) above.

III. MARATHWADA REGION

- (a) Areas within the limits of Aurangabad and Nanded Districts.
- (b) Areas within the limits of Osmanabad, Parbhani and Bhir Districts.

Minimum rate of Wages—

(i) In respect of bidi rollers, the Committee has decided to recommend as follows :—

(a) A rate inclusive of remuneration in respect of day of rest as contemplated under clause (b) of sub-section 1 of section 13 of the Minimum Wages Act 1948 for the areas in Western Maharashtra (including Greater Bombay), Marathwada area, and the areas within the limits of Nagpur Municipal Corporation and Kamptee Municipality in respect of bidis containing more than 400 grams of tobacco per 1000 bidis.

(b) A rate exclusive of remuneration in respect of day of rest as contemplated under clause (b) of sub-section (1) of Section 13 of the Minimum Wages Act, 1948, in respect of all areas in Vidarbha region for bidis containing 400 grams or less than 400 grms of Tobacco per 1000 bidis.

(ii) In respect of workers other than bidi rollers, the committee has decided to recommend rates inclusive of remuneration in respect of day of rest as contemplated under clause (b) of sub-section (1) of section 13 of the Minimum Wages Act, 1948.

(iii) The Committee has decided to recommend revised minimum rates of wages as mentioned in schedule I and II attached (on page Nos. from 21 to 24 both inclusive).

(iv) The Committee recommends :—

(1) Where the minimum rates of wages are fixed by day or month, minimum rates of wages payable to (a) a child shall be 50 per cent, of such minimum rates fixed for an adult employed for carrying on the same operation ; (b) an adolescent, if certified to work as an adult shall be the same as those fixed for an adult and, if certified to work as a child shall be the same as those fixed for a child; (c) an apprentice shall be paid 75 per cent. of such minimum rates of wages fixed for carrying on the same operation.

(2) In the case of employees employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paisa :

Provided that where an employee is entitled to a paid weekly off, the minimum rate of daily wages shall be computed by dividing the minimum rate of monthly wages by 30.

(3) The Committee has decided to recommend that the notification regarding exemption from the payment for weekly day of rest should not be extended further after the term granting exemption expires.

CHAPTER V

RECOMMENDATIONS

SCHEDULE I

Revised rate for minimum wages payable to Bidi makers for rolling 1000 bidis (including the labour involved in cutting the bidi leaves) in the areas specified in column 2.

Serial No.	Area	Revised rates for 1000 bidis exclusive of remuneration in respect of day of rest as contemplated under clause (b) of sub-section (1) of section 13 of Minimum Wages Act, 1948	Revised rates for 1000 bidis inclusive of remuneration in respect of day of rest as contemplated under clause (b) of Sub-section (1) of section 13 of Minimum Wages Act, 1948
1	2	3	4
		Rs. nP.	Rs. nP
1	<i>Western Maharashtra Region—</i>		
	(a) Areas within the limits of Bombay Municipal Corporation :—		
	(i) Where the employer is prepared to supply and actually supplies leaves.	....	4.25
	(ii) Where the employer is not prepared to supply and does not supply leaves.	....	6.50
	(b) Areas in Western Maharashtra excluding areas included within the limits of Bombay Municipal Corporation and the areas from the Ratnagiri District.	....	3.50
	(c) Areas within Ratnagiri District ..	....	3.00
2	<i>Vidarbha Region—</i>		
	(a) Areas within the limits of Nagpur Municipal Corporation and the Kamptee Municipality :—		
	(i) for one thousand bidis containing more than 400 grams of tobacco.	....	2.95
	(ii) for one thousand bidis containing 400 grams. and less than 400 grams Tobacco.	2.62	....
	(b) Areas within the Municipal Limits of Vidarbha Region excluding areas specified at (a) above.	2.56	....
	(c) All other areas in Vidarbha Region not included in (a) and (b) above.	2.50	....
3	<i>Marathwada Region—</i>		
	(a) Within the limits of Aurangabad and Nanded Districts.	....	3.10
	(b) Within Osmanabad, Parbhani and Bhir Districts.	....	3.00

SCHEDULE II

Revised rates of minimum wages payable to employees (other than bidi makers employed in the employment in any tobacco including bidi making) manufactory

Serial No.	Area	Employees	Operation	Revised rates inclusive of remuneration in respect of day of rest as contemplated under clause (b) of sub-section (1) of section 13 of Minimum Wages Act, 1948
1	2	3	4	5
				Rs. P.
1	Greater Bombay City of Nagpur and the Kamptee Municipality.	All employees	.. Wrapping, labelling and packing of one lakh bidis— (a) Bundles consisting of 25 bidis each .. (b) Bundles consisting of 24 bidis each .. (c) Bundles consisting of 20 bidis each .. (d) Bundles consisting of 12 bidis each .. (e) Bundles consisting of 10 bidis each .. (f) Bundles consisting of 8 dibis each .. (g) Bundles consisting of 7 bidis each. ..	7·20 7·80 8·40 12·74 14·40 19·20 19·57
2	The whole of the State excluding areas specified in entry 1.	All employees	.. Wrapping, labelling and packing of one lakh bidis— (a) Bundles consisting of 25 bidis each .. (i) Adi and Khadi Patti .. (ii) Zilli and Label .. (iii) Zilli, label and Tikli Zilli label and Nakhi Zilli, Zilli and Adi and Khadi Patti ..	6·00 6·30 7·50

		(b) Bundles consisting of 10 bidis each ..	12.60	
		(c) Bundles consisting of 8 bidis each ..	13.80	
		(d) Bundles consisting of 7 bidis each. ..	14.40	
The whole State	..	(1) Ring Paster ..	0.24	Paise per 1000 bidis.
		(2) Taraiwala, Bidi sorter, Bidi checker or Bidi Counter.	90.00	Per month.
		(3) Bhattiwala ..	90.00	Per month.
		(4) Tobacco mixer where the employment is on monthly rate. ..	90.00	Per month.
		(5) Munshi or Clerk ..	92.00	Per Month.
		(6) Bidi leaves or tobacco distributor or both. ..	90.00	Per month.
		(7) Accountant (maintaining all accounts including those used for purpose of income-tax or other taxes) ..	143.75	Per Month.
		(8) Truck or lorry driver ..	143.75	Per month plus Rs. 3.60 daily allowance when on tour on a journey exceeding 80.5 kilometers.
		(9) Motor driver (car or Station wagon). ..	115.00	Per month plus Rs. 3.60 daily allowance when on tour on a journey exceeding 80.5 kilometers where the driver is not supplied with food by the employer.
		(10) Cleaner engaged on lorry or truck. ..	72.00	per month plus Rs. 2.40 daily allowance when on tour on a journey exceeding 80.5 kilometers.
		(11) Watchman or Chowkidar. ..	84.00	Per month.

