



Government of Maharashtra

REPORT
OF THE
MINIMUM WAGES COMMITTEE
FOR EMPLOYMENT IN GLASS
INDUSTRY IN MAHARASHTRA
STATE

1965

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OF THE
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STATE

1964

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SECRETARY,
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ASSISTANT COMMISSIONER OF LABOUR.
BOMBAY.

**REPORT OF THE MINIMUM WAGES COMMITTEE
FOR GLASS INDUSTRY IN MAHARASHTRA STATE.**

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INTRODUCTION

The minimum rates of wages were fixed in respect of the employment in Glass Industry in the Vidarbha area of the Maharashtra State by the former Government of Madhya Pradesh. The minimum rates of wages were, however, not fixed in other areas of the Maharashtra State.

Articles of glass are used in everyday life. Besides, it supplies different types of containers for industries manufacturing chemicals and pharmaceuticals, cosmetics, food products and beverages. Glass is very widely used in the construction of buildings, for shells of electrical lights, scientific apparatus, optical and other lenses and also integral parts of textile, rayon and silk processing machinery, etc. Thus, glass occupies an important place in the industrial development of the country.

Glass Industry is growing in this State and new units are coming up. The workers in the industry, in general, can be said to be rather unorganised. However, in some of the units working conditions and wages have been determined by awards, settlements, etc.

**REPORT OF THE MINIMUM WAGES COMMITTEE
FOR EMPLOYMENT IN GLASS INDUSTRY
IN MAHARASHTRA STATE**

CHAPTER I

PRELIMINARIES

Appointment of the Committee.

1. The Government of Maharashtra, by Resolution, Industries and Labour Department, No. MWA. 4062-Lab-III dated 11th February 1963, appointed, under Section 5(1) (a) of the Minimum Wages Act, 1948, a Committee to enquire into the conditions prevailing in the employment in Glass Industry in Vidarbha Area and to advise Government in the matter of revision of minimum rates of wages fixed under the Minimum Wages Act, 1948 (Act XI of 1948) in respect of the employment in Glass Industry under the former Government of Madhya Pradesh Notification No. 393-2844-XXIII of 54 dated 16th February 1955 (Annexure 'A'). The Committee was also asked to hold enquiries and to advise Government in the matter of fixation of minimum rates of wages in respect of employment in Glass Industry in Maharashtra State excluding Vidarbha Area. The Committee originally consisted of the following persons (Annexure 'B'):

CHAIRMAN

Shri P. G. Kher, M. L. A., Shanti Sandan; A-Block 7; 36th Road;
T. P. S. 3, Bandra, Bombay-50.

EMPLOYERS' REPRESENTATIVES.

1. Shri A. V. Pandit, Manager, Shree Onama Glass Works Ltd., Gondia, Dist. Bhandara.
2. Shri Shankarrao P. Ogale, Managing Director, Ogale Glass Works Ltd., Ogalewadi, Dist Satara.

EMPLOYEES' REPRESENTATIVES.

1. Shri H. J. Naik, President, Rashtriya Kanch and Burner Workers' Union, Gujarwada, Mahal, Nagpur.
2. Shri D. S. Natic, Joint Secretary, Ogalewadi Kamgar Union; Ogalewadi, Dist. Satara.

2. Shri Yousuf Nazim, Assistant Commissioner of Labour, Bombay, was appointed as Secretary of the Committee in addition to his own duties. By subsequent Government Resolution, Industries and Labour Department No. MWA. 4062-Lab-III dated 6th May 1963, Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay, was appointed as Secretary of the Committee in place of Shri Yousuf Nazim, Assistant Commissioner of Labour, Bombay (Annexure 'C').

Changes in the Committee.

3. Government, by Resolution, Industries and Labour Department, No. MWA. 4062-Lab-III dated 18th April 1963, appointed Shri C. G. Patel, Managing Partner, Swastik Glass Works, Chanda, as a member representing employers on the Committee in place of Shri A. V. Pandit. (Annexure 'D').

Terms of Reference.

4. The Committee was appointed to enquire into the conditions prevailing in the employment in Glass Industry in Vidarbha area and to advise Government in the matter of revision of minimum rates of wages fixed under the Minimum Wages Act, 1948 (Act XI of 1948) under the former Government of Madhya Pradesh Notification No. 393-2844-XXIII of 54 dated 16th February 1955. The Committee was also asked to hold enquiries and advise Government in the matter of fixation of minimum rates of wages in respect of the said employment in Maharashtra State excluding Vidarbha area.

Time Limit for Submission of the Report.

5. The Committee was directed to submit its report to Government in the matter within 6 months from the date of its appointment. Owing to the changes in the appointment of the Secretary, the work of the Committee could not be started for about 4 months. As the work of the Committee progressed, it became clear that it would not be possible for the Committee to submit its report within the time limit prescribed and hence an extension for submission of the

report by a further period of 6 months was requested. Government accordingly extended the time limit for submission of the report upto 10th February 1964 under its Resolution No. MWV. 4062-Lab-III dated 5th August 1963 (Annexure 'E'). As the work of the Committee could not be completed within the time limit prescribed above, Government was again requested to grant a further extension of 3 months. Accordingly, Government extended the time limit upto 10th May 1964, under its Resolution No. MWA. 4062-Lab-III dated 21st February 1964 (Annexure 'F').

