

REPORT

OF THE

Minimum Wages Committee regarding Oil Mills in the Punjab



REPORT OF THE MINIMUM WAGES COMMITTEE REGARDING OIL MILLS IN THE PUNJAB.

THE Minimum Wages Committee in regard to the employees in oil mills in the Punjab was constituted under Government order No. 1553-LP-50/873, dated the 7th March 1950—Copy attached as Annexure 'A'.

The members of the Committee decided that the Labour Commissioner should act as the Chairman of the Committee.

2. Before the constitution of the Committee, the Labour Commissioner had instructed his field staff to collect the factual data in regard to the actual wage-rates prevailing in the Industry. The data collected was then compiled and analysed with a view to finding out the minimum wage paid, the average wage level and the highest wage rates paid to each type of employee. An effort was also made to find out the frequency of payment of wages below and above the average level, respectively. The information was consolidated and circulated among the members of the Committee with a covering note—Annexure 'B'.

In the first meeting of the Committee, the members expressed that the position indicated in these comparative statements and notes substantially reflected the actual position.

3. In the light of the factual material available and actual experience of the members of the Committee who represented both the employers and the employees, the types of work in the oil mills were analysed. The members also gave an account of the processes carried on in Kohlus and in oil mills, the seasonal fluctuations, if any, in the employment of labour, the availability of labour, etc.

The position in this respect appears as under:—

- (i) The work of oil mills is not necessarily seasonal depending upon the crop periods of the seeds.

The work is more governed by the demand for oil in the market. The seeds are usually stocked and the processes of oil extraction are carried on according to the demand in the market.

- (ii) The Kohlus work as a cottage industry; not infrequently certain mills engaged on rice husking, flour milling, saw-milling, etc., have also some

Kohlus attached to them. In case there is less demand for oil, the employees engaged in Kohlus, are switched over to other processes in the mills.

In the case of such switch-over to other work, the wage-rates etc. of the employees undergo little change.

- (iii) The work of the 'Topawala' or 'Tokriwala' requires greater bodily exertion, as he has to carry the weight of oil-cake from one place to another.
- (iv) The Kohlu-man's work is semi-skilled as he has to judge the quantity of water to be mixed in seeds (which usually varies from half a seer to one seer per maund of seeds according to the quantity of the seed). The Kohlu-man's work, however, can be picked up by an ordinary worker after he has worked in the Kohlu for a month or two.
- (v) The availability of labour is less during the harvest cutting season, when a worker can get about Rs. 3-8-0 per day for cutting harvest. The wage rates in the mills also go up slightly if any worker has to be recruited during such period.
- (vi) The wage rates for similar types of employees are not the same all over the State and, in such districts, e.g. Kangra, Karnal and Rohtak, they are rather lower than elsewhere.
- (vii) The oil mills, as distinct from Kohlus, engage larger number of employees, among whom the expeller-man is a skilled worker, who is generally assisted by the oil man. The fireman or third class engineer etc. is generally in charge of a small boiler. Mochis/Beltmen are employed in larger mills where the belts may break any time and may need repairs.

The other types of employees in the larger mills, include the Filterman, Electrician, Engineer and Coolman. There is a mate who works as the labour supervisor. The other employees not actually engaged on the manufacturing processes are clerks, munims, accountants, store-keepers, sweepers, chowkidars, water-carriers, gate-keepers, cartmen etc.

The unskilled labour
of the other employees
are observed without

4. The Statistical Officer under the Director of Industries was requested to furnish information in regard to the family budgets collected by him and the cost of living index numbers compiled by him in his capacity as "Competent Authority" under the Minimum Wages Act, 1948.

The information received from him in regard to the family budgets was circulated among the members of the Committee—Annexure 'C'.

The cost of living indices as declared by the Competent Authority in respect of 'Oil Mills' employees in the Punjab for the months of December, 1949 to May, 1950, are shown in the statement at Annexure 'D'.

5. In the light of all the facts available before the Committee, the Committee reached certain tentative conclusions in its first meeting held on the 24th March 1950. Copies of these are attached as Annexures E and F. These recommendations were circulated among various concerns likely to be affected, bringing specifically to their notice that if they had any comments to send, they should do so immediately as after the minimum wages are once fixed, the employers would not be permitted to pay lower rate than the notified minimum, even though an employee may be prepared to offer himself for a lower wage. Copies were also sent to the Director, Labour Bureau, Government of India, Ministry of Labour and certain other officials for comments.

The comments received are shown at Annexure 'G'.

These were considered by the Committee in its meeting held on the 15th May 1950. The recommendations were further revised as shown in Annexure 'H'.

6. The main question before the Committee at this stage was whether any differential wages should be fixed for different areas or different types of oil mills etc. With a view to seeing on the spot the conditions of the oil mill workers in the Kangra District, the fourth meeting of the Oil Mills Committee was held at Palampur. The views

expressed by an oil mill employer in the Kangra District are shown in Annexure 'I'.

At its fifth meeting, the Committee considered these views and finally came to the conclusion that there was not sufficient data for scientifically differentiating between the wage rates to be recommended in respect of different areas. The Committee felt that in the absence of any accurate data, making exceptions will set difficult precedents. The Committee, therefore, held that in view of the small difference between the maximum rate (Rs. 1-9-0) which an oil mill employer in the Kangra District was prepared to agree to and the rate (Rs. 1-12-0) proposed for the rest of the State and also in view of the fact that the number of the unskilled employes in the Kangra District working in oil mills was very low, there was no need to make any differential recommendations for the various areas in the State, at this stage.

7. The Legal Remembrancer has separately advised that the Committee should confine its recommendations to suggesting the minimum wage-rates in respect of the employees while the hours of work would be governed by the Minimum Wages Rules. In view of this, the Committee did not consider it necessary to recommend the adoption of the condition of work contemplated in Annexure 'F'.

8. After full consideration of all relevant facts, we recommend that the minimum wage rates for the employees in the oil mills may be fixed as under :—

Serial No.	Type of work	ALL INCLUSIVE MINIMUM WAGE RATES			
		Daily	Monthly		
		Rs	A.	P.	Rs
1	Unskilled labour ...	1	12	0	45
2	Kohluman ...	...	...	...	50
3	Mate (Labour Supervisor) ....	...	...	...	48
4	Oilman or greaseman ...	...	...	...	55
5	Filterman ...	...	...	...	55

Serial No.	Type of work	ALL INCLUSIVE MINIMUM WAGE RATES			
		Daily		Monthly	
		Rs	A.	P.	Rs
6	Expeller cleaner ...	...	...	...	45
7	Fitter/Mistri/Driver ...	...	...	...	60
8	Fireman ...	...	...	...	62
9	Expellerman ...	...	...	...	90
10	Blacksmith ...	...	...	...	80
11	Mochi/Beltman ...	...	...	...	70
12	Electrician ...	...	...	...	85
13	Engineer—				
	(i) III Class ...	...	...	...	65
	(ii) -II Class ...	...	...	...	90
	(iii) I Class—				
	University quialfied ...	...	...	...	200—10—250
	Promoted from Mistri ...	...	...	...	150—10—200
14	Coalman ...	1	12	0	45
15	Clerk : non-Graduate ...	...	...	...	65
	Graduate ...	...	...	...	80
16	Munim (knowing Mahajni) ...	...	...	...	60
17	Accountant : Diploma-holder or Graduate ...	...	...	...	85
	Others ...	...	...	...	70
18	Store-keeper ...	...	...	...	60
19	Sweeper ...	...	...	...	45
20	Chowkidar ...	...	...	...	45
21	Water-carrier ...	...	...	...	45
22	Gate-keeper (illiterate) ...	...	...	...	45
23	Cartsman (bullockcart-driver) ...	...	...	...	45

<i>Employers' Representatives</i>	<i>Employers' Representatives</i>	<i>Independent persons</i>
1. (Dwarka Dass), Proprietor, Sehgal Oil Mills, Jullundur	1. (Rup Lal Mehta), Hodal	1. (Sant Ram Seth) M. L. A., 45, Model Town, Amritsar.
2. (Hukam Chand), C/o Bharat Flour and Oil Mills, Sonipat	2. (Me'a Ram), Labour Supervisor Amritsar Oil Works, Amritsar.	2. (Bhagat Ram Sharma), M. L. A., Dharamsala.
3. (Mohindar Singh), Proprietor, Guru Nanak Oil Mills, Khanna (Ludhiana)	3. (Harbans Singh), Mistri, C/o Laxmi Oil and Flour Mills, Dhariwal.	3. (G. W. Balchandani), Labour Commissioner, Punjab.

