



सत्यमेव जयते

GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGES COMMITTEE
FOR
EMPLOYMENT IN GLASS INDUSTRY
IN
MAHARASHTRA STATE
1969



MUMBAI

PRINTED AT THE GOVERNMENT CENTRAL PRESS

1970

Price—Rs. 0.45}

**REPORT OF THE MINIMUM WAGES COMMITTEE
FOR EMPLOYMENT IN GLASS INDUSTRY
IN MAHARASHTRA STATE
1969**

CONTENTS

Serial No.		PAGE No.
1	CHAPTER I—Preliminaries—	1
	(1) Appointment of the Committee	1
	(2) Terms of Reference	1
	(3) Time limit for submission of the Report	2
	(4) Procedure followed by the Committee	2
	(5) Publicity	2
	(6) Tours undertaken by the Committee	2
	(7) Meetings	4
2	CHAPTER II—Existing conditions and wages	5
3	CHAPTER III—Views expressed by the employers and employees	7
4	CHAPTER IV—Concept of minimum wages	10
5	CHAPTER V—Reasons, Conclusions, Recommendations	12
6	CHAPTER VI—Summary of recommendations	13
7	CHAPTER VII—Acknowledgements	16

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

CHAPTER I

1.1. *Appointment of the Committee.*—In pursuance of clause (a) of subsection (1) of Section 5 of the Minimum Wages Act, 1948 (XI of 1948), Government of Maharashtra vide Government Resolution, Industries and Labour Department, No. MWA. 4067/126707-Lab-III, dated 15th February, 1968 and 2nd May, 1968 (Annexure A and A1) appointed a Committee to hold enquiries into the conditions prevailing in the employment in Glass Industry and to advise Government in the matter of revision of minimum rates of wages fixed under the said Act under Government Notifications, Industries and Labour Department, No. MWA 4062/Lab-III, dated 22nd May, 1964 and No. MWA.4062(i)/Lab-III, dated 22nd May, 1964 (Annexure B and B1). The Committee consisted of the following persons :—

Chairman

Shri Adam Adil, M.L.A. Bombay.

Employers' Representatives

- (1) Shri Ramesh Chand, Bombay.
- (2) Shri Shankarrao P. Ogale, Ogalewadi.
- (3) Shri P. R. Kibe, Poona.
- (4) Shri Chhotubhai Gopalbhai Patel, Chandrapur.

Employees' Representatives

- (1) Shri D. M. Tulpule, Bombay.
- (2) Shri D. S. Natik, Ogalewadi.
- (3) Shri S. H. Mazkar, Chandrapur.
- (4) Shri M. V. Gavandi, Poona.

Secretary

Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay.

1.2. *Terms of reference.*—The Committee was asked to hold enquiries into the conditions prevailing in the employment in Glass Industry and to advise Government in the matter of revising the minimum rates of wages fixed under the said Act under Government Notifications, Industries and Labour Department No. MWA.4062/Lab-III and No. MWA. 4062(i) Lab-III, dated 22nd May, 1964.

1.3. *Time limit for submission of the Report.*—Initially under Government Resolution, Industries and Labour Department, No. MWA.4067/126707-Lab-III, dated 15th February, 1968 a time limit of 6 months was prescribed by Government for submission of the report of the Committee. However, it was not possible for the Committee to submit its report to Government within the time limit prescribed and so the Committee moved Government for grant of extensions in time limit for submission of the report to Government. Government was pleased to grant the necessary extensions in time limit for submission of the report to Government upto 15th July, 1969 (Annexure C to C 3).

1.4. *Procedure followed by the Committee.*—The Committee held its first meeting on 18th March, 1968 in Bombay for discussing the nature and scope of enquiry and the procedure to be followed in making the enquiries. Draft questionnaire earlier circulated among the members was examined item by item and after the necessary amendments the same was finalised. The questionnaire was divided in two parts (i) to associations of employers and the unions of employees and individuals (ii) establishments (Annexure D). The questionnaire was prepared in Marathi with translation in English so that the same could be easily understood by all. The questionnaire was then issued to the employers and the unions of employees. They were requested to forward their replies within 21 days. As only few replies were received reminders were issued to those who had not submitted their replies and they were requested to submit their replies at the earliest. As a result some more replies were received.

1.5. *Publicity.*—After the questionnaire 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, the associations of employers and the unions of employees who might not have received the questionnaire were requested to contact the Secretary of the Committee for copies of the same. The employers, the associations of employers and the unions of employees were also requested to submit their replies to the questionnaire on or before 31st May, 1968.

1.6. *Tours undertaken by the Committee.*—The Committee, for the purpose of making enquiries on the spot and for recording of evidence of the persons interested in the enquiry, visited the following Centres in the State. Intimations to the establishments regarding the visit of the Committee were issued in advance. The Committee also sent intimations to the associations of employers and the Unions of employees wherever the same existed, requesting them to appear before the Committee at the place and on the date and time fixed for interview and to place their views before the Committee. The views expressed by the representatives were recorded by the Committee. In the course of the visits the Committee observed the manufacturing processes that were 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 about the conditions existing in the industry.

The Committee visited the following Centres for enquiries on the spot :—

Serial No.	Name of Town or City	No. of factories visited	Date of visit
1	Talegaon ..	.. 1	10th June 1968.
2	Pimpri ..	.. 2	10th June 1968.
3	Ogalewadi ..	.. 1	12th June 1968.
4	Bombay ...	... 11	29th July 1968 and 30th July 1968 and 1st February 1969.
5	Thana and Ambernath ...	... 2	31st January 1969.
6	Chandrapur ..	... 1	4th February 1969.

During visits to various Centres interviews of the representatives of the following unions, employers and associations of employers were held for ascertaining their views in the matter :—

Serial No.	Place	Date	Name of the organisations
1	Poona ..	11th June 1968.	(i) Kanch Kamgar Sangh, Poona.
2	Ogalewadi ..	12th June 1968.	(ii) Karad Taluka Kamgar Sangh, Ogalewadi. (iii) Ogalewadi Kamgar Union, Ogalewadi.
3	Chandrapur ..	3rd February 1969.	(iv) Chanda Kanch Mazdoor Sangh, Chandrapur, District Chanda.
4	Bombay ..	17th February 1969.	(v) Western India Glass Manufacturers, Association. (vi) Bombay Glass Works Mazdoor Union, Bombay. (vii) Bombay General Employees Association, Bombay. (viii) Rashtriya Chemical Kamgar Sangh, Ambernath. (ix) The All India Glass Workers' Union. (x) Messrs Vazir Glass Works Limited, Bombay. (xi) All India Glass Works (Pvt.) Ltd. (xii) Bharat Glass Works, Bom- bay.

1.7. *Meetings held.*—The Committee, in all, held 6 meetings at the Places on the dates mentioned below :—

Serial No.	Place			Date
1	Bombay	..	--	.. 18th March, 1968.
2	Bombay	..	--	.. 18th February, 1969.
3	Bombay	..	--	.. 21st and 22nd April, 1969.
4	Bombay	..	--	.. 11th and 12th June, 1969.
5	Poona	..	..	.. 26th June, 1969.
6	Bombay	..	..	.. 14th July, 1969.

CHAPTER II

2.1 Existing conditions and Wages.—Articles made of glass play an important part in our every day life. Glass containers are largely used in the chemical and the pharmaceutical industry. Glass is used for the manufacture of optical and other lenses. Glassware is increasingly used in scientific apparatus used in scientific research and medical laboratories. With the advancement of industrial development in the country new glass factories are coming up with modern automatic equipment. There are 30 factories working in the State of Maharashtra employing 8,545 workers.

2.2 Manufacturing process.—Glass is manufactured by either (i) Automatic, (ii) Semi-automatic or (iii) mouth blown process. The raw materials are mixed in the required proportions and are melted in oil or coal fired pot or tank furnaces. In the mouth blowing operation, molten glass is taken out by the bubbler and thereafter by the gatherer. The gatherer with the careful manipulation of the blow pipe takes the required quantity of glass at one end of the pipe and after blowing out 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 the annealing lehr for heating and gradual cooling to the atmospheric temperature. The articles like blown tumblers and lampware are cut, fused or ground, polished, sorted out and sent for packing. In the semi-automatic process 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 scissor and after blowing with compressed air full shape is given to the article. The articles are then placed in the annealing chamber of lehr and passed through the lehr on a conveyer belt.