Serial No.	Area	Employees	Operation	Revised rates inclusive of remuneration in respect of day of rest as contemplated under clause (b) of sub-section 1 of section 13 of Minimum Wages Act, 1948
1	2	3	4	5
		(12) Any other unskilled Category of employees—	..	Rs. P.
		(i) Heavy ..	..	2.70 Per day.
		(ii) Light ..	..	2.40 Per day.
		(13) Tobacco Sorter (sifter and Packer)—		
		(i) Heavy ..	..	2.70 Per day.
		(ii) Light ..	..	2.40 Per day.
		(14) Bag fillers, that is employees employed for filling, sewing and arranging bags and for carrying out similar operation in a tobacco manufactory.	..	0.24 Paise per bag containing 46.655 kilograms.
2	The whole State	.. All employees in snuff making establishments.	Packing of snuff ..	37 Paise per kilogram.
			Stocking of snuff ..	15 Paise per kilogramme.
			Mixing, grinding of tobacco and operation of like nature.	37 Paise per kilogram.

Explanation.—For the purposes of this notification—

(1) Where the minimum rates of wages are fixed by day or month, minimum rates of wages payable to—

(a) a child shall be 50 per cent. of such minimum rates fixed for an adult employed for carrying on the same operation.

(b) an adolescent, if certified to work as an adult shall be the same as those fixed for an adult and, if certified to work as a child shall be the same as those fixed for a child.

(c) an apprentice shall be 75 per cent of such minimum rates of wages fixed for carrying on the same operation.

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

Provided that where an employee is entitled to a paid weekly off, the minimum rate of daily wages shall be computed by dividing the minimum rate of monthly wages by 30.

ACKNOWLEDGEMENTS

We express our thanks to all persons, who assisted us in the Committee's work. We received help and co-operation from Bidi Employers during our tours, Office bearers of Trade Unions, Association of Employers and also from the Officer and Staff of the Office of the Commissioner of Labour. Particular mention must be made of our able and energetic Secretary, Shri H. A. Sathe, Assistant Commissioner of Labour, who rendered valuable assistance at every stage of enquiry. In spite of the fact that he is Secretary to several Committees, which task he has to perform in addition to his own duties, he did not spare himself any time in collecting whatever information was required by the Committee. We also appreciate the work done ungrudgingly by Shri S. S. Aralimar, Senior Labour Investigator, Shri J. V. Bhide, Senior Clerk, Shri S. R. Kadam, Clerk-typist and Shri P. C. Nair, Steno-typist all of whom rendered considerable help from time to time in the preparation of our Report.

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|---|--|
| | (Sd.) K. R. WAZKAR,
Chairman. |
| (Sd.) BHALCHANDRA N. MALUSHTE,
Member. | (Sd.) VASANTRAO N. NAIK,
Member. |
| (Sd.) SHANKAR RAO THAKUR,
Member. | (Sd.) DATTA DESHMUKH,
Member. |
| (Sd.) RAMNATH S. CHANDAK,
Member. | (Sd.) D. A. DHAVALA,
Member. |
| (Sd.) DIGAMBAR GANESH SARAF,
Member. | (Sd.) N. H. KUMBHARE,
Member. |
| (Sd.) MANCHARBHAI PATEL,
Member. | (Sd.) VIJENDRA KABRA,
Member. |
| (Sd.) NEMKUMAR K. PORWAL,*
Member. | (Sd.) BHAUSAHEB SHANKAR DHUMAL,
Member. |
| (Sd.) SHANTILAL S. PATIL,
Member. | (Sd.) RAMBHAU SAKHARAM NAGRE,
Member. |
| (Sd.) PURUSHOTTAM PATEL,
Member. | (Sd.) N. S. AMBEKAR,
Member. |
| (Sd.) KESHAVRAO KONDALI PAWAR,
Member. | (Sd.) NARAYANRAO KARWADE,
Member. |
| | (Sd.) H. A. SATHE,
Secretary. |

Bombay, 25th March 1968.

* Shri Nemkumar K. Porwal was not present at the meeting of the Committee held on 23rd March 1968, convened for finalising and sending the Report to Government. He sent a telegram intimating his inability to attend the meeting due to unavoidable circumstances. He had already sent a letter dated 22nd February 1968 in connection with the recommendations which were discussed and agreed to in the meeting held on 21st February 1968. The letter contained a note of dissent. The said letter with the note of dissent is appended herewith.

(Sd.) K. R. WAZKAR,
Chairman.

Tel. No. 310-8237

**PYARCHAND KESHARIMAL PORWAL, BIDI MANUFACTURERS
AND EXPORTERS**

Head Office : Kamptee (Nagpur) Managing Partner : Nemkumar K. Porwal.

**BRANCHES AT : Kamptee, Lakhani, Khat, Mohadi, Gondia (M.S.) Nizamabad and Perkit
(Andhra) Chakradharpur (Bihar) Sathna (M. P.)**

(Registered A.D.)

22nd February 1968.

The Secretary,

Minimum Wages Committee for Employment in any Tobacco (including Bidi Making)
Manufactory, Commerce Centre, Tardeo,
Bombay 34.

Sub :—Fixation of Relai rates of Kamptee *vis-a-vis* Bhandara, Tumsar and Gondia.

Dear Sir,

In spite of my best efforts to convince the Honourable Committee members along with the authorities connected therewith in view of great injustice done to Kamptee, I am grieved to state that it was found of no avail, as such I had no other way out except to record my dissenting note in the proceedings of the meeting held on the 21st February 1968, at Bombay. I have this day sent you an "Express" telegram reading as under:—

"Please see my letter posted today amplifying my dissenting note recorded on proceedings of twenty-first requesting you not to do injustice to Kamptee as hitherto done.

Nemkumar Porwal"

With a view to amplifying my dissenting note I categorically assert as under :—

(1) Kamptee is far smaller as compared to full fledged, advanced and prosperous towns like Bhandara and Gondia. The Honourable members of the Committee have inspected all these towns of this Vidarbha region specified above. Even after having made such inspection I fail to understand why no realistic view has been taken and colossal injustice is hurled on Kamptee by fixing higher rates of Relai as compared to the other towns specified above. It is also not understood by what stretch of imagination Kamptee has been equated in respect of Relai rates with Greater Bombay and Nagpur.