ANNEXURE 'A'.

FROM

P. M. SMAIL, ESQUIRE, I. C. S.,
Secretary to Government, Punjab,
Health and Local Government Departments,

TO

THE LABOUR COMMISSIONER, PUNJAB,
AMBALA CANTONMENT.

Memorandum No. 1553-LP-50/873, dated, Simla-2, the
7th March 1950.

Subject: Appointment of a Committee under Section
5 (1) (a) of the Minimum Wages Act, 1948.

REFERENCE your letter No. 696, dated the 21st
February 1950.

2. Government approve the names of the following persons
for the Committee to be set up under section 5(1)(a) of the
Minimum Wages Act, 1948, in respect of the Oil Mills :—

Employers' Representatives.

1. Seth Dwarka Das, Proprietor, Sehgal Oil Mills,
Mandi Road, Jullundur City.
2. Shri Hukam Chand, c/o Bharat Flour and Oil Mills,
Sonipat.
- 3.* S. Sadhu Singh, c/o Messrs Sadhu Singh-Tegh Singh,
Flour, Rice and Oil Mills, Dhariwal.

Employees' Representatives

1. Shri Mehta Rup Lal, Palwal, District Gurgaon.
2. Shri Mela Ram, Labour Supervisor, c/o The Amritsar
Sugar Factory, Chheharta, District Amritsar.
3. S. Harbans Singh, Mi-tri c/o Laxmi Oil and Flour
Mills, Dhariwal.

*NOTE. 'Originally S. Sadhu Singh was appointed as one' of the Employers' Representatives on the Committee but subsequently S. Mohindar Singh of Gurn Nanak-Oil Mills, Khanna, District Ludhiana was appointed in his place,—*vide* Punjab Government Memo. No. 2982-LP-50/1294, dated the 31st March, 1950, as S. Sadhu Singh expressed his inability to work on the Committee.

ndependent persons.

- 1 Labour Commissioner.
2. Dr. Sant Ram Seth, M.L.A., 45 Model Town, Amritsar.
3. Shri Pandit Bhagat Ram Sharma, M.L.A.

It is requested that a meeting may be convened without any delay. The draft notification fixing the Minimum Wages should also be forwarded well in time so that it may be published before 15th March 1950.

KISHAN CHAND

SUPERINTENDENT, LABOUR AND PRINTING,
for Secretary to Government, Punjab,
 Health and Local Government Departments.

ANNEXURE 'B'

note on Wages of Oil Mills' Employees in the Punjab.

I. INTRODUCTORY.

Data were collected for 42 oil plants scattered all over the State. Some of the important plants are shown below :—

<i>Serial No.</i>	<i>Concern.</i>	<i>Total number of employees.</i>
1.	Laxmi Ginning and Oil-Mills, Khanna	... 196
2.	Partap Oil and Ginning Mills, Khanna	... 85
3.	The Amritsar Oil Mills, c/o Amritsar Sugar Factory, Chheharta	... 81

<i>Serial No.</i>	<i>Concern</i>	<i>Total number of employees</i>
4.	Ghaki Mal Hukam Chand Oil Mills, Miller Ganj, Ludhiana	66
5.	Mehta Brothers, Ginning and Oil Mills, Khanna	50
6.	Narain Printing and Oil Mills, Banga	45
7.	Laxmi Oil, Rice and Ice Mills, Amritsar	44
8.	Laxmi Oil Mills, Jullundur City	40
9.	Hindu Cotton Ginning and Oil Mills, Ambala....	30
10.	The Ice, Oil and Cotton Mills, Khanna	20

There are very few plants in the whole State which are exclusively engaged in the extraction of oil. The majority of the oil plants is attached with either—

- (1) Flour Mills,
- (2) Rice Mills,
- (3) Cotton Ginning Mills ; or
- (4) Ice Mills, etc.

The owners generally employ a joint establishment in their concerns and do not engage separate staff for the oil extracting part of their machinery. The workers employed for the concern as a whole are put to work on the oil extracting part of the machinery whenever needed. Thus the workers engaged in oil plants are mostly part-time workers.

II. NUMBER OF WORKERS

The total number of workers engaged in all the 42 units under study was 817, which per unit averaged 19. The highest number of workers in a single unit was 196 and the lowest 1.

III. WAGES.

The wages for different categories of employees engaged in various oil-extracting concerns in the Punjab are discussed below :—

1. *Unskilled Labour.* Information was collected for 34 cases in respect of unskilled labour. The minimum, average, and maximum wages for an unskilled labourer amounted to Rs 35, Rs 54 and Rs 90 per mensem respectively, which in terms of 'daily wages' come to Rs 1-2-8, Rs 1-12-10, and Rs 3 respectively.

In 50 per cent of the cases under study, wages were paid below the 'average wages' and in the remaining 50 per cent cases above the 'average wages'.

2. *Labour Supervisor.* Only 3 cases of labour supervisors were under study. The wages of a labour supervisor ranged between Rs 40 and Rs 75 per mensem, the average being Rs 53 per mensem. These calculated in terms of 'daily wages' amounted to Rs 1-5-4, Rs 2-8-0 and Rs. 1-12-3, respectively.

In 67 per cent of the cases under study the labour supervisors were paid wages below the 'average wages' while in the remaining 33 per cent cases the wages paid were above the 'average wages'.

3. *Expeller Man.* There were 12 cases of expeller men under study. The wages of an expeller man varied from Rs 45 to Rs 200 per mensem, with an average of Rs 105 per mensem. These per day worked out to Rs 1-8-0, Rs 6-10-8, and Rs 3-8-0, respectively.

In 58 per cent cases, the expeller men were paid wages below the 'average wages' whereas in 42 per cent cases the wages paid were above the average wages.

4. *Kohlu Man.* Only 2 cases of Kohlu men were under study. The wages paid in one case were Rs 55 and in the other case Rs 50, the average being Rs. 53 per mensem. These per day worked out to Rs 1-13-4, Rs 1-10-8, and Rs 1-12-3, respectively.

5. *Filter Man.* Statistics were collected for only one filter man whose wages were Rs 65 per mensem, i.e. Rs 2-2-8 per day.

6. *Expeller Cleaner.* There were only two cases of expeller cleaners under study. In one case the monthly wages

were Rs 52 and in the other case Rs 53, the average being Rs 52-8-0 per mensem. These per day amounted to Rs 1-11-9, Rs 1-12-3, and Rs 1-12-0, respectively.

7. *Grease Man.* Information was collected for 5 cases of greasemen whose wages varied from Rs 55 to Rs 67 per month, averaging at Rs 61 per month. These in terms of daily wages worked out to Rs 1-13-4, Rs 2-3-9 and Rs 2-0-6, respectively.

In 40 per cent of the cases under study wages were paid below the average wages and in 60 per cent above the average wages.