2.3 In automatic process glass is mechanically sucked or fed by a feeder to the moulds fixed on the machine and the blowing is done by compressed air. All the operations are mechanical and the speed at which the bottles, or processed articles can be made is about 30 to 120 per minute according to the size of the articles. Articles like beer and aerated water and milk 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 small are manufactured with the help of semi-automatic machines.

2.4 Present location of the Glass Factories in the Maharashtra State.—Most of the glass factories are located in and around Greater Bombay, Pimpri and Talegaon near Poona, Ozalewadi in Satara District and Chandrapur in Vidarbha. The articles manufactured by the factories consist of glass bottles, laboratory glassware and apparatus, lampware, tableware, coloured glass lenses, glass bricks and tiles, glass marbles, vacuum flask, refills, bangles, heat resistant glass, glass wool fibres etc. With the industrial development there is a good scope and prospects for manufacture of many other varieties and make the country self-sufficient in that regard.

2.5. Nature of employment and existing wages.—Glass Industry is a perennial industry and the process carried on is continuous. The workers employed in this industry are monthly rated as well as daily rated. In most of the factories

wages are paid on consolidated basis, while in some dearness allowance is paid in addition to basic wage. In some of the factories there is a system of payment of production bonus and attendance allowance. In some factories wages are fixed by agreement and awards.

2.6. *Existing wages.*—The existing wages paid to the unskilled employees, as per the information contained in the replies to the questionnaire, at various centres is as follows :—

			From Rs.	To Rs.
Bombay	..	..	80·00 per month	160·00 per month.
Thana	..	..
Ambernath	..	..	2·50 per day	4·00 per day
Pimpri	..	..
Talegaon	..	..	1·92 per day	90·00 per month.
Ogalewadi	..	..
Chandrapur	..	..

CHAPTER III

VIEWS EXPRESSED BY THE EMPLOYERS AND EMPLOYEES

3.1. *Views expressed by employers, Bombay.*—(i) The existing wages comparing to other States are very high. If the wages are revised it will be very difficult to run the factory economically. The existing wages may not be revised considering the adverse market prevailing at present in Bombay region and of the tough competition from Uttar Pradesh and West Bengal Provinces.

(ii) Very keen competition is faced from other States especially Uttar Pradesh and West Bengal as the wage rates there are low as compared to wages prevailing in glass industry in Maharashtra State. They are able to undersell the goods even after spending on the transport cost. Wages paid in glass industry in Maharashtra are high. If the wages in one State are increased the same should be increased in other States so that the States will not be at an advantage to compete with the industry in this State.

(iii) For the fixation of minimum wages the payment of production bonus must be taken into consideration as without the incentive of production bonus the production of the factory will be reduced to 1/3.

(iv) The prices of raw materials, stores, machinery have all gone up since the last one year, but the prices of finished products have gone down. The wages prevailing in other States should be compared before revising the minimum rates of wages in this State.

(v) Minimum Wages Act is to be made applicable only to unorganised industries consisting of small units employing small labour force which, with its limited strength, is not able to do collective bargaining with employers and labour employed in such industries need statutory protection whereas the position of the glass industry in Bombay region is not of the type. A number of factories in Bombay are having a large labour employment and the labour is well organised. The existing machinery for resolving disputes, including fixation of wages, is quite satisfactory. If minimum wages are fixed irrespective and regardless of the capacity of the units to pay, the result will be that modern automatic flourishing units will be paying less than what they can afford to pay whereas units in which all work is done by manual labour will have to pay more than what they can afford. The glass industry is spread all over India. It will be discriminatory to enhance and/or revise minimum wages in Maharashtra State alone when in certain States there is no minimum wage fixed for glass industry at all. The problem should be looked on a national level. There is no justification for revising minimum rates of wages in glass industry. If, however, minimum rates of wages are necessary, the wages may not only be fixed for different regions but also for different units, viz. (a) Modern automatic, (b) Semi-automatic, (c) Manual labour.

3.2. *Poona.*—While revising the minimum rates of wages to be paid by the employer a corresponding liability should be imposed on the employees to give at least the minimum workload fixed by the employer.

3.3. *Chandrapur*.—This is not the right time for revision of minimum rates of wages as the industry is facing effects of recession. Any revision of wages will further deteriorate the situation and good number of units may collapse at any time.

3.4. *Ogalewadi*.—(i) The industry is mainly concentrated in Uttar Pradesh, West Bengal and Gujrat and there is keen competition in glassware such as bottles, pressed ware, glass tumblers, etc. Costs of materials, labour and other charges are continuously going up and the value realised is not in keeping with the rising cost.

(ii) The labour force in the glass industry even though small is well organised and is represented by powerful trade unions. The wages in the industry are fixed by bargaining or by awards of Industrial Tribunals. These factors have to be considered while determining the minimum wages for workers in the glass industry.

(iii) Minimum wages have to be fixed on all India basis so as to avoid adverse effects on the industry in the states where higher minimum wages are fixed. The Government of Maharashtra should take up the question with the Centre and the other States and arrive at a workable arrangements or otherwise the glass industry in Maharashtra will suffer.

(iv) Enforcement of the provisions of the Act should be made effective

(v) The existing system of zones should not be disturbed.

(vi) Since the hand operated and semi-automatic units are labour-intensive and have to face keen competition, special consideration be shown to such units while considering the minimum wages.

(vii) While increasing wages, workloads must also be increased wherever they are found to be low and annual increments in earnings and the progress and efficiency of worker must go hand in hand.

3.5 *Views expressed by Unions of employees, Bombay*.—The revised minimum rates of wages should be as follows :—

			Rs.
Skilled A	..	..	185 p.m.
Skilled B	..	..	175 p.m.
Skilled C	..	..	170 p.m.
Semi-skilled A	..	..	155 p.m.
Semi-skilled B	..	..	150 p.m.
Unskilled	..	..	145 p.m.
Clerical	..	..	150 p.m.

3.6 *Poona*.—From April, 1965 Government of Maharashtra is publishing Poona cost of living index. Almost all the manufacturing units have accepted this index for the purpose of grant of dearness allowance and that is paid

after merging the present dearness allowance in the basic pay and thereafter for every rise of one point over 100 points index 5 paise rise in dearness allowance is granted. This system should be taken into consideration for glass industry also. The revised minimum wage should be Rs. 225 per month.

3·7 *Ogalewadi.*—(i) Workers in Glass Industry are always required to work in heated atmosphere. The work of producing glass is more difficult and causes fatigue. There is more physical and manual labour. The payment is not commensurate with the labour put-in. 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. Heat and constant glare of light impair eyes. Workers retire as physical, mental and financial wrecks. Unemployment and starvation are consequences.

(ii) Glass worker requires more medical aid and he has to spend a considerable portion of his wage for medicine 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. Tendency of abandoning this occupation is more.

(iii) A glass worker has to spend more on clothings. His clothes get damaged due to heat etc. In some factories few workers are given uniforms but generally clothings are not supplied. Chappals and footwares are compulsorily required to be used. Such articles also often get wornout due to the peculiar nature of the work.

(iv) Wages are generally low and are not enough for minimum requirements of the worker. In fixing minimum wages much difference for urban and rural areas should not be made. Prices of essential commodities are practically the same.

(v) Capacity of industry to pay has not much relevance, in fixing minimum wage. There should be not more than 2 Zones for glass industry.

(vi) The present machinery of enforcing minimum wages should be made effective. Revised minimum rates should be linked with only the rise of cost of living.

3·8 *Chandrapur.*—The minimum wage for an unskilled worker in the area should be Rs. 4 per day.

3·9 *Ambarnath.*—Ambarnath is costlier than Bombay.

CHAPTER IV

4.1 *Concept of minimum Wage.*—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 States 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.

4.2. 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 Wages 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 2,700 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 per cent 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.”

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 vast expanding industries like cement are able to pay it as is evident from the reports of the textile and the Cement Wage Boards.

4.3. 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 modern democratic, welfare state. If an employer cannot maintain his enterprise without cutting down the wages of his employees below even a bare subsistence or minimum wage, he would have no right to conduct his enterprise on such terms. ”

4.4. 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 measure of insurance against the more important misfortunes including old age. 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.

4.5. *Revision of minimum rates of wages.*—The factors to be considered while revising the minimum rates of wages would be :—

- (1) Rise in the cost of living since previous fixation.
- (2) Prevailing rates of wages in the same or similar occupations in the same or neighbouring localities.