Procedure followed by the Committee.

6. The first meeting of the Committee was held in Bombay on 11th April 1963 to consider the procedure to be followed and to draft the questionnaire to be issued to the employers, associations and federations of employers and trade unions. With a view to facilitate the work of the Committee, a draft questionnaire had been circulated among the members in advance before the meeting of the Committee was held. The Committee examined and finalised the draft questionnaire. The Committee then decided to issue the questionnaire to the employers, associations and federations of employers and trade unions connected with the employment (Annexure 'G'). The Committee then tentatively chalked out a tour programme of visits to the important glass centres with a view to make on the spot enquiries and to interview representatives of the trade unions, associations of employers and other persons interested in the enquiry. The questionnaire finalised by the Committee was divided into 3 parts, (1) to employers, (2) to associations and federations and (3) to trade unions. The questionnaire was translated in Marathi as the same could be easily understood by all. The questionnaire was then issued to concerns, associations, unions and to individuals. As only few replies were received, reminders were issued to those employers who had not submitted replies to the questionnaire and they were requested to submit them as early as possible. As a result of these reminders, some more replies were received.

Publicity.

7. After the questionnaires were issued, a press note was issued through the Director of Publicity, giving wider publicity to the purpose for which the Committee had been appointed and the employers, unions and associations were asked to submit replies to the questionnaires within one month. Persons interested in the

enquiry were also requested to obtain copies of the questionnaire from the Secretary of the Committee.

Tours undertaken by the Committee.

8. The Committee, for the purpose of making spot enquiries, visited the following centres in the State. Before undertaking tours, the Committee issued press notes giving publicity to the proposed visits. Persons interested in the enquiry were requested to appear before the Committee and to place their views in the matter of revision or fixation of minimum rates of wages. The Committee also sent intimations to the unions and associations wherever they existed, requesting them to appear before the Committee at the appointed place and time of interviews and views expressed by them were recorded. In the course of the visits, the Committee observed the manufacturing processes that were being carried on and also made enquiries regarding the nature of work done by the workers, categories of workers and the rates of wages paid to them. The Committee also made enquiries regarding the existing conditions of the industry.

Visits paid to the Glass Factories by the Committee.

Place	Date	No. of Units visited
1. Pimpri	21-10-1963.	2
2. Talegaon (Poona),	21-10-1963.	2
3. Ogalewadi.	23-10-1963.	1
4. Bombay.	25 & 26-10-1963.	7
5. Chanda.	28-10-1963.	1
6. Nagpur.	29-10-1964.	1
7. Bombay.	18-2-1964.	2
8. Thana.	18-2-1964.	1
Total		17

9. During visits to various centres and at the meetings of the Committee in Bombay, interviews of representatives of the following unions and associations were held for ascertaining their views in the matter:

<i>Place</i>	<i>Date</i>	<i>Name of the Organisation</i>
1. Poona	22-10-1963	1. Bharatiya Mazdoor Sangh, Poona. 2. Lokmanya Kamgar Sangh, Talegaon.
2. Ogalewadi	23-10-1963	1. Ogalewadi Kamgar Union, Ogalewadi. 2. Ogalewadi Kamgar Sangh, Ogalewadi.
3. Chanda	28-10-1963	Chanda Kanch Mazdoor Sangh, Chanda.
4. Nagpur	30-10-1963	1. Rashtriya Kanch Burner Kamgar Sangh, Nagpur. 2. Nagpur Glass Workers' Union, Nagpur.
5. Bombay	17-2-1964	1. Bombay Labour Union, Bombay. 2. United Glass Workers' Union, Bombay. 3. All India Glass Workers' Union, Bombay.
6. Bombay	17-3-1964	1. Representatives of the Western India Glass Manufacturers' Association, Bombay. 2. Representative of the Patanwala Glass Works (Pvt.) Ltd., Bombay.

10. The representatives of the All India and United Glass Works (Pvt.) Ltd., Bombay, who had requested the Committee to give time for interview, called on the Committee on 17th March 1964 but did not place their views before the Committee as they contended that there was no representative of employers from Greater Bombay on the Committee. The Committee had earlier visited the two factories and the Managements subsequently sent replies to the questionnaire, over and above the views expressed by them at the time of the Committee's visit.

Meetings.

11. The Committee in all held 5 meetings at the places and dates mentioned below:

<i>Place</i>	<i>Date</i>
1. Bombay	11th April 1963
2. Bombay	29th July 1963.
3. Bombay	19th February 1964.
4. Bombay	17th, 18th and 19th March 1964.
5. Mahabaleshwar	21st 22nd and 23rd April 1964.

CHAPTER II

HISTORICAL BACKGROUND, GENERAL CONDITIONS OF THE INDUSTRY AND EXISTING WAGE STRUCTURE.

12. Glass making was known in India centuries back and the principal articles then made were bangles, beads and small phials. The first Glass Factory in India was set up near Dehradun in the beginning of the 20th century. The first Glass Factory in Maharashtra State was started at Talegaon viz. the Paisa Fund Glass Works, inspired by the late Lokamanya Tilak in the year 1907 with the help of Japanese Technicians under the supervision of the late Lala Ishwardas Varshney. The small scale factories in Bombay City were started after the First World War and major developments with the help of automatic machinery took place after the Second World War. The credit for successful working of the first automatic unit goes to the Alembic Glass Works then in Bombay State and now in Gujrat.