(2) The State and Central Government emoluments for their employees at Kamptee are less as compared with Nagpur and Greater Bombay. The conditions of living index at Kamptee is lower than all these places.

(3) The disparity gives rise to preferential treatment to Bhandara District in its own Vidarbha region. It also foment unhealthy competition among brother Bidi Manufacturers of the same region.

(4) Will such an injustice not amount to provoke to the industrialists of Kamptee to close down their Bidi industries lock, stock and barrel at Kamptee and start new ones at Bhandara and Gondia ?

I would, therefore, request you and the Honourable members to reconsider the situation in the light of foregoing remarks and come to right conclusion and realistic views. For this act of kindness I shall be grateful. Kindly acknowledge.

Thanking You.

Yours faithfully,

Copy forwarded to—
Shri Narendra Tidke,
Labour Minister,
Sachivalaya,
Bombay 34.

(Signed) NEMKUMAR K. PORWAL,
Member, Minimum Wages Committee.

ANNEXURE A

Minimum Wages Act, 1948
 Appointment of a Committee
 under the Employment in any
 tobacco (including bidi making)
 manufactory.

GOVERNMENT OF MAHARASHTRA,

INDUSTRIES AND LABOUR DEPARTMENT,

Resolution No. MWA-1566/6175-Lab. III.

Bombay-32, 31st December 1966

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 following Committee to hold enquiries into the conditions prevailing in the employment in any tobacco (including bidi making) manufactory and to advise Government in the matter of further revising the minimum rates of wages fixed under the said Act, for bidi rollers under Government Notification, Industries and Labour Department, No. MWA-1562-Lab. III, dated the 30th April 1964 and to other employees employed in the employment in any tobacco (including bidi making) manufactory, under Government notification, Industries and Labour Department, No. MWA-1562/Lab. III, dated the 19th March 1965 :—

Chairman

Shri K. R. Wazkar,
 Registrar, Industrial Court,
 Bombay-1.

Employers' Representatives

- (1) Shri Bhalchandra N. Malushte,
 C/o Messrs. Narayan Atmaram,
 Fulgalli Corner, 3rd Bhoiwada,
 Bhuleshwar, Bombay-2.
- (2) Shri Shankar Rao Thakur
 C/o Messrs. Thakur Sawdekar and Company Private Limited,
 377, Gurwar Peth, Poona-2.
- (3) Shri Ramnath S. Chandak,
 C/o Messrs. Bastiram Narayandas Maheshri Bidi Factory,
 Sinnar, District Nasik.
- (4) Shri Digambar Ganesh Saraf,
 C/o Messrs. Vishwanath Balawant Vaidya,
 Hatti Chhap Bidi Factory, Sangamner,
 District-Ahmednagar.
- (5) Shri Manoharbhaji Patel, M.L.A.
 President, Bidi Leaves and Tobacco Merchants' Association,
 Gondia, District, Bhandara.
- (6) Shri Nemkumar K. Porwal,
 C/o Messrs. Pyarchand Kesharimal Porwal,
 Bidi Manufacturers and Exporters,
 Kamptee, Nagpur.
- (7) Shri Shantilal S. Patel,
 C/o Kamla Bidi Works,
 190, Tilak Road, Aurangabad.

Employees' Representatives

- (1) Shri Vasantao N. Naik, M.L.A.
Phavale Lane, Mahatma Gandhi Road,
Nasik City.
(Dongre Mansion, Tardeo, Bombay-7)
- (2) Shri Datta Deshmukh,
At and Post-Sangamner,
District Ahmednagar.
- (3) Shri D. A. Dhavale, General Secretary,
Nasik Zilha General Mazdoor Sabha,
- (4) G. H. Deshpande Road (Main Road),
Nasik.
- (4) Shri N. H. Kumbhare, General Secretary,
Maharashtra State Bidi Mazdoor Sangh,
Kamptee, District Nagpur.
- (5) Shri Vijendra Kabra, President,
Marathwada Rashtriya Bidi Mazdoor
Sangh, Dhannasing Building, Aurangpura,
Aurangabad.
- (6) Shri Bhausaheb Shankar, Dhumal,
At and Post Sangamner,
District, Ahmednagar
- (7) Shri Rambhau Sakharam Nagre,
At and Post Sangamner,
District Ahmednagar.

2. Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay, should be appointed as a secretary to the abovementioned Committee in addition to his own duties.

3. The terms of the reference of the Committee shall be as under :—

(i) to consider further revision of the minimum rates of wages payable to all employees in the employment in any tobacco (including bidi making) manufactory and to indicate the extent of revision ; and

(ii) to examine in all its aspects the question of continuing exemption to this employment from the provisions regarding payment for the weekly off.

4. The Committee should submit his detailed report to Government in the matter within five months from the date of this Resolution.

5.

6. Shri H. A. Sathe, the Secretary to the Committee should be the controlling Authority in respect of the travelling allowance bills of the non-official Members of the Committee.

7.

8.

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

(Sd.) J. CARVALHO,

Under Secretary to Government.

ANNEXURE B

Tel : 378182

No. CL/T/MWC/Bidi/

OFFICE OF THE SECRETARY, MINIMUM
WAGES COMMITTEE FOR BIDI
INDUSTRY, COMMERCE CENTRE :

6/7th Floor, Tardeo, Bombay 34.

From

Shri H. A. SATHE,
Assistant Commissioner of Labour and
Secretary, Minimum Wages Committee for
Bidi Industry, Bombay.

To

Subject.—Minimum Wages Committee for Bidi Industry.Supply of information regarding revision of minimum rates of wages in respect
Bidi of Industry.