CHAPTER V

5.1. *Reasons, Conclusions and Recommendations.*—Considering the views expressed by employers and employees in reply to the questionnaire and during interviews held and the information obtained during the tours it is observed that the representatives of employees wanted minimum wage to be revised upwards considerably, consistent with the rise in cost of living index, the representatives of employers argued for a reasonable increase due to unhealthy competition from other States paying much lower wages. The Committee taking into consideration the present economic condition of the industry and the possibility of adverse effect on the working of the industry has decided to make following recommendations.

5.2. *Categories of workers.*—While making recommendations for revision of minimum rates of wages, the Committee has decided to retain, within slight modifications, the existing classification of employees in broad categories of (i) Skilled A, Skilled B, Skilled C, (ii) Semi-skilled A, Semi-skilled B (iii) Unskilled, (iv) Clerical, Supervisory and Technical Staff (Factory operation). In semi-skilled A, the Committee has decided to add a category of Glass polisher. The Committee has redesignated the category of “Automatic machine operator” as “Automatic machine in-charge”. The Committee has decided to add a category of “mouth Blower (All articles)” in Skilled A category.

5.3. *Zones.*—The Committee has decided to classify the areas in the State into three Zones as follows :—

Zone I.—Areas within the limits of Greater Bombay Municipal Corporation: The Committee has decided to include in this Zone the areas within the limits of Thana Municipal Council and those within the revenue limits of Majiwada and Balkum Village Panchayats because of their proximity with Bombay.

Zone II.—The Committee has classified under this Zone all places with population of more than one lakh as per Census of 1961 and not included in Zone I above and those within the revenue limits of Pimpri, Chinchwad, Poona Cantonment, Kirkee Cantonment taking into consideration the proximity of these places with Poona. The Committee has decided to include Ambernath in this Zone taking into consideration its location and the industrial development.

Zone III.—The Committee has decided to classify the remaining areas of the State not included in Zone I and Zone II in this Zone.

5.4. *Wages.*—Considering the rise in the cost of living since previous fixation, the economic condition of the industry, the views expressed by the employers and the employees the Committee has decided to recommend the revised minimum rates of wages for the different Classes of employees in different Zones as specified in Chapter VI.

CHAPTER VI

SUMMARY OF RECOMMENDATIONS

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

Serial No.	Class of employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
SKILLED A				
1	Mouth Blower (all articles)	162	139	115
2	Furnace Mason			
3	Pattern Maker.			
4	Turner.			
5	Fitter/Mechanic.			
6	Mould Engraver.			
7	Employees by whatever name called doing skilled-A work of the nature done by persons falling under the above entries.			
SKILLED B				
1	Mouth Blower	149	125	100
2	Heavy Press Operator.			
3	Cut Glass Decorator.			
4	Glass Painter (Hand)			
5	Machinist.			
6	Mould Maker/Fitter.			
7	Grinding Machine Operator.			
8	Shaper and Planer.			
9	Electric Wireman (qualified).			
10	Gatherer/Machine Operator/Cutter			
11	Welder			
12	Mason other than a Furnace Mason.			
13	Employees by whatever name called doing skilled-B work of the nature done by persons falling under the above entries			
SKILLED C				
1	Bangle Decorator	142	118	95
2	Light Press Operator.			
3	Quality Inspector.			
4	Compressor Mechanic.			
5	Motor Vehicle Driver.			
6	Engine Driver.			
7	Blacksmith.			
8	Electric Wireman (non-qualified).			
9	Carpenter.			
10	Employees by whatever name called doing skilled-C work of the nature done by persons falling under the above entries.			

Serial No.	Class of employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
SEMI-SKILLED A				
1	Mixer/Drum Attendant	122	100	75
2	Oil Burner Attendant/Annealing Lehr Attendant/Furnace Attendant.			
3	Airman			
4	Bubble Maker.			
5	Bangle Joiner.			
6	Furnance Feeder/Batch Charger.			
7	Drilling Machine Operator.			
8	Glass Edge Melter/Fire Polisher.			
9	Coal Fireman.			
10	Glass Printer.			
11	Roishwalla.			
12	Press Liverman.			
13	Machine made Article Sorter.			
14	Compressor Attendant.			
15	Potrol Gas Attendant.			
16	Glass Polisher.			
17	Employees by whatever name called doing semi-skilled-A work of the natures done by persons falling under the above entries.			
SEMI-SKILLED-B				
1	Glass Edge Grinder	115	93	69
2	Glass Froster.			
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 semi-skilled-B, work of the natures done by persons falling under the above entries.			
UN-SKILLED				
1	Carrier	108	86	65
2	Helper in Batch House.			
3	Coal and Ash Carrier in Furnance Section.			
4	Annealing Lehr Section Worker.			
5	Chamber Loader and Unloader.			
6	Workshop Mazdoor			
7	Mould Helder			
8	Watchman			
9	Peet			
10	Store Attendant			
11	Helper in Furnance Section other than Coal and Ash Carrier			
12	Helper in Finishing Section			

Serial No.	Class of employees	Zone I Rs. p.m.	Zone II Rs.p.m.	Zone III Rs. p.m.
<i>UN-SKILLED—contd.</i>				
13	Helper in Packing Section	108	86	65
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.			
<i>Clerical and Supervisory (Factory operation)</i>				
*1	Automatic Machine Incharge	225	205	185
2	Draftman	195	175	155
3	Supervisor (Technical)	195	175	155
4	Supervisor (non-technical)	175	160	140
5	Store keeper	160	135	115
6	Time keeper	150	130	105
7	Clerk	145	125	100
8	Reporter	110	95	75

Explanation.—(1) For the purpose of this notification :—

(a) Zone I shall comprise of the areas within the limits of the Municipal Corporation of Greater Bombay and those within the Municipal limits of Thana Municipal Council and within the limits of Majiwada and Balkum Village Panchayats.

(b) Zone II shall comprise of the areas within the Corporation, Municipal or the Cantonment limits or the revenue limits of the following : Poona, Sholapur, Kolhapur, Malegaon, Nasik, Ulhasnagar, Ambernath, Ahmednagar, Pimpri, Poona Cantonment, Kirkee Cantonment, Chinchwad, Nagpur, Akola and Amraoti.

(c) Zone III shall comprise of the remaining areas of the State not included in Zone I and Zone II of the above.

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

(3) The minimum rate of wages in respect of an adolescent shall be 75 per cent of the wages fixed for the class of employees to which he belongs, and in respect of a child, 50 per cent.

(4) The minimum rate of wages in respect of an apprentice shall be 75 per cent of the wages fixed for the class of employees to which he belongs.

(5) 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 paise.

CHAPTER VII

ACKNOWLEDGEMENTS

The Committee desires to express its appreciation of the co-operation extended by the organisations of the employers and the unions of employees and the individual employees and individual employers by supplying the Committee the required information during the interviews held and the visits paid by the Committee. The Committee is also thankful to the Officers of the Labour Department and the local authorities for the assistance rendered by them to the Committee during its tours.

The Chairman is thankful to the representatives of the employers and employes on the Committee for the spirit of co-operation shown by them in the work of the Committee.

The Committee desires to express its great appreciation of the very useful work done and the valuable assistance rendered by Shri H. A. Sathe, Assistant Commissioner of Labour and Secretary of the Committee at every stage of enquiry and deliberations of the Committee and also for the preparation of the Report of the Committee.

The Committee is also thankful to the staff of the Office of the Commissioner of Labour and Director of Employment for the assistance rendered by them during the tours and the enquiries of the Committee.

(Adam Adil)
Chairman

(Ramesh Chand)
Member.

(D. M. Tulpule)
Member.

(Shankarrao P. Ogale)
Member

(D. S. Natic)
Member

(P. R. Kibe)
Member.

(S. H. Mazkar)
Member.

(C. G. Patel)
Member

(M. V. Gavandi)
Member.

(H. A. Sathe)
Secretary

Bombay :

Dated : 14th July 1969.