Present conditions of the Glass Industry in Maharashtra State.

13. In Maharashtra State there are about 20 glass factories now working. They are located in Greater Bombay and Thana, Pimpri and Talegaon near Poona, Ogalewadi in Satara District and Chanda in Vidarbha area. The units at Nagpur and Gondia are at present closed. The factories employ about 7,000 workers per day. In a number of units modern automatic machines for the production of glass articles have been operating. These factories manufacture glass bottles and vials, jars and other containers, rods and tubes, laboratory glassware and apparatus, lampware, tableware, coloured glass lenses, glass bricks and tiles, glass marbles vacuum flask refills, bangles, heat resistant glass and other miscellaneous ware. The glass industry has a good scope and prospects for manufacturing many other articles which are at present imported in the country and efforts are in progress for achieving this object.

Location of the Industry.

14. The industry seems to be growing in Greater Bombay and Thana and its neighbourhood and at Pimpri near Poona. The nearness of market is a factor favourable for location of the industry at these centres. The other factor favourable is availability of hydro-electric power and the oil fuel from Bombay Port.

Process of Manufacture.

15. The raw materials are mixed in the required proportions and are melted in oil or coal fired pot or tank furnace. Different processes are carried on in the manufacture of glass articles from molten glass. Some articles are manufactured by mouth blowing or pressing it in a die and other hand operations while others are manufactured by automatic or semi-automatic methods. In the mouth blowing operation molten glass is taken out by the bubbler and thereafter by the helper. The helper with careful manipulation of the blow pipe takes the required quantity of glass at one end of the pipe and after blowing it a little, hands it over to the blower. The blower swings the glass and gives the required shape to it by blowing through the pipe, the glass taking the shape of the mould. The blown articles are then passed on to an annealing lehr for heating and gradual cooling to the atmospheric temperature. The articles like blown tumblers and lampware are cut, fused or ground and polished, sorted out and sent for packing.

16. Bottles occupy an important position among the articles manufactured by semi-automatic machines. Liquid glass is taken out of the furnace by a pipe and fed to the parison and the extra portion that is not required is cut off by means of a scissor and after blowing with compressed air full shape is given to the bottle. The bottles are then placed in an annealing chamber or lehr and passed through the lehr on a conveyer belt.

17. In an automatic machine, glass is mechanically sucked or fed by a feeder to the moulds fixed on a turning table and the blowing is done by compressed air. All the operations are mechanical and the speed at which the bottles or pressed articles are made is about 30 articles per minute. An automatic machine produces 250 to 300 gross articles per day of 24 hours. Articles like beer and aerated water bottles or vials for which the demand runs in thousands of gross can alone be economically produced on automatic machines. Generally, articles for which the demand is less are manufactured with the help of semi-automatic machines.

Working Conditions.

18. Glass is melted at high temperature in furnaces and processing of glass is conducted in places close thereto and as such working conditions are hotter than those prevailing in other industrial establishments.

Nature of Employment and Existing Wages.

19. Glass Industry is a perennial industry and the manufacturing process is a continuous one. The Industry in the State can be said to have been more or less stabilised. Most of the workers in the Industry are employed on permanent basis. The workers are employed on daily rated or monthly rated basis. The mode of payment is generally monthly. In most of the factories, workers are paid consolidated wages while in others dearness allowance is paid in addition to basic wages. In some of the factories, the system of production bonus and attendance bonus is in force. In some of the factories wages of the workers are fixed by agreements, settlements or awards. As regards the existing wages, the information obtained from replies to the questionnaire and that gathered during spot enquiries is given as per Annexures 'H' and 'I'. Thus, it will be seen that the unskilled employees employed at the following centres get wages as under:—

Bombay	Rs. 32.50 nP. per month for female employees each and Rs. 52.00 nP. to Rs. 85.00 nP. per month for male employees each.
Thana	Rs. 60.00 nP. per month.
Pimpri (Poona)	Rs. 52.00 to Rs. 70.00 per month.
Talegaon (Poona)	Rs. 58.00 per month.
Ogalewadi	Rs. 63.00 to Rs. 65.00 per month.
Chanda	Rs. 32.50 nP. per month for female employees each and Rs. 35.00 per month for male employees each.

CHAPTER III

CONCEPT OF MINIMUM WAGE

20. The Minimum Wages Act, 1948 has not laid down any definite principle for guidance of wage fixing bodies. The main object of the Act is to provide for fixation of wages in trades in which labour is not organised and wherein sweated labour is most prevalent or where there is big chance of exploitation of labour. India is a welfare State and one of the directive principles embodied in Article 43 of the Constitution states. "The State shall endeavour to secure by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work, ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities etc." Thus, the basic principle of a welfare State is that no person should be placed in a position to exploit another person and that every citizen should get economic justice.

21. The 15th Session of the Tripartite Indian Labour Conference has laid down the following norms for the need-based minimum wage as a guide for all wage fixing authorities including Minimum Wage Committees, Wage Boards, Adjudicators, etc.