Sir/s,

I am directed to inform you that the Government of Maharashtra has fixed "revised rates of minimum wages payable to bidi makers for rolling 1,000 bides including the labour involved in cutting the bidi leaves" with effect from 1st May 1964 (*vide* Government Notification, Industries and Labour Department, No. MWA. 1562-Lab-III, dated the 30th April 1964 (copy enclosed and marked as Schedule I). Government has also fixed the minimum rates of wages for other categories of employees with effect from 1st April 1965 (*vide* Government Notification, Industries and Labour Department, No. MWA. 1562/LAB-III, dated the 19th March 1965, copy attached and marked as Schedule II). At present these rates are payable to persons employed in the bidi industry. Government has now appointed a Committee (*vide* Government Resolution, Industries and Labour Department, No. MWA. 1566/6175-Lab-III, dated the 31st December 1966) under the Minimum Wages Act, 1948 to hold enquiries into the conditions prevailing in the employment in any tobacco (including bidi making) manufactory and to advise Government in the matter of further revision of Minimum rates of wages fixed under the said Act for the employees referred to in the said notifications, dated 30th April 1964 and 19th March 1965 respectively. The terms of reference to the committee are as follows :—

(i) To consider further revision of the minimum rates of wages payable to all employees in the employment in any tobacco (including bidi making) manufactory and to indicate the extent of revision, and

(ii) To examine in all its aspects the question of continuing exemption to this employment from the provisions regarding payment for the weekly off.

I am also enclosing a statement showing the trend of rise in the cost of living as revealed by the consumer price index numbers for certain centres prepared by the Office of the Commissioner of Labour (*vide* Schedule III attached herewith).

2. I am now, directed by the Chairman and the Members of the committee to request you to kindly supply the committee with information on the following points :—

(i) Having regard to the rise in the cost of living as indicated by the figures in Schedule III attached herewith, please indicate in column IV of the schedules I and II the extent to which the minimum rates should be revised against each category of the employees mentioned therein employed in the concerned region.

(ii) Please indicate whether there are any change of circumstances or any other factors which have come into play since the minimum wage rates were fixed by Government on 1st May 1964 and 1st April 1965.

(iii) In suggesting the revision of wage-rates for bidi rollers please state whether you would suggest a separate rate for cutting leaves instead of a consolidated rate as prescribed by Government.

(iv) Please state whether the minimum wage rates should be linked with the rise and fall of the cost of living index numbers.

(v) In suggesting revision of wage rates please state the minimum rates of wages prevailing in comparable trades or manufactory in your regions for corresponding occupations.

(vi) Please state whether the earning of employees get reduced on account of (a) supply of bad leaves, (b) rejection of bidis rolled, or (c) non-supply of any essential materials, etc.

3. You are requested to offer your remarks on the 2nd term of reference viz. :—

“ Continuation of exemption from the provision regarding payment of weekly off with reasons therefor.”

4. As the time allotted to the committee for completing this inquiry is very short, you are requested to kindly send your replies (*in 25 copies*) so as to reach the undersigned not later than 15th July 1967—

(Sd.)
Secretary,
Minimum Wages Committee for Bidi
Industry, Bombay.

(२) साप्ताहिक सुटीबद्दल द्यावयाच्या वेतनविषयक तरतुदीतून या उद्योगास सूट देण्याचे यापुढेही चालू ठेवावे किंवा काय या प्रश्नाचा सर्वांगीण विचार करणे.

यासोबत कामगार आयुक्तांच्या कार्यालयाने तयार केलेले एक विवरणपत्र जोडण्यात येत आहे. या विवरण पत्रात विवक्षित केंद्राच्या ग्राहकमूल्य निर्देशांकामधून व्यक्त होणारा निर्वाह खर्चातील वाढीचा कल दर्शविलेला आहे. (सोबत जोडलेली अनुसूची क्रमांक ३ पहा).

२. समितीचे अध्यक्ष आणि सदस्य यांनी पुढील मुद्द्यांस अनुलक्षून समितीस माहिती पुरविण्याबद्दल आपणास विनंती करण्याचा मला आदेश दिला आहे :—

(१) सोबत जोडलेल्या अनुसूची ३ मधील आकडेवारीवरून सूचित होणारी निर्वाह खर्चातील वाढ लक्षात घेऊन, अनुसूची १ व २ मध्ये संबंधित प्रदेशात काम करणारे जे कर्मचारी नमूद केलेले आहेत अशा प्रत्येक प्रकारच्या कर्मचाऱ्यांचे वेतनदर कोणत्या मर्यादेपर्यंत पुन्हा सुधारण्यात यावे हे कृपया त्या अनुसूचीच्या स्तंभ ४ मध्ये नमूद करावे.

(२) दिनांक १ मे १९६४ व १ एप्रिल १९६५ रोजी शासनाने किमान वेतनदर निश्चित केल्यानंतर परिस्थितीत काही बदल झाला असल्यास तो किंवा वेतनदर बदलणे आवश्यक वाटावे अशा काही घटना घडल्या असतील तर त्या नमूद कराव्यात.

(३) विड्या करणाऱ्या कामगारांना द्यावयाच्या वेतनदरात सुधारणा सुचवताना शासनाने विहित केलेल्या एकत्रित वेतनदराऐवजी पाने कापण्यासाठी वेगळा दर द्यावा काय हे सूचित करावे.

(४) किमान वेतनदरांचा निर्वाह खर्च निर्देशांकातील चढउताराशी मेळ घालावा किंवा काय हे नमूद करावे.

(५) वेतनदराची सुधारणा सुचविताना प्रस्तुत उद्योगाशी तुलनीय अशा तुमच्या प्रदेशातील उद्योगात किंवा निर्माणगारात तत्सम व्यवसायासाठी अस्तित्वात असलेले किमान वेतनदर कृपया नमूद करावेत.

(६) कर्मचाऱ्यांची मिळकत (अ) खराब पांनांच्या पुरवठ्यामुळे, (ब) वळून तयार झालेल्या विड्या नाकारल्यामुळे, किंवा (क) कोणत्याही आवश्यक सामग्रीचा पुरवठा करण्यात न आल्यामुळे कमी होते किंवा काय ते नमूद करावे.

३. आपल्या विचारार्थ ठेवलेल्या विषयांपैकी, पुढील क्रमांक २ वर आपला अभिप्राय द्यावा अशी विनंती आहे.

“साप्ताहिक सुटीबद्दलच्या वेतनविषयक तरतुदीपासून या उद्योगास मिळत असलेली सूट यापुढेही चालू ठेवण्यासंबंधीचे आपले मत कारणासहित नमूद करावे.”

समितीला प्रस्तुत चौकशी पूर्ण करण्यासाठी दिलेली मुदत अत्यंत अल्प असल्यामुळे कृपया आपण आपले उत्तर (२५ प्रती) खाली स्वाक्षरी करणाऱ्यांकडे १५ जुलै १९६७ रोजी किंवा तत्पूर्वी पोहचेल अशा बेताने पाठवावे, अशी विनंती आहे.

(सही)

सचिव,

विडी उद्योगासाठी किमान वेतन समिती, मुंबई.