ANNEXURES

Serial No.	Annexure	Contains	Page No.
1	A	.. Government Resolution, dated 15th February 1968 appointing the Committee.	18
2	A 1	.. Government Addendum, No. MWA. 4067/126707-Lab-III, dated 2nd May, 1968.	21
3	B	.. Government Notification, No. MWA. 4062/Lab-III, dated 22nd May, 1964 revising minimum rates of wages in Vidarbha area.	22
4	B 1	.. Government Notification, No. MWA. 4062(i)-Lab-III, dated 22nd May, 1964 fixing minimum rates of wages in Bombay and Hyderabad areas of the State of Maharashtra.	25
5	C	.. Government Resolution, No. MWA. 4068/117478-Lab-III, dated the 13th September, 1968 extending the time limit for submission of the Report.	29
6	C 1	.. Government Resolution, No. MWA. 4068/117478-Lab-III, dated the 8th January, 1969 extending time limit for submission of Report.	30
7	C 2	.. Government Resolution, Industries and Labour Department, No. MWA. 4068/111604-Lab-III, dated 31st March, 1969 extending time limit for submission of the Report.	31
8	C 3	.. Government Resolution, No. MWA. 4068/122656-Lab-III, dated the 5th June, 1969 extending time limit for submission of the Report.	32
9	D	.. Questionnaire to (i) Establishments (ii) Associations and Federations of employer (iii) Trade Union.	33
10	E	.. Statement showing the Consumer Price Index Numbers for various Centres.	48
11	F	.. Statement showing the minimum and maximum rate of wage paid in different Zones.	49
12	G	.. Statement showing the number of questionnaire issued and replies received.	50

ANNEXURE A

Minimum Wages Act, 1948.

Appointment of a Committee
under the—Employment in
glass Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 4067/126707-Lab-III,

Sachivalaya, Bombay-32, 15th February 1968.

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 glass industry and to advise Government in the matter of revising the minimum rates of wages fixed under the said Act under Government Notification, Industries and Labour Department, No. MWA. 4062-Lab-III, dated 22nd May 1964.

Chairman

Shri Adam Adil, M.L.A.
51/A, Dockyard Road,
Bombay-10.

Employers' Representatives.

- (1) Shri Ramesh Chand,
Director, Mahalakshmi Glass Works Private Ltd.,
Moses Road, Jacob Circle,
Bombay-11-BC.
- (2) Shri Shankarrao P. Ogale,
Ogale Glass Works Limited,
Ogalewadi, District Satara.
- (3) Shri P. R. Kibe,
Paisa Fund Glass Works,
Talegaon Dabhade,
District : Poona.
- (4) Shri Chhotubhai Gopalbhai Patel,
Swastik Glass Works,
Civil Lines, Chandrapur.

Employees' Representatives.

- (1) Shri D. M. Tulpule,
General Secretary,
Bombay General Employees' Association,
Mazdoor Karyalaya,
Congress House, Bombay-4.
- (2) Shri D. S. Natik,
General Secretary,
Ogalewadi Kamgar Union,
Ogalewadi, District Satara.
- (3) Shri S. H. Mazkar,
General Secretary,
Chanda Kanch Mazdoor Sangh,
Jatpura, Chandrapur.
- (4) Shri M. V. Gavandi,
President,
Maharashtra Bharatiya Mazdoor Sangh,
866, Sadashiv Peth, Tarachand Market,
Poona-2.

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 term of the reference of the Committee shall be as under :—

To consider revision of the minimum rates of wages payable to all employees in the employment in glass industry and to indicate the extent of revision.

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

5. The non-official members of the Committee should be paid travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with scale I specified in rule I (1) (b) in Appendix XLII-A, Section I to the Bombay Civil Services Rules as amended from time to time. The Expenditure should be debited to the budget head "38-Labour and Employment-A-Labour-A-12-Special Committees for Enquiry" and met from the grants sanctioned thereunder for the current financial year.

6. The non-official members of the Committee who are Members of the Legislative Assembly and Legislative Council Should be granted travelling allowance and daily allowance in accordance with the Government Resolution, Finance Department, No. TRA-1463/1024/XVIII, dated the 25th July 1967.

7. 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.

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

9. This Resolution issues with the concurrence of the Finance Department *vide* that Department un-official reference No. 358/VI-A, dated the 14th February 1968.

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

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

ANNEXURE A-1

Minimum Wages Act, 1948

Appointment of a Committee under the
Employment in glass industry.

GOVERNMENT OF MAHARASHTRA,

INDUSTRIES AND LABOUR DEPARTMENT,

Addendum No. MWA. 4067/126707-LAB-III, Sachivalaya, Bombay-32, 2nd May 1968

Read.—Government Resolution, Industries and Labour Department, No. MWA. 4067/126707-LAB-III, dated the 15th February 1968.

Addendum.—Government is pleased to direct that in paragraph 1 of Government Resolution, Industries and Labour Department, No. MWA. 4067/126707-LAB-III, dated the 15th February 1968, after the words and figures, viz., " Government Notification, Industries and Labour Department, No. MWA. 4062-LAB-III, dated 22nd May 1964 " the words and figures, viz., " and Government Notification, Industries and Labour Department, No. MWA-4062 (1) Lab-III, dated 22nd May 1964 " should be added.

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

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

ANNEXURE B

Part I-L Notification

Industries and Labour Department, Sachivalaya, Bombay-32, 22nd May 1964

Minimum Wages Act, 1948

No. MWA. 4062-Lab-III—Whereas in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as 'the said Act'), the Government of Maharashtra by Resolution in the Industries and Labour Department No. MWA. 4062-Lab-III, dated the 11th February, 1963 appointed a Committee to hold enquiries and advise the State Government in the matter of revision of minimum rates of wages in respect of the employment in glass industry (hereinafter referred to as the said scheduled employment) in the Vidarbha area of the State of Maharashtra.

And whereas, the said Committee has submitted the report to the Government of Maharashtra.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act the Government of Maharashtra after considering the advice of the said Committee, hereby revises the minimum rates of wage as fixed in the Schedule to the Government of Madhya Pradesh, Labour Department Notification No. 393-2844-XXIII of 1954, dated the 16th February 1955 in respect of the employees in the said scheduled employment and with effect from 1st June 1964, refixes them as set out in column 3 of the Schedule hereto, in respect of each Zone specified in the same column as the rates payable by the month in such Zone to the classes of employees employed in the said scheduled employment, mentioned against them in column 2 of the said Schedule.

Schedule

Serial No.	Classes of employees	Rates	
		Zone I	Zone II
SKILLED A			
		Rs.	Rs.
		per month	per month
1	Pattern Maker	105	90
2	Furnace Mason.		
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.		
SKILLED B			
1	Mouth Blower	95	80
2	Heavy Press Operator		
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.		

Schedule—contd

Serial No.	Classes of employees	Rates	
		Zone I	Zone II
SKILLED C			
		Rs. per month	Rs. per month
1	Bangle Decorator	90	75
2	Machine Operator/Cutter.		
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.		
SEMI-SKILLED A			
1	Mixer/Drum Attendant	75	60
2	Oil Burner Attendant/Annealing Lehr Attendant/Furnace Attendant.		
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	Rolshawalla.		
12	Press Liverman.		
13	Machine made Article Sorter.		
14	Compressor Attendant.		
15	Petrol Gas Attendant.		
16	Employees by whatever name called doing semi-skilled-A work of the nature done by persons falling under the above entries.		
SEMI-SKILLED B			
1	Glass Edge Grinder.	70	55
2	Glass Froster.		
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 semi-Skilled-B work of the nature done by persons falling under the above entries.		

Schedule—contd.

Serial No.	Classes of employees	Rates	
		Zone I	Zone II
UNSKILLED			
		Rs. per month	Rs. per month
1	Carrier.	65	50
2	Helper in Batch House.		
3	Coal and Ash Carrier in Furnace Section.		
4	Annealing 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.		
CLERICAL AND SUPERVISORY (FACTORY OPERATION)			
		Rs. per month	Rs. per month
1	Automatic Machine Operator	160	145
2	Draftsman.	135	120
3	Supervisor (Technical)	135	120
4	Supervisor (non-technical)	115	100
5	Store-keeper	105	90
6	Time-keeper	100	85
7	Clerk	95	80
8	Reporter	75	60

Explanation.—(1) for the purpose of this notification :—

(a) Zone I shall comprise of the area within the limits of the Municipal Corporation of the City of Nagpur.

(b) Zone II shall comprise of all other areas in the Vidarbha area of the State of Maharashtra not included in Zone I.

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

(3) The minimum rate of wages in respect of an adolescent shall be 75 per cent. of the wages fixed for the class of employees to which he belongs, and in respect of a child 50 per cent.

(4) The minimum rate of wages in respect of an apprentice shall be 75 per cent of the wages fixed for the class of employees to which he belongs.

(5) 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 naye paise.

ANNEXURE B-1

Minimum Wages Act, 1948.