8. *Fitter.* Statistics were collected for 18 cases of fitters. The minimum, average and maximum wages per fitter were Rs 50, Rs 95 and Rs 150 per month, respectively. These per day worked out to Rs 1-10-8, Rs 3-2-8 and Rs 5, respectively.

In 56 per cent cases wages were paid below the average wages and in 44 per cent cases above the average wages.

9. *Mistri.* There were 28 cases of mistris under study whose wages ranged between Rs 45 and Rs 180 per month, the average being Rs 95 per month. These per day worked out to Rs 1-8-0, Rs 6 and Rs 3-2-8, respectively.

In 57 per cent cases the wages paid were below the average wages and in 43 per cent cases above the average wages.

Driver. Statistics were collected for 14 cases of drivers. The wages of a driver varied from Rs 45 to Rs 190 per month, with an average of Rs 97 per month. These per day worked out to Rs 1-8-0, Rs 6-5-4, and Rs 3-3-9, respectively.

In 50 per cent of the cases under study wages were paid below the average wages and in the remaining 50 per cent cases above the average wages.

11. *Oilmen.* Information was collected for 13 cases of oil men. The minimum, average, and maximum wages of an oilman were Rs 45, Rs 56 and Rs 60 per mensem

which per day came to Rs 1-8-0, Rs 1-13-10 and Rs 2, respectively.

In 46 per cent cases the oil men received wages below the average wages and in 54 per cent cases above the average wages.

12. *Fireman*. Data were collected for 10 cases of firemen. The minimum, average and maximum wages in the cases of firemen were Rs 60 Rs 86 and Rs 175 per month respectively. In terms of daily wages these amounted to Rs 2, Rs 2-13-10 and Rs 5-13-4, respectively

In 80 per cent of the cases under study the firemen got wages below the average wages and in 20 per cent cases above the average wages.

13. *Blacksmith*. Information was secured only for 3 cases of Blacksmiths. The wages of a blacksmith varied from Rs 85 to Rs 100, the average being Rs 92 per month. These calculated in terms of daily wages came to Rs 2-13-4, Rs 3-5-4, and Rs 3-1-1, respectively.

In 67 per cent of the cases under study, wages were paid below the average wages and in 33 per cent above the average wage.

14. *Mochi*. There was only one case of 'Mochi' under study who was paid Rs 70 per month, i. e. Rs 2-5-4, per day.

15. *Electrician*. Information in the case of electricians was also collected only for a single unit whose monthly wages were Rs 75 per month (Rs 2-8-0 per day).

16. *Engineer*. Statistics were collected for 14 cases of engineers. The minimum, average and maximum wages of an engineer were Rs 63, Rs 241 and Rs 1,000 per month, respectively, which per day worked out to Rs 2-1-7, Rs 8-0-6 and Rs 33-5-4, respectively.

In 64 per cent of the cases under study the wages were paid below the average wages and in 36 per cent cases above the average wages.

17. *Miller*. There were 4 cases of Millers under study. The minimum, average and maximum wages of a miller were Rs 35, Rs 109 and Rs 300 per mensem, respectively. These per day worked out to Rs 1-2-8, Rs 3-10-2 and Rs 10 respectively.

The wages paid to the millers under study were in 75 per cent of the cases below the average wages and in 25 per cent cases above the average wages.

18. *Coalman*. Information was obtained for 4 cases of coalmen. The wages of a coalman varied from Rs 53 to Rs 60 per mensem, the average being Rs 56 per mensem or Rs 1-12-3, Rs 2 and Rs 1-13-10, per day, respectively.

In 50 per cent of the cases under study coalmen got wages below the average wages and in the remaining 50 per cent above the average wages.

19. *Manager*. Information was collected for 6 cases of managers. The wages of a manager ranged between Rs 70 and Rs 150 per mensem, the average being Rs 118 per mensem. Calculated in daily wages these came to Rs 2-5-4, Rs 5 and Rs 3-14-11, respectively.

The wages paid to the managers were below the average wages in 33 per cent of the cases under study and in 67 per cent cases above the average wages.

20. *Clerk*. There were 19 cases of clerks under study. The wages of a clerk varied from Rs. 50 to Rs. 150 per mensem averaging at Rs. 86 per mensem i.e., Rs 1-10-8 and Rs. 5 and Rs. 2-13-10 per day, respectively.

In 58 per cent cases the clerk received wages below the average wages and in 42 per cent cases above the average wages.

21. *Munshi (Munim)*. The wages of a Munshi (Munim) varied from Rs. 40 to Rs. 80 per month, averaging at Rs 61. These converted into daily wages came to Rs 1-5-4, Rs 2-10-8 and Rs 2-0-6, respectively. The total number of cases under study was 7 out of which 57 per cent cases received wages below the average wages and 43 per cent cases above the average wages.

22. *Accountant*. There were only 2 cases of Accountants under study. In one case the monthly wages were Rs 100 and in the other case Rs 105 giving an average of Rs 102-8-0. These calculated in the terms of daily wages came to Rs. 3-5-4; Rs 3-8, and Rs 3-6-8, respectively.

23. *Storekeeper*. Only one case of storekeeper was under study who was paid Rs. 66 per month (Rs. 2-3-2 per day).

24. *Sweeper.* The minimum, average and maximum wages of a sweeper were Rs. 20, Rs. 35 and Rs 50 respectively. These per day amounted to Rs 0-10-8, Rs 1-2-8 and Rs 1-10-8, respectively. Information was collected only for 2 cases of sweepers.

25. *Chaukidar.* There were 9 cases of Chaukidars under study. The wages of a chaukidar varied from Rs 35 to Rs 60 per month, averaging at Rs 45 per month. These converted into daily wages came to Rs 1-2-8, Rs 2 and Rs 1-8-0, respectively.

In 56 per cent of the cases, the chaukidars were paid below the average wages and in 44 per cent cases above the average wages.

26. *Water carrier.* Information was collected only for 2 cases of water carriers. In one case the monthly wages were Rs 30 and in the other case Rs 32 giving an average of Rs 31 per month in terms of daily wages. These worked out to Re 1, Rs 1-1-1 and Rs 1-0-6, respectively.

27. *Gate Keeper.* In the case of gate-keepers information was collected only for two gate-keepers whose monthly wages were Rs 60 per month each or Rs 2 per day.

28. *Cartsman.* Information was collected only for one cartsman whose wages were Rs 53 per month (Rs 1-12-3 per day)

STATEMENT I

Statement showing all-inclusive minimum, average and maximum monthly wage—rates of different categories of Oil Mills Workers in the Punjab during 1949-50

Serial No.	Name of employment	No. of units for which information collected	WAGES PAID			Difference between minimum and average wage paid	PERCENTAGE OF CASES IN WHICH WAGES ARE PAID	
			Minimum	Average	Maximum		Below the average wage	Above the average wage
1	Unskilled Labourers	34	Rs 35	Rs 54	Rs 90	Rs 18	Rs 50	Rs 50
2	Labour Supervisor ...	3	40	53	75	13	67	33
3	Expellerman ...	12	45	105	200	60	58	42
4	Kohluman ...	2	50	53	55	3	50	50
5	Filterman ...	1	65	65	65	...	...	...
6	Expeller Cleaner ...	2	52	53	53	1	50	50
7	Greaseman ...	5	55	61	67	6	40	60
8	Fitter ...	18	50	95	150	45	55	44
9	Mistri ...	28	45	95	180	50	57	43
10	Driver ...	14	45	97	190	52	50	50
11	Oilman ...	13	45	56	60	11	46	54
12	Fireman ...	10	60	86	175	26	80	20
13	Blacksmith ...	3	85	92	100	7	67	33
14	Mochi ...	1	70	70	70	...	...	...
15	Electrician ...	1	75	75	75	...	...	...
16	Engineer ...	14	63	241	1,000	178	64	36
17	Miller ...	4	35	109	300	74	75	25
18	Coalman ...	4	53	56	60	3	50	50
19	Manager ...	6	70	118	150	48	33	67
20	Clerk ...	19	50	86	150	36	58	42
21	Munshi or Mutim ...	7	40	61	80	21	87	43
22	Accountant ...	2	100	102	106	2	50	50
23	Storekeeper ...	1	66	66	66	...	...	...
24	Sweeper ...	2	20	35	50	15	50	50
25	Chaukidar ...	9	35	45	60	10	56	44
26	Water carrier ...	2	30	31	32	1	50	50
27	Gate-keeper ...	2	60	60	60	...	...	...
28	Cartsman ...	1	53	58	53	...	...	...