SCHEDULE (I)

Minimum rates of wages fixed for Bidi centres Bidi Industry vide Government Notification, Industries and Labour Department No. MWA. 1562-Lab-III, dated 30th April 1964 and suggestions for further revision.

Serial No.	Area	Existing Minimum wage rates payable for rolling 1,000 bidis including labour involved in cutting bidi leaves	Further revision of minimum wage rates	Remarks, if any
1	2	3	4	5
		Rs. P.		
1	Greater Bombay .. (a) Where leaves are not supplied by employer.	4·37		
	(b) Where leaves are supplied by employer.	3·37		
2	Nasik City and the area within a radius of five miles of its Municipal limits.	2·62		
3	All areas other than those covered by entries 1 and 2 in the Bombay area of the State of Maharashtra.	2·50		
4	Vidarbha area of the City of Nagpur and the Kamptee Municipality and the areas within a radius of five miles of the limits of the said City and Kamptee Municipality.	2·25		
5	(a) The areas within the limits of each district and taluka head-quarter in the Vidarbha area of the State (excluding the City of Nagpur).	2·06		
	(b) The areas within all municipal limits, in the Vidarbha area of the State (excluding the Kamptee Municipal area).			
	(c) The areas within a radius of five miles of the limits of such headquarters or as the case may be, the Municipal limits.			
6	The areas other than those covered by entries 4 and 5 above in the Vidarbha area of the State of Maharashtra.	2·00		
7	Hyderabad area of the State of Maharashtra. The areas within limits of the :—			
	(a) Aurangabad and Nanded Districts.	2·20		
	(b) Osmanabad, Parbhani and Bhir Districts.	2·00		

SCHEDULE II

Minimum Rates of Wages fixed for employees other than Bidi makers in the Bidi Industry vide Government Notification, Industries and Labour Department No. MWA 1562-Lab-III, dated 19th March, 1965 and suggestions for further revision

Area	Employs	Operation	Mnimum Wage Rates	Further revision of minimum Wage Rate	Remarks if any
1	2	2(A)	3	4	5
					Rs. P.
1. Greater Bombay, City of Nagpur and the Kamptee Municipality.	All Employees ..	Wrapping labelling and packing of one lakh bidis :—			
		(a) Bundles consisting of 25 bidis each.	6.00		
		(b) Bundles consisting of 24 bidis each.	6.50		
		(c) Bundles consisting of 20 bidis each.	7.00		
		(d) Bundles consisting of 12 bidis each.	10.62		
		(e) Bundles consisting of 10 bidis each.	12.00		
		(f) Bundles consisting of 8 bidis each.	16.00		
		(g) Bundles consisting of 7 bidis each.	16.31		
The whole of the State excluding areas specified in entry 1.	All Employees ..	Wapping labelling and packing of one lakh bidis :—			
		(a) Bundles consisting of 25 bidis each—			
		(i) Adi & Khadi patti ..	5.00		
		(ii) Zilli & Label ..	5.25		
		(iii) Zilli, label and tikli. Zilli label and Zakhi Zilli.	6.25		
		Zilla & Adi & Khadi Patti			

- (b) Bundles consisting of 10·50
10 bidis each.
- (c) Bundles consisting of 11·50
8 bidis each.
- (d) Bundles consisting of 12·00
7 bidis each.

The Whole State ..	(1) Ring paster ..	20 paise per 1,000 bidis.
	(2) Taraiwala, bidi sorter, bidi checker or bidi counter.	Rs. 75 per month.
	(3) Bhattiwala ..	Rs. 75 per month.
	(4) Tobacco mixer where the emp- loyment is on monthly rate.	Rs. 75 per month.
	(5) Munshi or clerk.	Rs. 80 per month.
	(6) Bidi leaves or tobacco distri- butor or both-	Rs. 75 per month.
	(7) Accountant maintaining all accounts including those used for pur- poses of income taxes or other.	Rs. 125 per month.
	(8) Truck or lorry driver.	Rs. 125 per month plus Rs. 3 daily allowance, when on tour on a journey exceeding 80·5 Kms.
	(9) Motor driver (Car or Station wagon).	Rs. 100 per month plus Rs. 3 daily allowance when on tour on jour- ney exceeding 80·5 Kms. where the driver is not supplied with food by the employer.

SCHEDULE II—contd.

Area	Employees	Operation	Minimum Wage Rates	Further revision of minimum Wage Rate	Remarks if any
1	2	2(A)	3	4	5
	(10) Cleaner engaged on lorry or truck.		Rs. P. Rs. 60 per month plus Rs. 2 daily allowance when on tour on a journey exceeding 80.5 Kms.		
	(11) Watchman or chowkidar.		Rs. 70 per month.		
	(12) Any other Unskilled category of employees—				
	(i) Heavy ..		Rs. 2.52 per day.		
	(ii) Light ..		Rs. 2.00 per day.		
	(13) Tobacco sorter (sifter and packer).				
	(i) Heavy ..		Rs. 2.05 per day.		
	(ii) Light ..		Rs. 2.00 per day.		
	(14) Bag fillers, that is employees, employed for fillings, sewing and arranging bags and for carrying out similar operation in a tobacco manufactory.		20 P. per bag containing 46.655 Kilograms.		
The whole State ..	All employees in snuff making establishments.	Packing of snuff. Stocking of snuff. Mixing grinding of tobacco and operation of like nature.	.. 31 P. per Kilogram. 12 P. per Kilogram. 31 P. per Kilogram.		

SCHEDULE III

(G.CP) MO-A R 41 00-6(275-8-68)

SCHEDULE
Consumer Price

Centre	May 1964		April 1965		December 1965	
	Old Series	New Series	Old Series	New Series	Old Series	New Series
Nagpur	.. 610	..	698	..	*715	137
Bombay	.. 499	..	538	..	*595	134
Sholapur	.. 449	..	457	..	*508	133
Poona	.. ..	..	..	127	..	138
Jalgaon	.. 650	..	703	..	*767	145
Nanded	.. 309	..	322	..	*336	137
Aurangabad	.. 279	..	292	..	316	..

<i>Note</i>	Nagpur	Bombay	Sholapur
Old Series Base period	.. August 1939 =100	1933-34=100	1927-28=100
New Series Base period	.. 1960—100 ..	1960—100 ..	1960—100 ..

New Consumer price Index Series were introduced at the following centres from the months

Bombay October 1965, Sholapur October 1965, Nagpur October 1965.
Poona April 1965.
Jalgaon November 1965.
Nanded December 1965.
Aurangabad January 1966.