No. MWA. 4062(i)-Lab-III.—Whereas in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) (hereinafter referred to as "the said Act"), the Government of Maharashtra by Resolution in the Industries and Labour Department No. MWA. 4062-Lab-III, dated the 11th February 1963, appointed a Committee to hold enquiries and advise the State Government in the matter of fixation of minimum rates of wages in respect of the employment in glass industry (hereinafter referred to as "the said scheduled employment"), in the Bombay and Hyderabad areas of the State of Maharashtra ;

And whereas, the said Committee has submitted the report to the Government of Maharashtra.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Maharashtra, after considering the advise of the said Committee hereby fixes with effect from 1st June, 1964 the minimum rates of wages as set out in column 3 of the schedule hereto in respect of each Zone specified in the same column as the rates payable in such Zone to the classes of employees employed in the scheduled employment, mentioned against them in column 2 of the said Schedule.

Schedule

Serial No.	Classes of employees	Rates		
		Zone I	Zone II	Zone III
SKILLED A				
		Rs. per month	Rs. per month	Rs. per month
1	Pattern Maker	120	105	90
2	Furnace Mason.			
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.			
SKILLED B				
1	Mouth Blower	110	95	80
2	Heavy Press Operator.			
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.			

Schedule — contd.

Serial No.	Classes of employees	Rates		
		Zone I	Zone II	Zone III
SKILLED c				
		Rs. Per month	Rs. Per month	Rs. Per month
1	Bangle Decorator	105	90	75
2	Machine Operator/Cutter			
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.			
SEMI-SKILLED A				
1	Mixer/Drum Attendant	90	75	60
2	Oil Burner Attendant/Annealing Attendant/Furnace Attendant. Lehr			
3	Airman.			
4	Bubble Maker.			
5	Bangle Joiner.			
6	Furnace Feeder/Batch Charger.			
7	Drilling Machine Operator.			
8	Glass Edge Molter/Fire Polisher.			
9	Coal Fireman.			
10	Glass Printer.			
11	Rolshawala.			
12	Press Liverman.			
13	Machine Made Article Sorter.			
14	Compressor Attendant.			
15	Potrol Gas Attendant.			
16	Employees by whatever name called doing semi-skilled-A work of the nature done by persons falling under the above entries.			

Schedule—contd.

Serial No.	Classes of employees	Rates		
		Zone I	Zone II	Zone III
SEMI-SKILLED B				
		Rs. Per month	Rs. Per month	Rs. Per month
1	Glass Edge Grinder.. ..	85	70	55
2	Glass Froster.			
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 semi-skilled-B work of the nature done by persons falling under the above entries.			
UNSKILLED				
1	Carrier	80	65	50
2	Helper in Batch House.			
3	Coal and Ash Carrier in Furnace Section.			
4	Annealing 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.			
CLERICAL AND SUPERVISORY (FACTORY OPERATION)				
		Rs. Per month	Rs. Per month	Rs. Per month
1	Automatic Machine Operator	175	160	145
2	Draftsman	150	135	120
3	Supervisor (Technical)	150	135	120
4	Supervisor (non-technical)	130	115	100
5	Store-Keeper	120	105	90
6	Time-keeper	115	100	85
7	Clerk	110	95	80
8	Reporter	90	75	60

Explanation.—(1) For the purpose of this notification :—

(a) Zone I shall comprise of the area within the limits of the Municipal Corporation of Greater Bombay.

(b) Zone II shall comprise of the area within the limits of the Municipal Corporations of the Cities of Poona and Sholapur and Municipal Limits of Thana, Kolhapur, Malegaon, Nasik, Ahmednagar, Ulhasnagar, Pinipri and Poona and Kirkee Cantonments.

(c) Zone III shall comprise of all other areas in the Bombay and Hyderabad areas of the State of Maharashtra not included in Zone I and Zone II.

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

(3) The minimum rate of wages in respect of an adolescent shall be 75 per cent of the wages fixed for the class of employees to which he belongs and in respect of a child 50 per cent.

(4) The minimum rate of wages in respect of an apprentice shall be 75 per cent of the wages fixed for the class of employees to which he belongs.

(5) 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 naye Paise.

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

(Signed) M. D SHANBHAG,
Under Secretary to Government.

ANNEXURE C

Minimum Wages Act, 1948
Committee under the
Employment in glass industry.

GOVERNMENT OF MAHARASHTRA,

Industries and Labour Department,

Resolution No. MWA. 4068/117478/LAB-III, Sachivalaya,

Bombay-32, Dated the 13th September, 1968

Read.—Government Resolution, Industries and Labour Department, No. MWA 4068/126707/LAB-III, dated 15th February 1968.

Letter No. CL/Glass/1068/T, dated 12th August 1968 from the Chairman, Minimum Wages Committee for glass industry, Bombay.

Resolution.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA. 4058/126707-Lab-III, dated the 15th February 1968, to hold enquiries into the conditions prevailing in the employment in glass industry and to advise Government in the matter of revision of the minimum rates of wages in that employment, is granted extension of time upto the 15th December, 1968 for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department *vid.* that Department un-official reference No. 25357/1729/VI-A, dated the 6th September 1968.

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

(Signed)
(B. R. CHINCHOLIKAR),
Under Secretary to Government.

ANNEXURE CI

Minimum Wages Act, 1948
Committee under the
Employment in glass industry.

GOVERNMENT OF MAHARASHTRA,

Industries and Labour Department,

Resolution No. MWA 4068/117478/LAB-III, Sachivalaya,

Bombay-32, dated the 8th January, 1969.

Read.—Government Resolution, Industries and Labour Department, No. MWA 4068/117478/LAB-III, dated the 13th September, 1968.

Letter No. CL/Glass/1068/T, dated the 5th December 1968, from the Chairman, Minimum Wages Committee for employment in glass industry, Bombay.

Resolution.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA 4068/126707-LAB-III, dated the 15th February, 1968, to hold enquiries into the conditions prevailing in the employment in glass industry and to advise Government in the matter of revision of the minimum rates of wages in that employment, is granted extension of time upto the 15th March, 1969, for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department *vide* that Department un-official reference No. 30487/2439/VI-A, dated the 26th December, 1968.

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

(Signed)

(S. A. VAIDYA),

Under Secretary to Government.

ANNEXURE C2

Minimum Wages Act, 1948
Committee under the
Employment in Glass Industry.

GOVERNMENT OF MAHARASHTRA,

Industries and Labour Department,

Resolution No. MWA 4068/111604/LAB-III,

Sachivalaya, Bombay-32.

Dated 31st March 1969.

Read.—Government Resolution, Industries and Labour Department, No. MWA 4068/117478/LAB-III, dated the 13th September 1968.

Government Resolution, Industries and Labour Department, No. MWA 4068/117478/LAB-III, dated the 8th January 1969.

Letter No. CL/Glass/1068/T, dated the 5th March 1969 from the Chairman, Minimum Wages Committee for employment in glass industry, Bombay.

Resolution.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA 4068/126707/LAB-III, dated the 15th February 1968, to hold enquiries into the conditions prevailing in the employment in glass industry and to advise Government in the matter of revision of the minimum rates of wages in that employment, is granted further extension of time upto the 15th May, 1969, for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department, *vide* that Department un-official reference No. 18635/745/VI-A, dated the 25th March 1969.

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

(Signed)

(S. A. VAIDYA),

Under Secretary to Government.

ANNEXURE C3

Minimum Wages Act, 1948
Committee under the
Employment in glass industry

GOVERNMENT OF MAHARASHTRA

Industries and Labour Department,

Resolution No. MWA 4068/122656/LAB-III,

Sachivalaya, Bombay-32.

dated the 5th June, 1969.

Read.—Government Resolution, Industries and Labour Department, No. MWA 4068 / 117478/LAB-III, dated the 13th September, 1968.

Government Resolution, Industries and Labour Department, No. MWA 4068/117478// LAB-III, dated the 8th January, 1969.

Government Resolution, Industries and Labour Department, No. MWA 4068/111604 LAB-III, dated 31st March, 1969.

Letter No. CL/Glass/1068/T, dated the 6th May, 1969, from the Chairman, Minimum Wages Committee for employment in glass industry, Bombay.

Resolution.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA 4068 126707-LAB-III, dated the 15th February, 1968, to hold enquiries into the conditions prevailing in the employment in glass industry and to advise Government in the matter of revision of the minimum rates of wages in that employment, is granted further extension of time upto the 15th July, 1969, for submission of its report.

2. This resolution issues with the concurrence of the Finance Department, *vide* that Department un-official reference No. 1219/VI-A, dated the 27th May, 1969.

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

(Signed)

(S. A. VAIDYA),

Under Secretary to Government.