- "1.(a) In calculating the Minimum Wage the standard working class family should be taken to comprise of three consumption units for one earner, the earnings of women, children and adolescents being disregarded.
- (b) Minimum food requirements should be calculated on the basis of a net intake of 2700 calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.
- (c) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum which would give for the average worker's family of four, a total of 72 yards.
- (d) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the subsidised industrial housing scheme for low income groups.

(e) Fuel, lighting and other miscellaneous items of expenditure should constitute 20% of the total minimum wage.

2. Where the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms."

22. The minimum set by the above resolution of the 15th Indian Labour Conference is so high that not even old and well established industries nor fast expanding industries like cement are able to pay it as is evident from the recent reports of the textile and the cement wage boards.

23. The Supreme Court in the case of Crown Aluminium Works Vs. their workmen has observed as under:—

"It is quite likely that in underdeveloped countries where unemployment prevails on a very large scale, unorganised labour may be available on starvation wages but the employment of labour on starvation wages cannot be encouraged or favoured in a modern democratic, welfare state. If an employer cannot maintain his enterprise without cutting down the wages of his employee below even a bare subsistence or minimum wage, he would have no right to conduct his enterprise on such terms."

24. The Fair Wages Committee appointed by the Government of India in 1948 held that while the lower limit for the fair wage must obviously be the minimum wage, the upper limit was set by the capacity of the industry to pay. As regards the living wage, the Fair Wages Committee found that there was general agreement that the living wage should enable the male earner to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of frugal comfort including education for children, protection against ill-health, requirement of essential social needs and a measure of insurance against the more important misfortunes including oldage. It would thus appear that the living wage would be the ideal to be attained through the stages of minimum wage and fair wage. The bare subsistence or minimum wage is a wage which would be sufficient to cover the bare physical needs of a worker and his family i.e. a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay.

25. The primary factor to be taken into consideration while fixing the minimum rates of wages should be the cost of minimum subsistence.

26. The main consideration which is to be borne in mind is that the industry should be able to maintain production with efficiency and the fixation of the rates of wages should be such that there are no movements from one industry to another owing to the wide disparities and employment at existing levels is not only maintained but if possible increased.

CHAPTER IV

GENERAL VIEWS EXPRESSED BY EMPLOYERS, THEIR ASSOCIATIONS AND TRADE UNIONS.

27 The Minimum Wages Act should be made applicable only to unorganised industries consisting of small units employing very small labour force which, by its limited strength, may not be in a position to do collective bargaining with the employers. It is, therefore, quite understandable that labour in such industries may appear to be in need of statutory protection, whereas Glass Industry, particularly in the Greater Bombay Region, is not such an industry.

28. There are numerous factories in Bombay engaged in the manufacture of glass products while there are smaller units employing only a few workmen. There are many units each having a large labour complement, ranging from over 100 workmen to more than 600. Bombay is the industrial centre of India and the labour here is well organised, Bombay being the strong-hold of Trade Union movement in the country. Workmen employed in the Glass Industry are not dormant and the competition amongst the trade unions is so strong that there can be no fear of the cause of the industrial workmen to suffer for want of sound espousal on their behalf.

29. The existing machinery for resolving industrial disputes, including fixation of wage scales, under the Industrial Disputes Act, 1947, is quite adequate and the workers have secured benefits and improved their conditions by availing of the said machinery.

30. From the data collected by the Committee it will be apparent that the automatic units are in a far better position to pay and do pay higher wages than those paid by the semi-automatic and hand operating concerns. It is patent that in adjudicating industrial dispute, the Tribunals fix wages according to the capacity of the employers. This method of fixing wages is fair to both the parties. Hence, it will be reasonable to conclude that if the rates of wages in any unit in Greater Bombay Region are considered to be low, the reason for the same is the incapacity of the employers to pay higher wages due to :—

(a) Severe competition from the modern automatic units in Bombay, and

(b) Keen competition from other States, particularly U. P.

The labour in Bombay is costlier and certain essential raw materials and chemicals have to be imported from U. P. and consequently the additional freight makes manufacturing cost higher. Coal also costs more in Bombay. All these handicaps make production costs higher than the cost of the U. P. products even after paying freight charges on goods consigned to Bombay.

31. It is felt that minimum wages should not be fixed for employment in any industry which is not confined to any one State in the Country. The Glass Industry is spread all over India. It would, therefore, be clearly discriminatory to fix minimum wages for employment in Maharashtra State alone and thus place the industry in the other States at a great advantage over this State. It is expected that our Government will do all that is in its power to help the industry to prosper. Fixing the minimum wages ought to be done on a national level, and not restricted to a particular State; unless the particular industry is located only in that State and enjoys a monopoly.

32. While the rise in the cost of production due to increase in wages and other amenities to labour, the increase in the cost of materials has also been phenomenal, having shot up by about 52% between 1959-60 and 1963 causing a steep rise in total cost of production.

33. As against the excessive increase in the cost of production described above, the increase in selling price has been comparatively lower by 20%. This has naturally made the working of factories more uneconomical.