*Equivalent old series.

III

Index Numbers

April 1966		August 1966		December 1966		March 1967	
* Old Series	New Series	* Old Series	New Series	* Old Series	New Series	* Old Series	New Series
715	137	778	149	793	152	788	151
626	141	653	147	662	149	679	153
520	136	584	153	596	156	592	155
..	135	..	140	..	144	..	145
767	145	857	162	915	173	873	165
353	144	392	160	407	166	402	164
324	146	349	157	355	160	353	159
Poona	Jalgaon	Nanded	Aurangabad ;				
....	August 1939 =100	1943-44=100	1943-44=100				
1961—100 ..	1961—100 ..	1961—100 ..	1961—100				

mentioned against the respective centres.

ANNEXURE ' C '

Minimum Wages Act, 1948 :

Appointment of a Committee under
the Employment in any tobacco
including bidi making
manufactory.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA.1566/97442-Lab-III,

Sachivalaya. Bombay-32, dated the 25th May 1967

- Read—(i)* Government Resolution. Industries and Labour Department No. MWA.1566/6175-Lab—III, dated the 31st December 1966.
(ii) Demi-Official letter No. CL/M/515, dated the 17th April 1967 from the Deputy Commissioner of Labour, Bombay.

RESOLUTION.—In modification of the orders issued under Government Resolution, Industries and Labour Department No. MWA.1566/6175-Lab-III, dated the 31st December 1966, Government is pleased to direct that the following additional members should be appointed on the Committee constituted under the said Government Resolution to hold enquiries into the conditions prevailing in the employment in any tobacco (including Bidi making) Manufactory and to advise Government in the matter of further revising the minimum rates of wages :—

Employers' Representatives—

- (8) Shri Purushottam Patel,
C/o. Mohanlal Hargovindas Bidi Factory,
Gondia, District Bhandara.
(9) Shri Vasantsa Raojisa Kshatriya,
C/o Messrs. Raojisa Yamasa Kshatriya
Bidi Merchants, House, No. 926,
Bhikusa Lane, Nasik.

Employees' Representatives—

- * (8) Shri N. S. Ambekar,
General Secretary,
Sinnar Taluka Vidi Kamgar Sangh,
Nasik Ves, Sinner,
District Nasik.
(9) Shri Narayanrao Karwade,
President, Swatantra Majoor Paksha Bidi Kamgar Sangh (Independent Labour Party's,
Bidi Workers Union),
Gandhi Chowk, Sadar, Nagpur.

2. This Resolution issues in consultation with the Finance Department *vide* its un-official reference No. 1141/VI-A, dated the 18th May 1967.

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

(Sd.) J. CARVALHO,
Under Secretary to Government.

*Amended *vide* Govt. Corrigendum No. MWA/1566/6175—Lab-III, dated 7-12-1967.

ANNEXURE D-1

Minimum Wages Act, 1948:

Appointment of a Committee under the Employment in any tobacco (including bidi making) manufactory.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 1566/102024-Lab-III

Sachivalaya, Bombay-32, dated 8th June 1967

Read—Government Resolution, Industries and Labour Department No. MWA.1566/6175-Lab-III, dated the 31st December 1966.

RESOLUTION.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA.1566/6175-Lab-III, dated the 31st December 1966 to advise Government in the matter of fixation of minimum rates of wages in respect of employment in any tobacco (including bidi making) Manufactory is granted extension of time upto the 30th November 1967 for submission of its report.

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

(Sd.) J. CARVALHO,
Under Secretary to Government.

ANNEXURE D-2

Minimum Wages Act, 1948 :

Appointment of a Committee under the Employment in any Tobacco (Including Bidi Making) Manufactory.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 1566/135523-Lab-III

Sachivalaya, Bombay-32, 27th December 1967.

Read—Government Resolution, Industries and Labour Department No. MWA.1566/102024/Lab-III, dated 8th June 1967.

RESOLUTION.—Government is pleased to grant further extension of time upto 29th February 1968, for the submission of the report by the Committee appointed under Government Resolution, Industries and Labour Department No. MWA.1566/6175-Lab-III, dated the 31st December 1966 to advise Government in the matter of fixation of minimum rates of wages in respect of employment in any tobacco (including bidi making) Manufactory.

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

(Sd.) J. CARVALHO,
Under Secretary to Government.

ANNEXURE D-3

Minimum Wages Act, 1948
Appointment of a Committee under
the Employment in any Tobacco
(including Bidi making) Manu-
factory.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 1566/135523-Lab-III

Sachivalaya, Bombay-32, dated 28th February 1968.

Read.—Government Resolution, Industries and Labour Department, No. MWA. 1566/6175-Lab-III, dated 31st December 1966.

Government Resolution, Industries and Labour Department, No. MWA.1566/135523-Lab-III, dated 27th December 1967.

RESOLUTION.—Government is pleased to grant further extension of time upto the 25th March 1968, for the submission of the report by the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA.1566/6175-Lab-III, dated the 31st December 1966, to advise Government in the matter of fixation of minimum rates of wages in respect of employment in any tobacco (including bidi making) manufactory.

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

(Signed) J. CARVALHO,
Under Secretary to Government.

ANNEXURE E

Minimum Wages Act, 1948
Appointment of a Committee under
the Employment in any Tobacco
(including Bidi making) Manu-
factory.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA.1566/97442-Lab-III

Sachivalaya, Bombay-32, dated 21st February 1968.

Read.—Government Resolution, Industries and Labour Department, No. MWA. 1566/6175-Lab-III, dated the 31st December 1966.

Government Resolution, Industries and Labour Department, No. MWA.1566/97442-Lab-III, dated the 30th May 1967.

RESOLUTION.—In modification of the orders issued under Government Resolution, Industries and Labour Department, No. MWA. 1566/97442-Lab-III, dated the 25th May 1967, Government is pleased to make the following change in the personnel of the Committee constituted under Government Resolution, Industries and Labour Department, No. MWA.

1566/6175-Lab-III, dated the 31st December 1966 to hold enquiries into the conditions prevailing in the employment in any Tobacco (including Bidi making) Manufactory and to advise Government in the matter of further revising the minimum rates or wages :—

Shri Keshavrao Kondaji Pawar, C/o Swastik Bidi Factory, House No. 381, Raviwar Peth, Nasik, should be appointed as a member representing employers in place of Shri Vasantsa Raojisa Kshatriya, C/o Messrs. Raojisa Yamasa Kshtriya Bidi Merchants, House No. 926, Bhikusa Lane, Nasik.