ANNEXURE D

Telephone No. 378182.

No. CL/Glass/T/1068

Office of the Secretary, Minimum
Wages Committee for employment
in Glass Industry, Commerce Centre,
6/7th Floors, Tardeo, Bombay-34.

From

Shri H. A. Sathe, B.Sc.,
Assistant Commissioner of Labour and
Secretary, Minimum Wages Committee for
employment in Glass Industry, Bombay.

To

Subject.—Minimum Wages Committee for employment in Glass Industry
Questionnaire

Sir,

I have to inform you that the Government of Maharashtra, by resolution, Industries and Labour Department No. MWA. 4067/126707-Lab-III, dated 15th February 1968 has appointed a Committee under the Chairmanship of Shri Adam Adil, M.L.A. to hold enquiries into the conditions prevailing in the employment in Glass Industry and to advise Government in the matter of revising the minimum rates of wages fixed under the M. W. Act, under Government Notification, Industries and Labour Department No. MWA. 4062-Lab-III and MWA. 4062 (i) Lab-III, dated the 22nd May 1964. The Committee has framed a questionnaire covering the terms of reference. I am desired by the Committee to forward herewith a copy of the said questionnaire. I shall be glad if you kindly favour the Committee with your replies to various questions listed in the questionnaire (Ten copies).

2. If you have information, statistical or otherwise, in addition to what is required under various questions in the questionnaire and which you think would be relevant and useful to the Committee, you may forward the same alongwith your replies to the questionnaire. In all *Ten Copies* of your replies to the questionnaire and other papers may be sent to the undersigned on or before 31st May 1968.

3. You may also intimate to the undersigned whether you or any other representative of your organisation would like to tender oral evidence before the Committee at the public sittings. If so, the name of the such person may be communicated to the undersigned so that he will be informed of the date and place of public sitting when his evidence will be recorded.

Counting on your co-operation and thanking you in anticipation.

I remain,

Yours faithfully,

(Signed)

(H. A. SATHE),

Assistant Commissioner of Labour and
Secretary, Minimum Wages Committee
for Employment in Glass Industry,
Bombay.

दूरध्वनि क्र. ३७८१८२

क्रमांक सी.एल्.-एम्.डब्ल्यू.सी.-ग्लास-टी-१९६८,
सचिव, काच उद्योगघंदा किमान वेतन समिती
यांचे कार्यालय, कॉमर्स सेंटर, ६ वा मजला.
ताडदेव, मुंबई-३४.

प्रेषक

श्री. ह. आ. साठे,

सहाय्यक कामगार आयुक्त आणि सचिव,
काच उद्योगघंदा किमान वेतन समिती, मुंबई.

प्रति

विषय.—प्रश्नावली.

काच उद्योगघंदा किमान वेतन समिती.

महाशय,

आपणास कळवू इच्छितो की, महाराष्ट्र शासनाने दिनांक १५ फेब्रुवारी १९६८ च्या उद्योग व कामगार खात्याच्या ठराव क्रमांक एम्.डब्ल्यू.ए.-४०६७-१२६७०७-एल्.ए.बी.-३ अन्वये काच उद्योगघंदातील नोकरांच्या सद्य परिस्थितीची चौकशी करून शासकीय अधिसूचना उद्योग व कामगार खाते क्रमांक एम्.डब्ल्यू.ए.-४०६२-एल्.ए.बी.-३ व एम्.डब्ल्यू.ए.-४०६२(१), एल्.ए.बी.-३, दिनांक २२ मे १९६४ अन्वये निर्धारित केलेले किमान वेतन सुधारण्याकरिता शासनाला सल्ला देण्यासाठी श्री. आदम अदिल, सभासद महाराष्ट्र, विधान सभा यांच्या अध्यक्षतेखाली एक किमान वेतन समिती नियुक्त केलेली आहे. समितीने, विचारार्थ सोपविलेला विषय विचारात घेऊन, प्रश्नावली तयार केलेली आहे. मी आपणास सदर प्रश्नावलीची प्रत पाठवावी अशी समितीची इच्छा आहे. आपण सदरहू प्रश्नावलीत अनुक्रमित केलेल्या वेगवेगळ्या प्रश्नांची उत्तरे (दहा प्रती) दिल्यास मला आनंद होईल.

२. प्रश्नावलीत विचारलेल्या माहिती व्यतिरिक्त आणखी आपल्याकडे काही सांख्यिकी अथवा इतर माहिती जी समितीशी संबधत आणि उपयोगी आहे असे आपणास वाटत असेल, ती आपण प्रश्नावलीच्या उत्तरासह १० प्रती वरील पत्त्यावर दिनांक ३१ मे १९६८ ला अथवा आत पाठवावी.

३. तसेच, आपण आपणास अथवा आपल्या संस्थेच्या प्रतिनिधीस समितीच्या सार्वजनिक बैठकीच्या वेळी तोंडी निवेदन द्यावयाचे असल्यास त्या व्यक्तीचे नाव कळवावे, म्हणजे सार्वजनिक बैठकीची तारीख, जागा आणि निवेदन केव्हा घेण्यात येईल हे कळविण्यास बरे पडेल.

४. समितीच्या कामात आपले सहकार्य जरूर मिळेल अशी खात्री बाळगून मी आपले अगोदरच आभार मानतो.

आपला विश्वासू,
सही
(ह. आ. साठे),

सहाय्यक कामगार आयुक्त व सचिव,
काचघंदा किमान वेतन समिती, मुंबई.

संस्थांकरिता प्रश्नावली

QUESTIONNAIRE TO THE CONCERNS

कांच धंद्यातील नोकरी संबंधी किमान वेतन समिती.

Minimum Wages Committee for employment in Glass Industry.

कृपया आपल्या संस्थेसंबंधी खालील मुद्यावर माहिती द्या.—

Please give information in respect of your concern on the following points:

- १ संस्थेचे नाव व पूर्ण पत्ता ..
1. Name of the concern and address
- २ व्यवस्थापकाचे संपूर्ण नाव ..
2. Full name of the Manager ..
- ३ संस्था सुरू झाल्याची तारीख व वर्ष ..
3. The date and the year the concern started working ..
- ४ संस्था कोणत्या कायद्याखाली नोंदली आहे ..
(कारखान्याबाबत कायदा-गुमास्ता कायदा)
4. Unit registered under (Factories Act Shops and Establishments Act) ..
- ५ आपल्या संस्थेमध्ये तयार होणाऱ्या वस्तु.
5. Details of articles produced by your concern ..
- ५ (अ) कामगारांसाठी वेतन महागाई भत्ता वगैरेसंबंधी काही निवाडा, करार अगर तडजोड आहे काय ! निवाडा झालेला असल्यास त्याचा क्रमांक व तो ज्या राजपत्रात प्रसिद्ध झाला आहे त्याची तारीख व पान नंबर द्या तडजोड अथवा करार झालेला असल्यास त्याची एक प्रत द्या. निवाडा प्रसिद्ध झालेला नसल्यास, कृपया त्याचा संदर्भ क्रमांक व तारीख द्या.
5(a) Any agreement, settlement or award regarding the wages, dearness allowance, etc. for employees? (If any award, state award No. and date of publication in the Gazette and in case of settlement or agreement, please supply copy). If award is not published please state the reference number and the date.

५ (ब) किमान वेतन कायदा १९४८ खाली कोटाचे काही निकाल असल्यास ते द्या.

5 (b) Decisions of cases if any decided under the Minimum Wages Act, 1948.

६ (अ) कृपया नियमित नोकरांची संख्या द्या आणि त्यांना दिल्या जाणाऱ्या चालू पगारांच्या तपशीलाची माहिती खालील तक्त्यात वर्गवारीनुसार द्या.

6. (a) Please give the number of regular employees and existing wages category wise in your establishment in the following table.