Classification: —

34. Workmen in some of the factories have not been classified as skilled, semi-skilled and unskilled and their wages are not fixed on the basis of such classification but are fixed on occupational basis. The jobs are of a varied nature requiring varying degree of skill. While most of the work is of an unskilled nature, there are other jobs in which skill is required. It would be improper and unjust to place all jobs in only three groups of unskilled, semiskilled and skilled and fix wages on that basis. If all such workmen in these classification are paid at the same rate of wages it will be unfair to the workmen

as also to the employer. If wages are fixed on occupational basis, workmen whose job needs lesser skill may get lesser wages. In this manner workmen can get promotion to a higher post and higher wages which he cannot secure if classified as above. However, if classification as skilled, semiskilled and unskilled has to be made the wages should be fixed on the basis of jobs and the occupations may be further graded under the 3 main groups.

Workloads.

35. In some units the workmen are paid on piece rate basis and not on time rate basis. As certain norms of minimum daily workload are prescribed for various occupations, workmen are assured of a definite minimum wage per day and if they put in extra effort and produce more than the prescribed minimum, they earn more. It would be appreciated that piece rate system of payment increases production but there is fear of quality being disregarded and care has to be taken to prevent it. Wages, therefore, should be linked to production. Fixed wages tend to make workmen slack in their efforts and this in turn necessitates taking of disciplinary action against the lazy workmen, resulting in dissatisfaction and disputes as trade unions are always ready to take up cudgels on behalf of the delinquent workmen.

Unemployment.

36. The attention of the Committee is drawn to the staggering unemployment problem facing this country.

37. The imperative need is to find employment for more people and not to pay more to those already in employment. Earnings of those already in employment are bound to increase along with the progress and prosperity of their units. Although it is no doubt desirable that the standard of living of employees should improve but this should not tend to improve the lot of a few at the cost of many. It is said that "Half a loaf is better than no loaf". The Glass Industry is not in a position, at present, to give a whole loaf of bread but if it receives encouragement it deserves from the Government, the industry will certainly be happy to give much more. But if the industry is forced to pay higher wages than it can afford to do, it will result in depriving many workmen from getting even the half loaf that they are getting to-day.

Classes of units in Glass Industry:—

38. It is submitted that if the Committee comes to the conclusion that it is necessary to fix minimum wages, we strongly urge that minimum wages should be fixed not only for different regions but also for different types of units, viz. (a) Modern automatic, (b) Semi-automatic and (c) Antiquated ones.

Views expressed by the Employers' Association:—

39. The industry, as it happens, is going through a most difficult phase. The prices of raw materials have been continuously rising and prices of the finished products have been showing a pronounced tendency to decline.

Views expressed by the Unions:—

40. Workers in Glass Industry are always required to work in hot surrounding. The work of producing glass is more difficult, causes fatigue and requires more manual labour. After retirement, the glass worker finds himself exhausted and unfit for any more work involving physical labour. Blowing of glass by mouth affects teeth and lungs and the heat and constant glare of light impairs the eye-sight of the workers. The workers retire as physical, mental and financial wrecks.

41. The glass worker requires more medical aid and he has to spend a considerable portion of his wages to keep him fit. By the very nature of his work he is unable to put in more years of service and has to retire early. The tendency of leaving this occupation is more noticeable amongst the workers in this Industry.

42. The glass worker has to spend more on clothing. His clothes get spoiled due to heat and sweat. In few factories the workers are given uniforms, but not in all. The chappal and foot-wears have to be necessarily used in course of employment. Such articles often get worn out due to peculiar nature of the work.

43. The present wages paid to the workers in Glass Industry are mostly inadequate and low. They are not enough to meet the minimum requirements of the workers. The prices of essential commodities are constantly rising and workers are not paid neutralisation of the rise in cost of living. As a result of this, the real wages of the workers have gone down or reduced. Moreover, due to the introduction of automisation in Glass Industry, the production has

gone up tremendously but the workers are not getting adequate share in the higher profits.

44. The Glass Industry in Maharashtra State is an organised one and financially sound. In view of this, the demand for fixing adequate minimum wage is just and proper. While fixing the minimum wage, the following factors should be considered:—

1. The minimum wage should be above subsistence level.
2. It must enable the worker to maintain his family of 3 units and in addition to this as a member of the civilised society.
3. The Committee should consider that there are other minimum requirements in a civilised society, over and above food, shelter and clothing. These are medicine, education and recreation, etc.
4. We are of the opinion that the capacity of the industry to pay has no relevance in fixing the minimum wage and hence it should not be considered. For fixing minimum wage, regionwise basis should be taken into consideration and hence two zones be created i. e. Greater Bombay and the rest of the area in the State.

45. While fixing the minimum wage, there should be no disparity between the wages of male and female workers working in the same category and doing work of similar nature. The principle of equal pay for equal work should be followed.

46. The wages proposed by representatives of workers for various categories of work are mentioned in Annexure 'J'. The representatives of the Unions maintain that the minimum wage be fixed on the basis of the present Bombay Consumer Price Index for every rise of 10 points, a corresponding increase of Rs. 2 be given to all the workers in the State to compensate the rise in the cost of living.

47. The present machinery of enforcing the minimum wage is absolutely unsatisfactory. It is observed that in many scheduled employments even after the minimum wages are fixed by Government Notifications, the same are not enforced rigourously and hence effective machinery for the implementation of the minimum wages is essentially required.

CHAPTER V

Recommendations.