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

(Signed) J. CARVALHO,
Under Secretary to Government.

ANNEXURE F

The list of Units visited by the Minimum Wages Committee for employment in any Tobacco (including Bidi making), Manufactory during the tours to different Centres :—

(1) NASIK

- (1) Messrs. Chimansa Yamasa Kshatriya Bidi Factory, House No. 2722 and House No. 3114, Nasik.
- (2) Smt. Hajarabai, Contractor, Messrs. Swastic Bidi Factory, Nasik.
- (3) Messrs. Shankar Govind Kable, Buddha Chhapa Bidi Factory, Nasik.
- (4) Messrs. Ismail Bidi Factory, Branch No. 1, Main Road, Nasik.
- (5) Messrs. Raojisa Yamasa Kshatriya, Chandwadkar Lane, Nasik.
- (6) Messrs. Bastiram Narayandas Mahesluri, Camel Brand Bidi Factory, Ashok Stambha, Nasik.

(2) AURANGABAD

- (1) Messrs. Meersaheb Haji Vazir Saheb Bidi Factory, Aurangabad.
- (2) Kamala Bidi Works, Aurangabad.
- (3) Nandalal Bidi Factory, Aurangabad.

(3) SHOLAPUR

- (1) Chandratara Bidi Works, Sholapur.
- (2) Messrs. Shivakaran Mangilal & Company, Sholapur.

(4) POONA

- (1) Messrs. Thakur Savdekar Bidi Factory, Poona.
- (2) Messrs. Kanahyalal Pandharinath & Company, Bidi Factory, Poona.

(5) KAMPTEE

- (1) Messrs. Pyarchand Keshrimal Porwal, Bidi Factory, Kamptec.
- (2) Kamptec Bidi Utpadak Mazdoor Co-operative Society Limited, Bidi Factory, Kamptec.
- (3) Jaybharat Mazdoor Kamgar Sahakari Samstha, Kamptec.
- (4) Messrs. Hafjudin Mohmed Haji Abdulla Bidi Factory, Kamptec.
- (5) Messrs. N. B. Patel & Company, Bidi Factory, Kamptec.

(6) BHANDARA

- (1) Messrs. Maljibhai Mathubhai & Sons Bidi Factory, Bhandara.
- (2) Messrs. C. J. Patel & Company, Bhandara.

(7) GONDIA

- (1) Messrs. Mohanlal Hargovindas Bidi Factory, Gondia.

ANNEXURE G

List of persons who appeared before the Minimum Wages Committee in any Tobacco (including Bidi making) Manufactory at different Centres :

(1) AURANGABAD

- (1) Shri C. D. Chaudhary, President, Bidi Mazdoor Union, Aurangabad.
- (2) Shri Eknath Shakarpalli, President, Marathwada Rashtriya Bidi Mazdoor Sangh, Aurangabad.
- (3) Shri Syed Makdoom, Secretary, Bidi Mazdoor Union, Aurangabad.
- (4) Shri Vithal Jadhav, General Secretary, Marathwada Bidi Mazdoor Sangh, Aurangabad.
- (5) Shri A. R. Qureshi, Tarasaheb Bidi Factory, Aurangabad.
- (6) Shri Ramanlal Shah, President, Bidi Tobacco Merchants' Association (Marathwada), Aurangabad.
- (7) Shri A. R. Qureshi, Secretary, Bidi Tobacco Merchants' Association (Marathwada), Aurangabad.

(2) SHOLAPUR

- (1) Shri Shankar Kashinath Laghate, Manager, Messrs. Thakur Sawdekar Bidi Factory, Sholapur.
- (2) Shri D. L. Kshatriya, Prop. Bhikusa Yamasa Kshatriya, Sholapur.
- (3) Shri Kulkarni, Advocate, Representing Bidi Manufacturing Association, Sholapur.
- (4) Shri Indapura, General Secretary, Sholapur Bidi Kamgar Union, Sholapur.

(3) POONA

- (1) Shri G. V. Pawar, President, Poona Bidi Karkhandar Association, Poona.
- (2) Shri Deshpande, Vice-President, Poona Bidi Karkhandar Association, Poona.
- (3) Shri M. S. Hagawane, General Secretary, Vidi Kamgar Sangh, Poona.
- (4) Shri Gangaram Ram, on behalf of Vidi Kamgar Sabha, Poona.

(4) NAGPUR

- (1) Shri Shyamrao Patil, Secretary, Svatantra Mazdoor Paksha Bidi Kamgar Sangh, Nagpur.
- (2) Shri Chaturdas, Secretary, Nagpur Vidi Mazdoor Sangh, Nagpur.

(5) KAMPTEE

- (1) Shri Suryavanshi, President, Kamptee Bidi Mazdoor Sangh, Kamptee.
- (2) Shri Namdeorao Fulzele, Secretary, Kamptee Bidi Utapadak Sahakari Sanstha, Kamptee.
- (3) Shri Agrawal, Secretary, Bidi Manufacturers Association, Kamptee.
- (4) Shri Ramnath Ramkrishna, Manager, Ramnath Ramkrishna Bidi Factory, Kamptee.
- (5) Shri Pushulal, Manager, Messrs. P. K. Porwal, Bidi Manufacturers and Exporters, Kamptee.

(6) GONDIA, BHANDARA AND TIRORA

- (1) Shri Ranapratap Singh Bhadoria, General Secretary, Vidi Udyog Sabha, Bhandara.
- (2) Shri Charandas Bagade, Joint Secretary, Tirora Vidi Mazdoor Sangh, Tirora.
- (3) Shri S. N. Ramteke, Advocate, Vice-President, Maharashtra Rajya Bidi Mazdoor Sangh, Gondia.
- (4) Shri Sitaram Dongre, Secretary, Gondia Bidi Mazdoor Sangh, Gondia.
- (5) Shri Bansidas Vishram Thekedar, Gondia.
- (6) Shri Shantaram for Messrs. Maganbhai Chaturbhai Patel & Co., Gondia.
- (7) Shri Bhalubhai, Messrs. C. J. Patel & Co., Gondia.