वर्गवारी	पुरुष	स्त्रिया	पंधरा ते अठरा वर्षांमधील त ण मुले	चौदा ते पंधरा वर्षांखालील मुले	वर्गवारीतील किमान वेतन
Category	Men	Women	Adolescents between 15 and 18 years	Children i.e. below 14 to 15 years	Minimum wages in the category

१ 1

२ 2

३ 3

६० (ब) नियमित कामगार सोडून तुमच्या कारखान्याच्या जागेत घस्तु निर्माण प्रक्रियेशी संबंधित वर्गाचे कामगार आहेत काय ? उदा. ठेक्याने काम करणारे इत्यादी, असल्यास अशा कामगारांची संख्या पुढील तक्त्यात द्या

6. (b) Is there any other class of workers besides regular employees connected with the manufacturing process i.e. contract workers, etc. who work in the premises of your establishment ? If so, give the number of such employees in the following table :

वर्गवारी 7. Category	करीत असलेल्या कामाचे स्वरूप Nature of work performed	कामगारांची संख्या Number of workers
-------------------------	---	--

७. एप्रिल १९६८ मध्ये असलेल्या कामगारांच्या नोकरीचा व त्यांच्या वेतनांचा तपशील द्या

7. Details of employment and wages, etc. as existing in April 1968.

कामगारांची वर्गवारी	प्रत्येक वर्गवारीत वर्गवारी असणाऱ्या कुशल, अर्धकुशल व अकुशल वर्गवारी	प्रत्येक वर्गवारीतील कामगारांचा महागाई भत्ता घरून मिळालेले किमान वेतन.	प्रत्येक वर्गवारीतील कामगारांचा महागाई भत्ता घरून मिळालेले कमाल वेतन	इतर भत्ते व सवलती	प्रत्येक वर्गवारीतील कामगारांचा महागाई भत्ता घरून मिळालेले एकूण वेतन	प्रत्येक वर्गवारीत महागाई भत्ता घरून आपले मते किती वेतन असावे
Categories of employees	Classification of workers e.g. skilled, semi-skilled, unskilled, etc.	No. of employees in the lowest rates of wage including D.A. to an individual in the category.	Maximum wages including D.A. to an individual in the category.	Other allowances and concessions if any.	Total wages including D.A. to an individual in the category.	Your proposals for minimum wages including D.A. in the category

१. 1.

२. 2.

३. 3.

८. कृपया वर निर्देश केलेल्या वर्गीकरणात समाविष्ट न झालेल्याचा वर्गवारीचा तपशील द्या.

8. Please state particulars for additional categories not included above.

- ९ कृपया मागील ३ वित्तीय वर्षांच्या ताल्लेबंदीच्या प्रती द्या.
9. Please supply the copies (2-two) of balance sheet for last three financial years.

वेतन व पगार—

Wages and Salaries

(अ) (१) बोनस व महागाई भत्ता सोडून व उत्पादन देखरेख व इतर भत्ता घेऊन कामगारांना मिळणारे मूळ वेतन.

(a) i. Basic wages of employees (including production, attendance or other allowance, excluding dearness allowance and bonus)

(२) कामगारांचा महागाई भत्ता.

ii. Dearness Allowance of employees.

(ब) (१) अ (१) मध्ये समावेश न झालेला तंत्रज्ञ अधिकारी व पर्यवेक्षक यांचे पगार.

(b) 1. Salaries of all technicians, officers and supervisors not included in (a) (i)

२. (ब) ब (१) मधील वर्गासाठी महागाई भत्ता.

2. Dearness Allowance for (b) (i)

(क) चालू वर्षासंबंधीचा परंतु चालू वर्षात न दिलेल्या बोनसची तरतूद केली आहे काय ?

(c) Provision for bonus for the year not paid during the year.

(ड) मागील वर्षाचा अगर वर्षाचा बोनस चालू वर्षी दिला आहे काय ?

(d) Bonus paid during the year for previous year or years.

- (इ) (१) पगारी सुट्ट्या
 (e) (i) Holidays with wages
 (२) भविष्य निधी
 (ii) Provident Fund.
 (३) बालंतपणाच्या वेळी देण्यात येणाऱ्या सवलती.
 (iii) Maternity benefit.
 (४) कामगारांना नुकसान भरपाई
 (iv) Workmens' Compensation
 (५) कामगार राज्य विमा
 (v) Employees' State Insurance
 (फ) चालू वर्षात सेवानिवृत्त होताना दिलेली ग्रॅज्युइटी (सेवा निवृत्ती वेतन)
 (f) Retirement gratuity paid during the year.
 (ह) आधुनिककरण इत्यादीकरिता दिलेली इतर नुकसान भरपाई
 (h) Any other compensation for rationalisation, etc.

१०. कृपया स्पष्टीकरण करा
 10. Please explain in details
 (अ) आपल्या धंद्यात होणाऱ्या सर्व प्रकारच्या प्रक्रिया.
 (a) All the processes carried on in your industry.
११. कामगारांना कमी प्रतीचे अगर चुकीचे उत्पादन केल्यास पगार कापण्याची पद्धत आहे काय? असल्यास, मुदतीच्या प्रमाणानुसार वेतन ठरविलेल्या, उक्त्या कामावर नेमलेल्या व ठेक्याने काम करणाऱ्या कामगारांच्या वेतनांत कोणत्या पद्धतीने कोणत्या तत्वावर कपात करण्यात येते त्याची तपशीलवार माहिती द्या.
 11. Is there any system of deduction from earnings of workers on account of inferior or defective work? If so, please fully explain the system of deduction and basis of deduction in respect of time-rated, piece-rated and contract workers,

१२. काच व्यवसायातील किमान वेतन कायद्या-
खाली निर्धारित केलेल्या किमान वेतनात
सुधारणा व्हावी असे आपणास वाटते
काय ? असल्यास, सकारण माहिती द्या."
12. Do you think that the existing wages
prescribed under the Minimum Wages
Act, in Glass Industry need any revision?
If so, please give your reasons.
१३. किमान वेतनात कुठवर सुधारणा करणे
आपल्या मते योग्य ठरेल ?
13. What is the extent of revision of
Minimum Wages that you consider
reasonable ?
१४. वेतनात सुधारणा सुचविताना आपण खालील
मुद्दे विचारात घ्याल काय ?
14. In suggesting any revision will you
take into consideration following
factors ?
- (अ) तुमच्या कारखान्याची किंवा संस्थेची
पगार देण्याची क्षमता.
- (a) Paying capacity of the Industry
or your unit.
- (ब) तुमच्या विभागात अशाच प्रकारच्या
इतर घद्यात देण्यात येणारे वेतनाचे
दर.
- (b) Prevailing wage rates in your
locality for similar occupations.
- (क) तुमच्या संस्थेतील प्रमाणित कुटुंबातील
(तीन उपभोक्त्यांचे घटक) काम-
गारांच्या किमान गरजा, उदा. अन्न,
वस्त्र, निवारा, इतर किरकोळ गोष्टी.
- (c) Minimum needs viz. food, cloth-
ing, housing, fuel and miscellane-
ous of workers of a standard
family (Three consumption units)

(ड) इतर राज्यात अस्तित्वात असलेल्या काच व्यवसायांची तुमच्या घंटाशी कामगारांची भरती इत्यादी संबंधात स्पर्धा आहे काय ? प्रत्येक बाबींची संपूर्ण माहिती देऊन अ, ब, क ची सकारण उत्तरे द्या.

(d) Competition with employment in Glass Industry located in other States. Please give your reasons for replies to a, b and c with detailed information in every case.

(इ) सुधारित किमान वेतन दराचा निर्वाह खर्च निर्देशांकातील चढ-उताराशी मेळ घालावा किंवा काय ?

(e) Whether the revised minimum rate of wages should be linked up with the rise and fall in the cost of living.

१५. आणखी अधिक माहिती अगर सूचना असल्यास नमूद करा.

15. Any additional information or suggestion.

तारीख

Date

ठिकाण

Place

जिल्हा

District

सही

Signature

हुद्दा

Designation

संघ किंवा असोसिएशन करिता प्रश्नावली
QUESTIONNAIRE FOR ASSOCIATIONS OR FEDERATIONS

कांच धंद्यातील नोकरी संबंधी किमान वेतन समिती
Minimum Wages Committee for Employment in Glass Industry

१. संघ किंवा असोसिएशनचे संपूर्णनाव . .
1. Name of the Federation or Association.
२. नोंदणी नंबर व नोंदविल्याची तारीख . .
2. Registration number and date of registration.
३. संघ अथवा असोसिएशनचा पूर्ण पत्ता . .
3. Postal address of the Federation or Association.
४. विद्यमान पदाधिकाऱ्यांची नावे व पत्ते . .
4. Names and addresses of the present office bearers.
५. नियमित वर्गणी देणाऱ्या सभासदांची एकूण संख्या (नियमित वर्गणी देणारा सभासद म्हणजे ज्याने आपली चालू वर्षाची वर्गणी भरली आहे असा सभासद) . .
5. Total number of effective members. (an effective member means a member who has paid his subscription for the current year).
६. संघ (फेडरेशन) असल्यास . .
6. (a) In the case of a Federation ...
(अ) सभासद असोसिएशनची संख्या व यादी . .
(i) Number of Member Associations and list thereof.