STATEMENT

All-inclusive monthly Wage-rates of different categories of workers

Concern	Total staff	Un-skilled labour	Labour supervisor	Expeller man	Kohlu man	Filterman	Expeller cleaner	Expeller Greaser	Filter	Mistri	Driver
1	2	3	4	5	6	7	8	9	10	11	12
		Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs
1. Laxmi Ginning and Oil Mills, Khanna	196	61	...	60	...	...	...	55 65 67	75	...	105
2. Partap Oil and Ginning Mills, Khanna	85	...	...	175	...	...	53	...	...	...	65
3. The Amritsar Oil Mills, c/o The Amritsar Sugar Factory, Chheharta	81	45 60	40 45	60 80 200	...	65	...	...	70 135	180	...
4. Ghaki Mal-Hukam Chand Oil Mills, Miller Ganj, Ludhiana	66	80 75	...	175	...	...	52	...	125	85	...
5. Mehta Brothers, Ginning and Oil Mills, Khanna	50	60 53	...	150	...	...	...	55 65	110	...	105
6. Narain Printing and Oil Mills, Banga	45	...	...	45 55	...	...	...	...	...	45	...
7. Laxmi Oil, Ice and Rice Mills outside Chatiwind Gate, Amritsar	44	60	...	...	...	...	...	...	...	...	85
8. Laxmi Oil and Flour Mills, Jullundur City	40	60	...	85 175	...	...	...	...	...	...	...
9. Hindu Cotton Ginning and Oil Mills, Ambala	30	60	...	...	...	...	...	...	120	...	125
10. The Ice, Oil and Cotton Mills, Khanna	20	60	...	60	...	...	...	...	75 125	...	...
11. Ram Narain-Bhola Nath Oil Mills and Cotton Factory, Hodel	19	58	...	...	...	...	...	...	...	...	...
12. Mahabir Oil Flour and General Mills, Sonapat	11	...	...	...	...	...	...	...	55 130	...	65
13. Mina Ram-Chhaju Ram Flour and Oil Mills, Ambala Cantonment	9	45	...	...	...	...	...	...	50	...	150
14. Kailash Oil and Cotton Mills, Kurali	9	35	...	...	...	...	...	...	80	...	60 LJ)

STATEMENT

All-inclusive monthly Wage rates of different categories of workers

Concern	Total staff	Un-skilled labour	Labour supervisor	Expeller man	Kohna man	Filter man	Expeller cleaner	Expeller Greaser	Fitter	Mistri	Driver
1	2	3	4	5	6	7	8	9	10	11	12
		Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs
15. Sehgal Oil Mills, Jullundur	9	60	..	..	..	..	..	..	..	80	..
16. Gian Chand-Parakash Chand, Rice and Flour and Oil Mills, Gurdaspur	9	45	75	..	..	..	..	..	..	60 100	..
17. Chuni Lal-Joginder Pal Rice and Oil Mills, Gurdaspur	8	50 60	..	..	..	..	..	..	..	150	..
18. Himalaya Oil and Flour Mills, Simla	7	60	..	..	..	..	..	..	..	125 150	..
19. Jain Oil Mills, Rewari ...	7	..	..	..	..	..	..	..	..	..	180
20. Jain Cotton Flour and Oil Mills, Kharrar	6	..	..	..	55	..	..	..	..	70	..
21. Bharat Oil and Flour Mills, Sonapat	6	50	..	..	..	..	..	..	..	110 170	..
22. Kudi Mal-Rikhi Ram Rice and Oil Mills, Gurdaspur	6	45	..	..	..	..	..	..	..	130	..
23. Raja Ram Sarg Oil and Flour Mills, Abdullapur	5	60 55	..	..	..	..	..	..	106	..	..
24. Dharam Paul-Naresh Kumar Flour and Oil Mills, Ambala Cantonment	5	40 45 53	..	..	..	..	..	..	..	..	45 60
25. Krishna Oil and Flour Mills, Sonapat	5	60	..	..	..	..	..	..	90	60 150	..
26. S. Iqbal Singh-Gurdial Singh Flour and Oil Mills, Kurali	4	..	..	..	50	..	..	..	..	65	..
27. Hind Oil Mills, Rupar ...	4	60	..	..	..	..	..	..	..	..	..
28. Diwan Oil and Flour Mills, Rupar	3	..	..	..	..	..	..	..	..	116	..

No. II—CONTINUED

employed in various Oil Mills in the Punjab during 1949-50

Oilman	Fireman	Blacksmith	Mochi	Electrician	Engineer	Miller	Coalman	Manager	Clerk	Munshi or Munim	Accountant	Storekeeper	Sweeper	Chaukidar	Water-carrier	Gatekeeper	Cartman
18	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs
..
..	75	..	..	..	..	100	..	..	..	..	..	..	..	..
..	55	..	..	..	..	40	40	..	..
..	50	..	..	100	..	..	..	..	..	..	..	..
55	125	50	..	..	..	..	..	..	..	..
..	55	..	..	..	..	..	..	..
..
..
..	75	..	..	..	..	..	..	..	..
..
..
..	60	..	..	..	..	..	..	..	..
..	100	..	..	..	..	..	..	..	..	..	..	..	..
..	0	..	..	..	..	..	..	..

STATEMENT

All-inclusive monthly Wage-rates of different categories of workers

Concern	Total staff	Un-skilled labour	Labour supervisor	Expeller man	Kohlu man	Filter man	Expeller cleaner	Expeller Greaser	Fitter	Mistri	Driver	
1	2	3	4	5	6	7	8	9	10	11	12	
		Rs	P	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	
29. Kesho Oil and Flour Mills, Sonapat	3	45	..	..	..	..	..	..	75	..	..
30. M/s Nathu Ram-Ram Chand, Oil Works, Batala.	3	45	..	..	..	..	..	..	..	110	..
31. Laxmi Oil and Flour Mills, Dharawal.	3	50	..	..	..	..	..	..	..	75	..
32. Laxmi Oil and Flour Mills, Kalka.	2	..	..	..	..	..	..	..	..	60 100	..
33. General Flour and Oil Mills, Kalka.	2	..	..	..	..	..	..	..	60	..	120
34. M/s Nand Lal and Sons. Rice, Flour and Oil Mills, Ambala.	2	40	..	..	..	..	..	..	..	..	80
35. Kuku Flour and Oil Mills, Rupar.	2	..	..	..	..	..	..	..	..	60	..
36. Mansrover Oil Mills, Rupar.	2	..	..	..	..	..	..	..	70	60	..
37. Oil Mills of Ganga Ram-Shankar Singh, Bijli-ghar, Verka.	2	..	..	..	..	..	..	..	150	60	..
38. Muni Lal-Madan Gopal, Rice and Oil Mills, Batala.	2	53	..	..	..	..	..	..	..	70	..
39. M/s Sadhu Singh-Tegh Singh, Flour, Rice and Oil Mills, Dhariwal.	2	5	..	..	..	..	..	..	..	75	..
40. Jamma Dass, Raghu Nath Flour and Oil Mill, Kurali.	1	..	..	..	..	..	..	..	..	60	..
41. Krishna Oil and Flour Mills, Rupar.	1	..	..	..	..	..	..	..	..	..	..
42. Joshi Flour and Oil Mills, Rupar.	1	..	..	..	..	..	..	..	..	75	..
Total	..	817	1,842	60	1,26	105	65	105	307	1,701	2,651	1,355
Total No. of Cases	..	42	34	3	12	2	1	2	5	18	28	14
Average per case	..	19	54	53	105	53	65	53	61	95	95	97