(7) BOMBAY

- (1) Shri R. G. Mohadikar, Secretary, Maharashtra Bidi Industry Association, Bombay
- (2) Shri A. H. Tobaccowala, Employer, Bombay.
- (3) Shri R. T. Khedekar, Bidi Tobacconist, Bombay.
- (4) Shri Purshottam Shetye Bidi Tobacconist, Bombay.
- (5) The Secretary, Bombay Bidi Kamgar Union (Red flag), Bombay.
- (6) Shri Jayantilal A. Shah, Employer, Bombay.
- (7) Shri Shrikrishna S. Narkar, Employer, Bombay.
- (8) Shri Shridhar Vithal Dinge, Employers, Representative Sawantwadi, District Ratnagiri.
- (9) Shri Jayanad Shivram Matkar, President, Vidi Kamgar Union, Sawantwadi, District Ratnagiri.

SCHEDULE I

ANNEXURE H

The Statement showing the range of minimum rates of wages suggested by the Employers and their Associations and Employees and their Unions.

Serial No.	Area	Employers and their Associations		Employees and their Unions		Remarks
		From	To	From	To	
1	2	3	4	5	6	7
		Rs.	Rs.	Rs. P.	Rs. P.	
1	Greater Bombay : (a) Where leaves are not supplied by Employer. (b) Where leaves are supplied by Employer	..	..	..	..
2	Nasik City and the area within a radius of five miles of its Municipal limits.	..	..	4-00	5-00	
3	All areas other than those covered by entries 1 and 2 in the Bombay area of the State of Maharashtra.	2-00	..	3-00*	..	*Ratnagiri District.
4	Vidarbha area of the State of Maharashtra. City of Nagpur and the Kamptec Municipality and the areas within a radius of five miles of the limits of the said City and Kamptec.	..	..	3-00	5-00	
5	(a) The areas within the limits of each district and taluka head-quarter in the Vidarbha area of the State (excluding the City of Nagpur). (b) The areas within all municipal limits in the Vidarbha areas of the State (excluding the Kamptec Municipal area). (c) The areas within a radius of five miles of the limits of such headquarters or as the case may be, the Municipal limits.	..	..	3-00	6-00	
6	The areas other than those covered by entries 4 and 5 above in the Vidarbha area of the State of Maharashtra.	..	..	2-50	5-00	
7	Hyderabad area of the State of Maharashtra. The areas within limits of the :— (a) Aurangabad and Nanded Districts. (b) Osmanabad, Parbhani and Bhir Districts.	..	..	2-00	7-53	
		..	..	2-00	5-00	

SCHEDULE II

SCHEDULE

The Statement showing the range of minimum rates of wages suggested by the Employers

Serial No.	Area	Employees	Operation
1	2	3	4
1	Greater Bombay, City of Nagpur and the Kamptee Municipality.	All employees	<p>.. Wrapping, labelling and packing of one lakh bidis :—</p> <p>(a) Bundles consisting of 25 bidis each.</p> <p>(b) Bundles consisting of 24 bidis each.</p> <p>(c) Bundles consisting of 20 bidis each.</p> <p>(d) Bundles consistinf of 12 bidis each.</p> <p>(e) Bundles consisting of 10 bidis each.</p> <p>(f) Bundles consisting of 8 bidis each.</p> <p>(g) Bundles consisting of 7 bidis each.</p>
2	The whole of the State excluding areas specified in entry 1.	All employees	<p>.. Wrapping, labelling and packing of one lakh bidis :—</p> <p>(a) Bundles consisting of 25 bidis each—</p> <p>(i) Adiand Khadi Patti.</p> <p>(ii) Zilli and Label ..</p> <p>(iii) Zilli, Label and } Tikli. Zilli, Label and } Nakhi Zilli. Zilli & Adi } Khadi Patti. }</p> <p>(b) Bundles consisting of 10 bidis.</p> <p>(c) Bundles consisting of 8 bidis each.</p> <p>(d) Bundles consisting of 7 bidis each.</p>

II

and their Association and Employees and their Unions.

Employers and their Associations		Employees and their Unions		Remarks
From	To	From	To	
5	6	7	8	9
Rs.	Rs.	Rs. P.	Rs. P.	
....	10·00	12·00	
....	13·00	....
....	14·00	....
....	21·24	....
....	24·00	....
....	32·00	....
....	32·62	....
....	7·00	10·00	
....	7·25	10·50	
....	8·25	12·50	
....	11·00	21·00	
....	13·50	23·00	
....	14·00	24·00	

Serial No.	Area	Employees	Operation
1	2	3	4
The Whole State	..	<ul style="list-style-type: none"> (1) Ring Paster .. (2) Tariwala, bidi sorter, bidi checker or bidi counter .. (3) Bhattiwala .. (4) Tobacco mixer where the employment is on monthly rate. (5) Munshi or clerk .. (6) Bidi leaves or tobacco distributor or both. (7) Accountant maintaining all accounts including those used for purposes of income tax, taxes or other .. (8) Truck or lorry driver .. (9) Motor driver (Car or Station Wagon). (10) Cleaner engaged on lorry or truck .. (11) Watchman or Chowkidar .. (12) Any other unskilled category of employees— <ul style="list-style-type: none"> (i) Heavy — (ii) Light — (13) Tobacco sorter (Sorter and Packer)— <ul style="list-style-type: none"> (i) Heavy .. (ii) Light .. (14) Bag fillers, that is employees, employed for fillings, sewing and arranging bags and for carrying out similar operation in a tobacco manufactory. 	<ul style="list-style-type: none">
The Whole State	..	All employees in snuff making establishments.	Packing of snuff Stocking of snuff. Mixing grinding of tobacco and operation of like nature.

Employers and their Associations		Employees and their Unions		Remarks
From	To	From	To	
5	6	7	8	9
Rs.P.	Rs.P.	Rs.P. 0.35	Rs.P. 0.40	Per thousand bidis.
90.00*	100.00	210.00	*Ratnagiri District. Do.
70.00*	125.00	210.00	
70.00*	150.00	210.00	
75.00*	125.00	240.00	
70.00*	135.00	210.00	
100.00*	150.00	300.00	} Plus Rs. 6 daily allowance when on tour on a journey exceeding 80 Kilo meters.
75.00*	175.00	250.00	
70.00*	200.00	250.00	Do.
60.00*	100.00	210.00	} Plus Rs. 4 daily allowance when on tour on a journey exceeding 80.5 kilo meters.
60.00*	85.00	210.00	
2.25*	3.50	5.00	
....	3.00	4.00	
2.25*	3.50	5.00	
2.00*	3.00	4.00	
0.10*	0.35	.050	
....	0.24	0.75	
....	0.24	
....	0.62	0.75	

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