(२) सभासद असोसिएशनचे सभासद असलेल्या संस्थांची संख्या व त्यांची यादी.

(ii) Total number of concerns which are members of the Member Association and a list thereof.

(ब) असोसिएशन असल्यास—

(b) In the case of an Association ..

१ असोसिएशनच्या सभासदांची संख्या व यादी. ..

i. Number of members of the Association and list of members of the Association.

७. आपल्या भागात काच धंद्यात दुसरी एखादी असोसिएशन अथवा संघ कार्य करित आहेत काय ? असल्यास त्यांची नावे व पत्ते द्या ..
7. Is there any other Association or Federation working in Glass Industry in your area ? If so, give the name and address of the same.
८. तुमच्या केन्द्रातील कामगारांच्या निरनिराळ्या वर्गवारीसाठी सुधारलेले किमान वेतन किती असावे ते सकारण सांगा ..
8. What should be the revised minimum wages for different categories of workers in your centre ? Give reasons.
९. (अ) आपल्या केन्द्रात किमान वेतन लागू केल्याने धंद्यावर कोणते परिणाम झाले आहेत ..
9. (a) What has been the effect of introduction of minimum wages in the Industry at your centre ?

- (ब) घंटातील निरनिराळ्या वर्गवारीतील कामगारांचे किमान वेतन सुधारणाबाबत तुमचे विचार व आणखी काही सुचना असल्यास नमूद करा.
- (b) Please offer any other observations and suggestions for the revision of minimum rates of wages for various categories of workers in the Industry.

ठिकाण
Place.

तारीख
Date

असोसिएशन अथवा संघाच्या पदाधिकार्यांची
सही व हुंदा
Signature and designation of the
Office-bearer of the Association or Federation.

कांच धंद्यातील नोकरीसंबंधी किमान वेतन समिती
MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN GLASS
INDUSTRY

कामगार संघाकरिता प्रश्नावली
(Questionnaire to The Trade Unions)

१. कामगार संघाचे संपूर्ण नाव ..
1. Full name of the Trade Union ...
२. पूर्ण पत्ता ..
2. Full postal address ...
३. अधिकार कक्षेची व्याप्ती ..
3. Area of jurisdiction ...
४. कोणाला सभासद होता येते ..
4. Membership open to —
५. नोंदणी नंबर व तारीख ..
5. The number and date of registration of Union.
६. ३१ डिसेंबर १९६७ रोजी असलेली सभासद संख्या.
6. Members as on 31st December 1967.
७. तुमच्या संघाचे सभासद नोकरी करित असलेल्या संस्थांची संख्या.
7. Number of concerns covered by your membership.
८. आपल्या विभागात सर्वसाधारण बहिवाटीनुसार किमान वेतनाचे दर ठरून गेल्यासारखे आहेत काय? असल्यास निरनिराळ्या व्यवसायातील नोकरीसंबंधी तपशीलवार माहिती द्या.
8. Whether any rates of wages have come to prevail by general practice in your area? If so, give particulars of various occupations of employments.

९. तुमच्या विभागात कांच धंद्यामध्ये दुसरा कामगार संघ काम करित आहे काय ? असल्यास, त्या संघाचे नाव व पत्ता द्या.
9. Whether there is any other Unions working in Glass Industry in your area ? If so, give the name and address of the Union.
१०. वेतन, महागाई, भत्ता कामाचे तास अथवा इतर मेहनताना इत्यादीसंबंधी आपल्या संघाने काही करार केलेला आहे काय ? त्यासंबंधी एकादा निवाडा आहे काय ? असल्यास, त्यासंबंधी कांच व्यवसायाबद्दल तपशील द्या.
10. Whether your Union has any agreement or award regarding rates of wages, dearness allowance, hours of work or any other emoluments ? If so, give particulars in respect of Glass Industry.
११. आपल्या विभागात औद्योगिक कामगारासाठी सर्वसाधारण बहिवाटीनुसार, अगर निवाड्याप्रमाणे किमान वेतन ठरविण्यात आले आहे काय ? असल्यास तपशील द्या.
11. Whether any minimum wages has been established by award or practice in your area for the industrial workers in general ? If so, give particulars.
१२. प्रत्येक वर्गवारी करिता तुमच्या केन्द्रात सुधारित किमान वेतन काय असावे ?
12. What should be the revised minimum wages at your centre for each category ?

१३. आपल्या विभागातील औद्योगिक कामगारांच्या राहणीमानासंबंधी आपले मत नमूद करा.
13. Give your views regarding the cost of living of industrial workers in your area.

ठिकाण

Place

जिल्हा

District

सध्याच्या पदाधिकाऱ्याची सही व नृदा.
Signature of the
Office-bearer and Designation.

ANNEXURE—E

Statement showing the average of consumer price index numbers for years 1960 to 1968

Year	Bombay	Poona	Nagpur	Aurangabad	Jalgaon	Sholapur	Nanded
1960	.. 420	..	512	212	492	357	250
1961	.. 431	..	495	212	485	352	239
1962	.. 444	..	502	234	519	381	259
1963	.. 448	..	525	235	524	380	266
1964	.. 516	..	651	282	682	456	321
1965	.. 558	133	721	301	736	480	329
1966*	.. 636	..	751	336	822	552	375
†	143	139	144	151	155	145	153
1967*	.. 703	..	834	390	914	619	427
†	158	151	160	176	173	162	174
1968*	.. 739	..	851	373	883	634	419
†	166	156	166	173	171	167	173
Jan. *	.. 741	..	872	373	883	642	419
1969 †	167	159	167	168	167	168	171
Feb. *	.. 737	..	861	371	894	634	416
†	166	157	165	167	169	166	170
March*	755	..	861	373	889	649	419
†	170	159	165	168	168	170	171
April *	759	..	882	377	889	653	426
†	171	159	169	170	168	171	174

Note.— *Old.

†New.

Statement showing the existing categories and minimum wages paid to the employees employed in the Glass Industry (Zonewise) in Maharashtra State.

			Skilled A	Skilled B.	Skilled C.	Semi- skilled-A	Semi- skilled-B	Unskilled
			Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Zone-I	..	Minimum ..	107.90 (p. m.)	101.00 (p. m.)	99.32 (p. m.)	90.00 (p. m.)	80.00 (p. m.)	80.00 (p. m.)
		Maximum ..	468.54 (p.m.)	345.00 (p. m.)	478.00 (p. m.)	293.11 (p. m.)	150.00 (p. m.)	160.00 (p. m.)
Zone-II	..	Minimum ..	5.50 (p. d.)	4.50 (p. d.)	..	3.50 (p. d.)	3.30 (p. d.)	2.50 (p. d.)
		Maximum ..	6.45 (p. d.)	220.00 (p. m.)	160.00 (p. m.)	5.12 (p. d.)	3.92 (p. d.)	4.00 (p. d.)
Zone-III	..	Minimum ..	115.00 (p. m.)	110.00 (p. m.)	82.00 (p. m.)	77.00 (p. m.)	1.92 (p. d.)	1.92 (p. d.)
		Maximum ..	187.00 (p. m.)	172.00 (p. m.)	115.00 (p. m.)	105.00 (p. m.)	97.00 (p. m.)	90.00 (p. m.)

ANNEXURE G

Statement showing the number of questionnaire issued to—and replies received from

Questionnaire issued to	No.	Replies received from	No.
1. Establishments	.. 51		18
2. Unions and Association	.. 11		4

BOMBAY : PRINTED AT THE GOVERNMENT CENTRAL PRESS.

Maharashtra Government Publications
can be obtained from—

THE DIRECTOR

Government Printing and Stationery,
Publications Branch, Charni Road Gardens,
Netaji Subhash Road . . . BOMBAY-4

THE SUPERVISOR

Government Book Depot,
(for Central Government Publications)
Charni Road Gardens,
Netaji Subhash Road . . . BOMBAY-4
(Sale on counter only)

THE MANAGER

Government Photozinc Press
and Book Depot POONA-1

THE MANAGER

Government Press and Book Depot
Civil Lines NAGPUR-1

THE ASSISTANT DIRECTOR

Government Stationery Stores and
Book Depot AURANGABAD

THE HIGH COMMISSIONER FOR INDIA

India House
Aldwych LONDON, W.C.-2

AND

THE RECOGNISED BOOK SELLERS