48. The Committee has carefully considered the views expressed by the employers, their associations and the trade unions in their written statements and oral evidence and taking an overall view thereof the following recommendations have been made :

49. The Glass Industry is spread all over India and the sale of their products is not restricted to their respective areas. If minimum wages are fixed for one State there is fear in this State of facing unhealthy competition from industries in other States. It is therefore, recommended that the Maharashtra State Government may take up this important question with the Central Government for giving a directive to all the States to fix minimum wages for the Glass Industry so that all the units in the country will be placed on equal footing as far as minimum wages are concerned.

50. Since the primary object of this Committee is to fix minimum wages only for the workers in the entire Glass Industry, certain views expressed by the employers regarding fixing different minimum rates of wages for different types of establishments cannot be taken into consideration.

51. The Committee strongly recommends that proper machinery be provided for effective enforcement of the implementation of the provisions of the Minimum Wages Act.

52. The Committee has been entrusted with the work of making enquiries into the conditions prevailing in the employment in Glass Industry in Vidarbha area and to advise Government in the matter of revision of minimum rates of wages. The Committee has also been asked to hold enquiries and advise Government in the matter of fixation of minimum rates of wages in the Maharashtra State excluding Vidarbha area. The Committee has, therefore, decided to make separate recommendations for revision of minimum rates of wages in Vidarbha area and fixation of minimum rates of wages for the Maharashtra State excluding Vidarbha area.

Zones.

53. The Committee decides to divide the places in Vidarbha area into the following zones:—

1. Zone I shall comprise of the areas lying within the Municipal Corporation limits of Nagpur and the areas lying within the

Municipal limits of Akola and Amravati and the areas lying within 10 miles outside the Corporation or the Municipal limit, as the case may be.

2. Zone II shall comprise of all other areas not included in Zone I above.

54. The Committee decides to divide the areas in Maharashtra State excluding Vidarbha area into 3 zones as follows:—

1. Zone I shall comprise of the areas lying within the limits of the Municipal Corporation of Greater Bombay and the areas lying within 10 miles outside the Municipal Corporation limits.
2. Zone II shall comprise of the areas lying within the limits of the Poona Municipal Corporation and within the Municipal limits of Kolhapur, Sholapur, Malegaon, Nasik; Ahmednagar; Ulhasnagar and the areas lying within 10 miles outside the Corporation or the Municipal limits, as the case may be.
3. Zone III shall comprise of all other areas not included in Zones I and II above.

Categories:

55. The Committee came across different occupations pertaining to the industry and in the light of the awards, settlements, etc. decides to classify the workers into broad categories of skilled, semi-skilled and unskilled. The Committee further decides to classify the skilled workers into 3 sub-classes, i. e. skilled A, skilled B and skilled C, according to the degree of skill required. Similarly, semiskilled workers are divided into two sub-classes, i. e. semiskilled A and semiskilled B. It has been noticed by the Committee that there exist clerical and supervisory staff in the factory directly connected with the manufacturing process. The Committee, therefore, decides to recommend minimum rates of wages for the same.

Wages.

56. The Committee has taken into consideration the rise in the cost of living while recommending the revised minimum rates of wages for Vidarbha area and fixation of minimum rates of wages for Maharashtra State excluding Vidarbha area (Annexure 'K').

57. The Committee strongly recommends that there should be no discrimination in the wages paid to male or female workers for similar work.

CHAPTER VI

SUMMARY OF RECOMMENDATIONS

Maharashtra State excluding Vidarbha area:—

58. The fixation of minimum rates of wages recommended by the Committee is as under:—

<i>Category.</i>	<i>Zone I.</i>	<i>Zone II.</i>	<i>Zone III.</i>
<i>Skilled A.</i>			
1. Pattern Maker	Rs. 120	Rs. 105	Rs. 90
2. Furnace Mason.	P. M.	P. M.	P. M.
3. Turner.			
4. Fitter/Mechanic.			
5. Employees by whatever name called doing skilled-A work of the nature done by persons falling under the above entries.			
<i>Skilled B.</i>			
1. Mouth Blower.	Rs. 110	Rs. 95	Rs. 80
2. Heavy Press Operator.	P. M.	P. M.	P. M.
3. Cut Glass Decorator.			
4. Glass Painter (Hand).			
5. Machinist.			
6. Mould Maker.			
7. Grinding Machine Operator.			
8. Shaper and Planer.			
9. Electric Wireman (Qualified).			
10. Employees by whatever name called doing skilled-B work of the nature done by persons falling under the above entries.			

<i>Category.</i>	<i>Zone I.</i>	<i>Zone II.</i>	<i>Zone III.</i>
<i>Skilled C.</i>			
1. Bangle Decorator.	Rs. 105.	Rs. 90	Rs. 75
2. Machine Operator/Cutter.	P. M.	P. M.	P. M
3. Light Press Operator.			
4. Quality Inspector.			
5. Compressor Mechanic.			
6. Motor Vehicle Driver.			
7. Engine Driver.			
8. Gatherer/Helper to Blower or Machine Operator.			
9. Blacksmith.			
10. Electric Wireman (Non-qualified).			
11. Welder.			
12. Carpenter.			
13. Mason other than Furnace Mason.			
14. Employees by whatever name called doing skilled-C work of the nature done by persons falling under the above entries.			
<i>Semiskilled A.</i>			
1. Mixer/Drum Attendant.	Rs. 90	Rs. 75	Rs. 60
2. Oil Burner Attendant/Annealing Lehr Attendant/Furnace Attendant.	P. M.	P. M.	P. M.
3. Airman.			
4. Bubble Maker.			
5. Bangle Joiner.			
6. Furnace Feeder/Batch Charger.			
7. Drilling Machine Operator.			
8. Glass Edge Melter/Fire Polisher.			