No. II—CONCLUDED

employed in various Oil Mills in the Punjab during 1949-50

Oilman	Fireman	Blacksmith	Mochi	Electrician	Engineer	Miller	Coalman	Manager	Clerk	Mulshi or Munim	Accountant	Storekeeper	Sweeper	Chaukidar	Water carrier	Gatekeeper	Cartman
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs
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722	860	275	70	75	3,377	335	226	710	1,624	429	205	66	70	403	62	1	53
13	10	3	1	1	14	4	4	6	19	7	2	1	2	9	2		1
56	86	92	70	75	241	109	56	118	86	61	162	66	35	45	31	60	52

ANNEXURE 'C'

Provisional Statement regarding income and expenditure of families by Income Groups relating to Employees in Oil Mills

Monthly Income Groups	No. of Budgets	Average No. of persons per family	Average monthly income per family	AVERAGE MONTHLY EXPENDITURE PER FAMILY ON					Miscellaneous household requirements not purchased every month	Total average monthly expenditure
				Food	Fuel and lighting	House-rent and Dwelling	Clothing and footwear	*Miscellaneous		
1	2	3	4	5	6	7	8	9	10	11
			Rs A. P.	Rs A. P.	Rs A. P.	Rs A. P.	Rs A. P.	Rs A. P.	Rs A. P.	Rs A. P.
Below Rs 40 ...	3	2.00	35 0 0	29 2 4	3 8 8	0 10 8	7 14 5	4 10 8	3 13 0	49 11 9
Rs 40 and below Rs 50 ...	9	3.11	42 12 5	30 6 6	2 7 10	1 2 5	8 8 4	6 6 4	3 1 2	52 0 7
Rs 50 and below Rs 60 ...	22	4.04	51 12 0	33 5 5	3 7 9	1 6 10	11 5 8	7 4 0	3 8 7	60 6 3
Rs 60 and below Rs 70 ...	25	4.96	61 3 9	40 15 6	4 15 11	1 10 10	10 13 11	10 4 0	3 6 11	72 3 1
Rs 70 and below Rs 80 ...	7	4.14	71 4 7	52 7 9	5 0 1	1 0 7	7 15 1	8 9 7	2 8 6	77 9 7
Rs 80 and below Rs 90 ...	8	5.62	82 2 0	55 11 8	7 13 9	2 2 1	12 13 9	12 4 10	3 7 6	94 5 7
Rs 90 and below Rs 100 ...	4	5.25	94 0 0	63 4 6	8 5 5	2 6 0	18 2 9	9 1 10	5 7 2	106 11 8
Rs 100 and below Rs 110 ...	8	5.75	100 12 0	60 6 6	7 11 7	3 0 3	15 8 5	14 8 1	3 13 4	105 0 2
Rs 110 and below Rs 120 ...	6	4.50	111 10 8	66 14 3	11 1 6	2 9 8	9 12 9	21 15 7	3 10 5	116 0 2
Rs 120 and above ...	5	5.40	155 6 5	82 12 3	12 13 6	5 12 0	18 13 10	22 7 5	5 8 2	148 3 2
ALL INCOMES ...	97	4.48	80 10 7	51 8 9	6 11 9	2 2 11	12 2 11	11 12 0	3 13 3	88 3 7

*Excludes expenditure on item 'remittances to dependants'

ANNEXURE 'D'

**Cost of Living Index numbers declared by the "Competent Authority"
in respect of Oil Mills employees in the Punjab for the months of
December 1949 to May 1950**

(Base : 1944=100)

	December 1949	January 1950	February 1950	March 1950	April 1950	May 1950
Food ...	181	167	169	172	178	174
Fuel and Lighting ...	159	155	155	156	154	156
Clothing, Bedding, etc. ...	110	110	110	107	107	109
House-rent ...	100	100	100	100	100	100
Miscellaneous ...	185	185	185	178	174	168
Cost of Living Index number ...	169	160	161	162	162	162

ANNEXURE 'E'

All-inclusive wage-rates tentatively suggested by the Committee appointed under the Minimum Wages Act, 1948, for Oil Mills.

(Note. These rates are the *minimum rates* and do not affect any employer who may be paying higher rates already.)

Serial No.	Type of work	WAGE-RATES SUGGESTED		REMARKS		
		Daily rate	Monthly rate			
		Rs	A.	P.	Rs	
1	Unskilled labour	1	12	0	42	
2	Kohlu-man	...			50	
3	Mate (Labour supervisor)	...			45	
4	Oil-man or grease-man	...			55	
5	Filter-man	...			55	
6	Expeller cleaner	...			45	
7	Fitter/Mistri/Driver	...			60	
8	Fireman	...			62	
9	Expeller-man	...			75	
10	Blacksmith	...			80	
11	Mochi/Beltman	...			70	
12	Electrician	...			85	
13	Engineer—	...			65	
	(i) III class	...			90	
	(ii) II class	...			200—10—250	
	(iii) I class	...			42	
14	Coal-man	1	12	0	60	
15	Clerk (English knowing)	...			60	

Serial No.	Type of work	WAGE-RATES SUGGESTED		REMARKS
		Daily rate	Monthly rate	
		Rs	Rs	
16	Munim (knowing mahajni)	...	55	
17	Accountant	...	70	
18	Store Keeper	...	60	
19	Sweeper	...	42	
20	Chowkidar	...	45	
21	Water Carrier	...	45	
22	Gate Keeper	...	45	
23	Carts-man (bullock-cart driver)	...	42	

These rates are for eight working hours per day, excluding one hour rest interval.

Overtime shall be paid at double the rate.

The daily-rated workers shall have a weekly holiday without pay

The monthly-rated workers shall also have a weekly holiday, without affecting the monthly wages proposed.

ANNEXURE ' F '

Conditions of employment in the Oil Mills.

1. A normal working day shall consist of eight working hours with an interval of one hour's rest.

2. There shall be a day of rest in every period of seven days, which shall be allowed to all employees (*vide* S. 13).

3. Where an employee works in excess of the normal working hours—8 per day—or on a day of rest, he shall be paid for every hour or for part of an hour so worked at double the ordinary rate [section 14 read with section 13(c)].

ANNEXURE 'E'

All-inclusive wage-rates tentatively suggested by the Committee appointed under the Minimum Wages Act, 1948, for Oil Mills.

(Note. These rates are the *minimum rates* and do not affect any employer who may be paying higher rates already.)

Serial No.	Type of work	WAGE-RATES SUGGESTED		REMARKS
		Daily rate	Monthly rate	
		Rs A. P.	Rs	
1	Unskilled labour	1 12 0	42	
2	Kohlu-man	...	50	
3	Mate (Labour supervisor)	...	45	
4	Oil-man or grease-man	...	55	
5	Filter-man	...	55	
6	Expeller cleaner	...	45	
7	Fitter/Mistri/Driver	...	60	
8	Fireman	...	62	
9	Expeller-man	...	75	
10	Blacksmith	...	80	
11	Mochi/Beltman	...	70	
12	Electrician	...	85	
13	Engineer—			
	(i) III class	...	65	
	(ii) II class	...	90	
	(iii) I class	...	200—10—250	
14	Coal-man	1 12 0	42	
15	Clerk (English knowing)	...	60	

Serial No.	Type of work	WAGE-RATES SUGGESTED		REMARKS
		Daily rate	Monthly rate	
		Rs	Rs	
16	Munim (knowing mahajni)	...	55	
17	Accountant	...	70	
18	Store Keeper	...	60	
19	Sweeper	...	42	
20	Chowkidar	...	45	
21	Water Carrier	...	45	
22	Gate Keeper	...	45	
23	Carts-man (bullock-cart driver)	...	42	

These rates are for eight working hours per day, excluding one hour rest interval.

Overtime shall be paid at double the rate.

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The monthly-rated workers shall also have a weekly holiday, without affecting the monthly wages proposed.

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1. A normal working day shall consist of eight working hours with an interval of one hour's rest.

2. There shall be a day of rest in every period of seven days, which shall be allowed to all employees (*vide* S. 13).

3. Where an employee works in excess of the normal working hours—8 per day—or on a day of rest, he shall be paid for every hour or for part of an hour so worked at double the ordinary rate [section 14 read with section 13(c)].

4. If an employee works for less than the requisite number of hours constituting a normal working day, he shall be entitled to receive wages in respect of work done by him on that day as if he had worked for a full normal working day, except where his failure to work is caused by his unwillingness to work and not by the omission of the employer to provide him with work (section 15).

5. If a daily-rated worker has worked for a full month (subject to the weekly holidays), he shall be given at least three days' notice before his services may be terminated thereafter.

6. The employers shall classify their monthly-rated workers as—

- (i) Permanent, and
- (ii) Temporary.

A "permanent" workman shall be a workman who has been engaged on a permanent basis and shall include any person who has satisfactorily completed a period of three months service in the establishment, including breaks due to sickness, accident, leave, or involuntary closure of the establishment.

The "temporary" employees shall be those who are not permanent employees and have not completed a period of three months service as above, in the establishment.

Before terminating the services of an employee, the employer shall give one month's notice to a permanent employee and 15 days' notice to a temporary employee.

ANNEXURE 'G'

Oil Mills

Summary of the comments received up to 11th April 1960

Comments received from	Summary of comments
1. Himalaya Oil and Flour Mills, Dilkusha, Simla.	(i) "The establishment engaged for our oil mill is quite meagre. In view of the number of individuals working in our mill, we are of the opinion that our mill does not fall within the four corners of your rules and regulations prescribed for such enterprises."

Comments received from	Summary of comments
1—concl'd.	(ii) "We are already paying to our employees at rates higher than those recommended by the committee, e.g., Kohlu Mistri gets Rs 165 per mensem and Kolhuan Rs 52 per mensem."
2. The Laxmi Ginning and Oil Mills, Khanna.	(i) "We are of the opinion that one hour's interval rest midway between during 8 hours working is impracticable and should not be enforced. We agree to all other clauses of your circular letter." (ii) "One hour's rest interval, if it is at all felt necessary, then it can be given by rotation and not in a uniform way because it is most impossible to close the factory midway for one hour."
3. Bundla Tea Estate, Palampur, district Kangra.	(i) "The wages proposed by you in Annexure B appear to be very high for small cottage Kohlu industry in the Kangra District. Actually there is no oil mill in this village. Some people run village-type kohlu in a small scale which even cannot meet the demand of one village only. Oil is mainly imported from Amritsar or other places to this place on cheaper rates due to the fact that oilseeds are also imported from plains". (ii) "We have a village-type kohlu as a side business to meet our own consumption and the worker who works in the Tea Estate also works on the kohlu when needed". (iii) "Our kohlu is not run by oil or steam engine or with any electric power but is driven by little water power like a local gharat". (iv) "The oil is not exported from this village. (v) "Our main business is tea manufacturing. We, therefore, pray that we may not be included in the category of oil mills. Our Estate's

Comments received from

Summary of comments

3—*consid.*

employee also works on kohlu when needed turn by turn. We request you that the wages of tea garden employees may please be fixed in case of kohlus work as a cottage industry and side business.'

(vi) "If our kohlu cottage industry is included in oil mills group our kohlu work will be totally stopped resulting in heavy loss to this cottage industry".

4. Labour Inspector,
Ambala.

(i) "The unskilled labour is of the view that their wages at Rs 1-12-0 per day or Rs 42 per mensem are too little and at present none of them is getting less than Rs 2 per day, or Rs 45 per mensem to Rs 50 per mensem. The labour wants that the minimum wage should be fixed to at least Rs 2 per day or Rs 60 per mensem. As I have made the survey of the existing rates in the different mills, I am of the opinion that in big cities majority of the workers get more than Rs 42 per mensem or Rs 1-12-0 per day, while the rates of the workers in small towns is less than Rs 42 per mensem or Rs 1-12-0 per day".

(ii) "It has been pointed out by the labour that the minimum wage of Rs 75 per mensem fixed for the Expellerman is also too low and no expellerman in any of the oil mills is getting less than Rs 100 per mensem. The labour thinks that by lowering the scale of labour and fixing the minimum wage at a level lower than what they are getting actually at present will affect them adversely and the employers will take benefit of such fixation of wage and harass the labour by lowering their standard".

(iii) "The Labour do not approve the wage fixed for the II and III class Engineer at Rs 90 and Rs 65 per mensem, respectively, on the same contention as explained in

Comments received from

Summary of comments

4—concl'd.

last paragraph. I have been told that the II and III class Engineers are getting more than Rs 100 per mensem all over the Province and want that the wages should be fixed at Rs 125 and Rs 100 per mensem, respectively. Moreover, it is the general view of the labour that minimum wage fixed should not be less than Rs 50 per mensem for any category of workers in oil mills".

- (iv) "The labour employed in Hindu Cotton Ginning and Oil Mill, Ambala, showed their dissatisfaction at the increase of the production hours from 8 per day to 9 hours a day in the oil mills, where there is continuous process and rest interval is not necessary under Factory Act Rules. It is pointed out that employers will fix different interval hours and will have 9 hours continuous process and want that the normal working hours should be 8 without rest".
- (v) "It is laid down in clauses 5 and 6 of Annexure "C" that before terminating the services of an employee, the employer has to give some notice to his employee, but nothing is said whether an employee is also to give any notice to the employer if he wants to leave service". This point was raised by one of the employers. "It is suggested that the option should be given to the employer either to give notice to the employee before terminating the service or pay salary in lieu of the notice to the employee."

Copy of memorandum No. 4690-L.I.K., dated the 9th April, 1950, from the Labour Inspector, District Kangra at Dharamsala, to the Labour Commissioner, Punjab, Ambala Cantonment.

Subject :—Minimum Wages Act, 1948—Oil Mills : action on.

Reference your memorandum No. MW/1498, dated the 29th March 1950, on the subject noted above.

2. At the outset, it may be mentioned that there is no big oil mill in this district. There are, however, a number of small oil mills and kohlus. As desired, due publicity has been made among the employers and employees of the minimum rates tentatively suggested by the Committee received with your memorandum under reference. It is somewhat difficult to ascertain the reactions of the employers and employees in so short a period, as the report is to reach your office by the 12th instant. I have, however, done my utmost to obtain the general impression carried by the labour and the employers regarding these rates. My enquiries show that the employees are quite satisfied with the proposed rates, whereas the employers seem somewhat grumbling. No serious objection was, however, raised by the employers.