<i>Category,</i>	<i>Zone I.</i>	<i>Zone II.</i>	<i>Zone III.</i>
9. Coal Fireman.			
10. Glass Printer,			
11. Rolshawala.			
12. Press Liverman.			
13. Machine made Article Sorter.			
14. Compressor Attendant.			
15. Petrol Gas Attendant.			
16. Employees by whatever name called doing semiskilled-A work of the nature done by persons falling under the above entries.			
<i>Semiskilled B.</i>			
1. Glass Edge Grinder.	Rs. 85	Rs. 70	Rs. 55
2. Glass Froster.	P. M.	P. M.	P. M.
3. Liverman.			
4. Wheel/Wire Cutter.			
5. Packer.			
6. Blown Article Sorter.			
7. Workshop Attendant.			
8. Oilman.			
9. Canteen Vendor.			
10. Employees by whatever name called doing semiskilled-B work of the nature done by persons falling under the above entries.			
<i>Unskilled.</i>			
1. Carrier.	Rs. 80	Rs. 65	Rs. 50.
2. Helper in Batch House.	P. M.	P. M.	P. M.
3. Coal and Ash Carrier in Furnace Section.			

<i>Category.</i>	<i>Zone I.</i>	<i>Zone II.</i>	<i>Zone III.</i>
4. Arnealing Lehr Section Worker.			
5. Chamber Loader and Unloader.			
6. Workshop Mazdoor.			
7. Mould Holder.			
8. Watchman.			
9. Peon.			
10. Store Attendant.			
11. Helper in Furnace Section other than Coal and Ash carrier.			
12. Helper in Finishing Section.			
13. Helper in Packing Section.			
14. Lable Paster.			
15. Mazdoor General.			
16. Wrapper.			
17. Stitcher.			
18. Sweeper.			
19. Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.			
<i>Clerical and Supervisory (Factory Operation):—</i>			
1. Automatic Machine Operator.	Rs. 175	Rs. 160	Rs. 145
2. Draftsman.	Rs. 150	Rs. 135	Rs. 120
3. Supervisor (Technical).	Rs. 150	Rs. 135	Rs. 120
4. Supervisor (Non-technical).	Rs. 130	Rs. 115	Rs. 100
5. Storekeeper.	Rs. 120	Rs. 105	Rs. 90
6. Timekeeper.	Rs. 115	Rs. 100	Rs. 85
7. Clerk.	Rs. 110	Rs. 95	Rs. 80
8. Semi-clerk/Reporter.	Rs. 90	Rs. 75	Rs. 60
	P. M.	...P. M.	P. M.

1. Zone I shall comprise of the areas within the limits of the Municipal Corporation of Greater Bombay and the areas lying within 10 miles outside the Municipal Corporation limits.
 2. Zone II shall comprise of the areas lying within the limits of Poona Municipal Corporation and within the Municipal limits of Kolhapur, Sholapur, Malegaon, Nasik, Ahmednagar, Ulhasnagar and the areas lying within 10 miles outside the Corporation or the Municipal limits, as the case may be.
 3. Zone III shall comprise of the areas not included in Zones I and II above.
 4. When two Zones are overlapping in any area, the same shall be deemed to be included in the Higher Zone.
 5. The rates of minimum wages recommended by the Committee consist of all inclusive rates.
 6. The minimum rates of wages payable to an adolescent shall be the rate of wages fixed for the class of employees to which he belongs and in respect of child shall be at 50% of the rate of wages payable to the class of employees to which he belongs.
 7. The minimum rates of wages in respect of an apprentice shall be 75% of the wages fixed for the class of employees to which he belongs.
 8. In the case of an employee employed on daily wages the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest naya paisa.
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Vidarbha Region of the Maharashtra State:—

59. The revised minimum rates of wages recommended by the Committee are as under:—

<i>Category</i>	<i>Zone I.</i>	<i>Zone II.</i>
<i>Skilled A.</i>		
1. Pattern Maker.	Rs. 105	Rs. 90
2. Furnace Mason.	P. M.	P. M.
3. Turner.		
4. Fitter/Mechanic.		
5. Employees by whatever name called doing skilled-A work of the nature done by persons falling under the above entries.		
<i>Skilled B.</i>		
1. Mouth Blower.	Rs. 95	Rs. 80
2. Heavy Press Operator.	P. M.	P. M.
3. Cut Glass Decorator.		
4. Glass Painter (Hand).		
5. Machinist.		
6. Mould Maker.		
7. Grinding Machine Operator.		
8. Shaper and Planer.		
9. Electric Wireman (Qualified).		
10. Employees by whatever name called doing skilled-B work of the nature done by persons falling under the above entries.		
<i>Skilled C.</i>		
1. Bangle Decorator.	Rs. 90	Rs. 75
2. Machine Operator/Cutter.	P. M.	P. M.
3. Light Press Operator.		

<i>Category</i>	<i>Zone I.</i>	<i>Zone II.</i>
4. Quality Inspector.		
5. Compressor Mechanic.		
6. Motor Vehicle Driver.		
7. Engine Driver.		
8. Gatherer/Helper to Blower or Machine Operator.		
9. Blacksmith.		
10. Electric Wireman (Non-qualified).		
11. Welder.		
12. Carpenter.		
13. Mason other than Furnace Mason.		
14. Employees by whatever name called doing skilled-C work of the nature done by persons falling under the above entries.		
<i>Semiskilled A.</i>		
1. Mixer/Drum Attendant.	Rs. 75	Rs 60
2. Oil Burner Attendant/Anneal- ing Lehr Attendant/Furnace Attendant.	P. M.	P. M.
3. Airman.		
4. Bubble Maker.		
5. Bangle Joiner.		
6. Furnace Feeder/Batch Charger.		
7. Drilling Machine Operator.		
8. Glass Edge Melter/Fire Polisher.		
9. Coal Fireman.		
10. Glass Printer.		
11. Rolshawala.		
12. Press Liverman.		

<i>Category</i>	<i>Zone I.</i>	<i>Zone II.</i>
13. Machine made Article Sorter.		
14. Compressor Attendant.		
15. Petrol Gas Attendant.		
16. Employees by whatever name called doing semiskilled-A work of the nature done by persons falling under the above entries.		
<i>Semiskilled. B.</i>		
1. Glass Edge Grinder.	Rs. 70	Rs. 55
2. Glass Froster	P. M.	P. M.
3. Liverman.		
4. Wheel/Wire Cutter.		
5. Packer.		
6. Blown Article Sorter.		
7. Workshop Attendant.		
8. Oilman.		
9. Canteen Vendor.		
10. Employees by whatever name called doing semiskilled-B work of the nature done by persons falling under the above entries.		
<i>Unskilled.</i>		
1. Carrier.	Rs. 65	Rs. 50
2. Helper in Batch House.	P. M.	P. M.
3. Coal and Ash Carrier in Furnace Section.		
4. Annealing Lehr Section Worker.		
5. Chamber Loader and Unloader.		
6. Workshop Mazdoor.		

<i>Category</i>	<i>Zone I.</i>	<i>Zone II.</i>
7. Mould Holder.		
8. Watchman.		
9. Peon.		
10. Store Attendant.		
11. Helper in Furnace Section other than Coal and Ash carrier.		
12. Helper in Finishing Section.		
13. Helper in Packing Section.		
14. Label Paster.		
15. Mazdoor General.		
16. Wrapper.		
17. Stitcher.		
18. Sweeper.		
19. Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.		

Clerical and Supervisory (Factory Operation):—

1. Automatic Machine Operator.	Rs. 160	Rs. 145
2. Draftsman.	Rs. 135	Rs. 120
3. Supervisor (Technical).	Rs. 135	Rs. 120
4. Supervisor (Non-technical).	Rs. 115	Rs. 100
5. Storekeeper.	Rs. 105	Rs. 90
6. Timekeeper.	Rs. 106	Rs. 85
7. Clerk.	Rs. 95	Rs. 80
8. Semi-clerk/Reporter.	Rs. 75	Rs. 60

1. Zone I shall comprise of the areas lying within the Municipal Corporation limits of Nagpur and within the Municipal limits of Amravati and Akola and the areas lying within 10 miles outside the Corporation or Municipal limits, as the case may be.

2. Zone II shall comprise of the areas not included in Zone I above.
 3. When two Zones are overlapping in any area, the same shall be deemed to be included in the Higher Zone.
 4. The rates of minimum wages recommended by the Committee consist of all inclusive rates.
 5. The minimum rates of wages payable to an adolescent shall be the rate of wages fixed for the class of employees to which he belongs and in respect of child shall be 50% of the rate of wages payable to the class of employees to which he belongs.
 6. The minimum rates of wages in respect of an apprentice shall be 75% of the wages fixed for the class of employees to which he belongs.
 7. In the case of an employee employed on daily wages the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped to the nearest naya paisa.
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CHAPTER VII.

Acknowledgements:—

60. The Committee takes this opportunity to place on record its appreciation for the co-operation rendered by the employers' associations and the Unions during the course of the enquiry.

61. The Chairman is thankful to the members of the Committee for the kind co-operation extended by them during the deliberations of the Committee and for making the deliberations of the Committee a success.

62. The Committee desires to place on record its high appreciation for the services rendered by the Secretary of the Committee, Shri H. A. Sathe, Assistant Commissioner of labour, Bombay, during the work of the Committee at different stages and thereby making the work of the Committee a great success.

63. The Committee is also thankful to the staff of the Committee consisting of the Superintendent, Shri V. Vagaskar, Senior Clerks, Shri B. R. Meher and the Steno, Shri T. K. Raman, for discharging their duties efficiently and d'ligently.

(Sd.) P. G. KHER,
Chairman.

(Sd.) C. G. PATEL,
Member.

(Sd.) SHANKARRAO P. OGLE,
Member.

(Sd.) H. J. NAIK,
Member.

(Sd.) D. S. NATIK,
Member.

(Sd.) H. A. SATHE,
Secretary.

MAHABALESHWAR.
Dated: 23rd April 1964.