3. In this connection, I enclose herewith a statement giving the rates of wages from the 15th March 1948, up to date, in respect of the various employees working in oil extraction concerns of this district. The general practice in this district is to employ the labour in these concerns on a yearly basis, the employees getting food from the employers plus the rates given in the statement. A careful reading of the statement will show that the existing rates very closely agree with the rates now proposed by the Committee, the only difference being that the employees will now be paid in cash on a monthly basis. It will be further seen that the employers have been giving a small increment after a year. The increment generally occurred in the month of November when the payment of wages was made.

Wage rates paid in small oil kohlu mills in Kangra.

Serial No.	Type of work	MARCH		
		1948	1949	1950
1	Store keeper	Rs 25 without food	Rs 25 without food	Rs 25 without food
		20 with food	21 with food	21 with food
increment from November, 1949)				
2	Kohlu-man.	19 with food	21-8-0 with food	22 with food

Serial No.	Type of work	MARCH		
		1948	1949	1950
		Rs 25 without food	Rs 80 without food	Rs 80 without food
		(increment from November 1949)		
8	Blacksmith	2 per diem	2-12-0 per diem from Novem- ber	2-12-0 per diem
4	Muleman	18 with food	20 with food	20 with food
			(November)	
5	Mistri	86-4-0 with food	40 with food	40 with food
			(November)	
6	Clerk (knowing mahajni)	80 with food	45 with food	45 per mensem with food
			(November)	
7	Chaukidar	20 with food	25 with food	25 with food
			(November)	
8	Unskilled labour	18 with food	20 with food	80 without food 20 with food

Copy of letter, dated the 10th April 1950, from Messrs Devi Dass Gopal Krishan, Mill-Owners and Commission Agents, Moga, to the Labour Commissioner, Punjab, Ambala Cantonment.

Subject :—Fixation of minimum wages for employees in the Oil Mills.

With reference to your letter No. M.W, 2/13-50/1518, dated the 29th March, 1950, we take the opportunity to state as under :—

Under the annexure B, there is no provision for those oil mills which are working on very small scale. If they

are made legally bound not to pay less than the rates of wages in Annexure B, we are afraid they may not be able to stand competition to big oil mills with low cost of productions. There are many small oil mills with two or three pairs of kohlus, or one expeller which are erected in small places and at limited accommodations. They generally employ and pay to their kohlu fitter or fireman on small vertical boilers less pay. They also have sweepers as part time. These wages for them will certainly increase their cost of production, which is already higher than big oil mills, and force them to stop their concerns. Therefore, we suggest that there should be some adjustable change, for small oil mills and for the workers employed on part time. In accordance, annexure C should be amended to let live the oil mills on small scales. We think oil mills having one oil-expeller and five pairs of kohlus, may be exempted from the above conditions.

Hoping that the Committee will consider favourably the view point of small oilmills as well.

Copy of letter No. nil, dated the 10th April, 1950, from M/S Shankar Das-Harnain Rice, Flour, Cotton and Oil Mills Owners, Ferozepore City (Punjab), addressed to the Labour Commissioner, Punjab.

Reference your letter for the fixation of minimum wages for the oil mills, we wish the following points must be taken into account by the Committee before making some final decision :—

- (1) Classification of the Oil Mill.
- (2) Factory whether seasonal or permanent.
- (3) Whether an occupier getting two or three pairs of indigenous kohlus includes or not ?
- (4) Whether it is not objectionable to fix minimum wages at such a time when the business is so dull.
- (5) Whether a factory engaged in some other things such as Rice, Flour and Cotton and Oil Extraction will be a minor thing does include in your minimum wages act. If it is so it is no justification.

An early reply is requested,

Copy of letter No. LIH-M/W/228, dated the 6th/10th April, 1950, from the Labour Inspector and Addl Inspector of Factories. Krishan Nagar, Hoshiarpur, to the Labour Commissioner, Punjab, Ambala Cantonment.

Subject :—Minimum Wages Act, 1948 : Oil Mills : action.

Reference your memorandum No. MW/1498, dated the 29th March, 1950, on the subject noted above.

I have the honour to submit that I have contacted the employers and employees of small oil mills and kohloos, etc. The oil milling industry in my area is run on very small scale with the exception of one factory. All the other factories are regulated by the Trade Employees Act. However, the rates of the wages paid to them are higher than the scales recommended by the Committee appointed under the Minimum Wages Act, 1948. It is observed that both the employers and employees are quite satisfied with the recommendations of Oil Mills Committee under section 9 of Minimum Wages Act, 1948.

It may also be clarified whether the schedule of wages and rate will also be applicable on small mills and kohloos which are not covered under Factories Act, 1948. If all the mills and kohloos irrespective of the number of workers are covered by this Act, it is requested that detailed instructions for its enforcement may kindly be issued for information and guidance at any early date.

Copy of letter No. nil, dated the 10th April, 1950, received from Shri Madan Lal Gupta, B.A. (Hons), Jagraon Mandi

Subject :—Sub-Committee under Minimum Wages Act, 1948, for Oil Mills

With reference to the Press-note on the implementation of Minimum Wages Act in this province, as published in 'Tribune' the other day, I have the honour to draw your attention to the selection of personnel for the said committees.

In reality, while selecting the employers' representatives in the main committee, preference should have been given to those registered factories, whose principal industry is Oil Milling. Under the Industrial Statistics Act,

1942, all the registered factories in a province are classified according to their principal industries, and these factories have to submit their annual statistical returns to the Provincial Statistics Authority. I have learnt that in this province, there are not more than 10—12 such factories as submitting their annual returns with oil milling as their principal industry. So it was fair and just to prefer the selection of employers' representatives in the main committee from the employers of these 10-12 factories. But it has not been done and I find that no representative has been taken from these registered factories, whose principal industry is definitely oil-milling.

Now, when the question of the selection of employers' representatives is under consideration for the sub-committee, I would request your goodself and also the honourable members of the main committee to give a due share to these registered factories which alone have been classified with oil milling as their principal industry.

As far as my own district Ludhiana is concerned, there are as many as 4 factories out of these 10-12 located at Jagraon. All those are required to submit their annual returns to the Provincial Statistics Authority. These are quite big factories and it will be wisest to give the representation to one of these in the sub-committee constituted for Ludhiana District.

I strongly propose the following name for this purpose—

B. Shankar Dev Ji, B. A.,
Proprietor,
L. Amir Chand Khushi Ram Oil Mills, Jagraon.

I need not stress upon the qualities of the man. He will really contribute a lot for the success of the Act in this Province.

I, therefore, request your goodself and the honourable members of the main committee to see to above, and favour in the right way.

Thanking you.

Copy of letter No. LICH/8-4/98, dated the 11th April, 1950, from the Labour Inspector, Chhacharta, to the Labour Commissioner, Punjab, Ambala Cantonment.

Subject:—Minimum Wages Act, 1948—Oil Mills—Action on

With reference to your letter No. M. W. 1498, dated the 28th March, 1950, I have the honour to submit the following points gathered as a result of my contact with the employers and employees of the oil mills in my jurisdiction.

1. While fixing minimum wages, rural and urban areas should be dealt separately. Labour is much cheaper in rural areas, and the employers are undergoing heavy expenses in bringing their products to the urban consuming areas. The motive as desired is to encourage the rural industry.

2. Small oil mills with one or two pairs of kohlus may be exempted more so, if the registered oil mills are only selected for the purpose. The oil mills by name only working as cottage industries may be excluded to encourage the same.

3. Minimum wages should be subject to frequent changes as the cost of living increases or decreases. After the partition and dislocation of labour, the rates have touched the highest pitch.

4. The workmen who are not connected with any mechanical or other skilled work may be classified as daily workers.

5. In summer, the interval should be more than one hour, and normal working should consist of such hours as to include hour of interval or intervals.

6. Continuous working in the oil mills is required, so the over-time rate may be decreased to $1\frac{1}{2}$ time in small oil mills.

7. A workman should be made permanent only after he has put in 6 months' satisfactory work. It is impossible to judge the work of a person in a short period of 3 months.

8. Provisions for the contractors, who are to be paid at piece-rate of the work, which has been got done by their labour may be clarified.

9. While forming Sub-Committees, producing and canning centres may be kept in view.

Copy of a letter No. nil, dated nil, from Mahabir Oil, Flour and General Mills, Sonapat.

With reference to your letter No. MW/2/13-50, dated the 29th March, 1950, we submit the following suggestions for consideration of the Committee meeting on 19th April 1950 :—

1. In Sonapat the Punjab Trade Employees Act is in force. The normal working day should consist of 9 working hours and one hour for rest. This day of 10 hours should at least apply to small factories which do not come within the definition of a factory under the Indian Factories Act, 1948.

2. Most factories keep a sweeper for half an hour daily. A monthly pay for such part-time sweeper should be Rs 5 only.

3. For a temporary employee the notice of 15 days is too long. This notice period should be a week only.

— — —
Copy of letter No. L.A. 226, dated the 18th April, 1950, received from the Labour Inspector, Ambala Cantt.
*Subject :—*Fixation of minimum wages in Oil Mills.

In continuation of my letter No. L. A. 203, dated the 5th April, 1950, I visited Kaithal, Panipat and Karnal from 12th to 15th April 1950 and informed workers and the employers regarding the recommendations of the Oil Mill Committee by calling a meeting at each factory. I have no more comments except that the wages recommended by the Committee are a bit lower than as desired by the workers.

No. LBS-75 (2), dated 1st May 1950, from Dr B. Ramamurti, M. A., D. Sc., Director, Labour Bureau, to the Labour Commissioner, Punjab, Pokhar Dass Building, Nicholson Road, Ambala Cantonment.

Subject—Fixation of minimum wages in respect of oil-mills.

I AM to acknowledge with thanks the receipt of your letter No. M. W. 2-13-50-1458, dated 25th March 1950, enclosing a copy of the minutes of the Oil Mills Committee held on 24th March, 1950.

My office does not collect any information relating to unorganised industries. As such I am not in a position to give any detailed comments based on the actual conditions existing in the oil mill industry, either in East Punjab or in other Provinces, and the few observations set out below are of a general nature. It may be noted that they do not in any way commit the Ministry of Labour.

You are no doubt aware that the fixation of wages in any industry would involve the fixation of the minimum wage for the least skilled worker, the working out of the differentials for different categories of workers, the determination of the wage differentials between workers employed in units in different localities, etc. So far as the determination of the minimum wage for the least skilled worker is concerned, the most important criterion should be the minimum needs of the worker and his family and next in importance come the prevailing wage rates in the industry and the financial conditions of the industry. This is the view generally accepted by most wage fixing authorities both in our country and abroad. From the observations contained in para 7 of page 5, *viz.*, "on the basis of the information available, the prevailing wage rates supplied to the members and the personal knowledge of the members regarding the conditions in the industry the Committee raised certain tentative decisions", it is not quite clear whether your Committee has given the workers' needs the importance and consideration that it deserves; and more over, undue emphasis seems to have been attached to the prevailing wage rates. You will appreciate that prevailing wage rates, especially in an unorganised industry like the oil mill industry cannot be taken as the standard as they normally tend to be in favour of the employers since, in most cases, they are arbitrarily and customarily fixed and are not the result of either collective bargaining or any scientific wage fixation.

So far as regards the evaluation of the minimum needs of the worker is concerned, the generally accepted estimate. (of the Central Pay Commission, the Bengal Engineering and Jute awards, etc.) put it at about Rs 55 per mensem for an unskilled worker, where as the one suggested by your Committee is Rs 42 per mensem. I may point out here that recently, in three oil mills in U. P. the Adjudicators have fixed a minimum (consolidated) wage of Rs 45 in two and Rs 42 in another.

Regarding the wage differentials between different occupations, these would depend largely on productivity, the relative skill, training and experience required, the responsibility and the strain involved, as well as on the existing differentials. From the observations contained in para 5 of the minutes it is presumed that your Committee has considered all these factors in arriving at the relative wage rates for the different categories.

So far as the differentials between workers in different localities are concerned, your Committee does not seem to have made any distinction. The general tendency has been to fix lower rates of wages for localities wherein the cost of living is considered to be cheaper. For instance, this was the basis of the fixation of Rs 30, Rs 28 and Rs 26 as minimum basic wage, respectively for the cotton mill workers in Bombay City, Ahmedabad and Sholapur. Similarly such differentiation can be justified in the case of oil mills situated in rural areas and those situated in big towns and cities, provided it is established that the former are relatively cheaper than the latter. I presume your Committee was of the view that the cost of living is ul nst the same in all the areas.

Yours faithfully,

B. RAMAMURTI,

Director.

ANNEXURE 'H'

All-inclusive wage rates suggested by the Oil Mills Committee at its meeting held on the 15th May 1950

Serial No.	Type of work	WAGE RATES SUGGESTED		REMARKS
		Daily rate	Monthly rate	
		Rs A. P.	Rs	
1	Unskilled labour	1 12 0	45	
2	Kohlu-man	...	50	
3	Mate (Labour Supervisor)	...	48	
4	Oil-man or grease-man	...	55	
5	Filter-man	...	55	
6	Expeller Cleaner	...	45	
7	Fitter/Mistri/Driver	...	60	
8	Fire man	...	62	
9	Expeller man	...	90	
10	Blacksmith	...	80	
11	Mochi/Beltman	...	70	
12	Electrician	...	85	
13	Engineer—			
	(i) III class	...	65	
	(ii) II class	...	90	
	(iii) I class : University qualified	...	200—10—250	
	Promoted from Mistri	...	150—10—200	
14	Coal-man	1 12 0	45	
15	Clerk : non-Graduate	...	65	
	Graduate	...	80	

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	(iii) I class: University qualified	...	200—10—250	
	Promoted from Mistri	...	150—10—200	
14	Coal-man	1 12 0	45	
15	Clerk : non-Graduate	...	65	
	Graduate	...	80	

Serial No.	Type of work	WAGE RATE SUGGESTED		REMARKS
		Daily rate	Monthly rate	
16	Munim (knowing mahajni)	Rs ...	Rs 60	
17	Accountant : Diploma Holder or Graduate	...	85	
	Others	...	70	
18	Store-Keeper	..	60	
19	Sweeper	...	45	
20	Chowkidar	...	45	
21	Water-carrier	...	45	
22	Gate Keeper (Illiterate)	...	45	
23	Carts-man (bullock-cart driver)	...	45	

ANNEXURE '1'

Views expressed by an 'oil mill' employer of the Kangra district in the 4th meeting of the Minimum Wages Committee regarding 'oil mills' held at Palampur on the 16th June 1950

Mahasha Budhu Ram, an Oil Mill owner, stated that he was already paying higher wages to the skilled workers than the tentative rates recommended by the Oil Mills Committee in its last meeting held on 15th May 1950.

As for unskilled workers, he pointed out that unskilled workers were available in the Kangra District in plenty and the wage rates paid to them in the tea plantations and elsewhere, were much lower than the wages recommended by the Committee. He was inclined to think that a wage of between Re 1 and Rs 1-4-0 to unskilled workers in the oil mills in the Kangra District would bear some comparison to the wage rates for unskilled workers in the same locality, engaged in other occupations. He stressed that at best the wage rates for unskilled workers in the oil mills should not be fixed at a rate higher than Rs 1-9-0 on daily basis or Rs 40 per month in Kangra District.