



Government of Bombay

Report of the Minimum Wages  
Committee

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**PRINTING INDUSTRY**

1955

**BOMBAY**

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# REPORT OF THE MINIMUM WAGES COMMITTEE (PRINTING INDUSTRY)

1955

## CONTENTS

	Page
<p><b>CHAPTER I.—COURSE OF INQUIRY</b> ... .. 7</p> <p>Introduction ; Appointment ; Scope of Inquiry ; Data and Documents ; Collection of Information ; Questionnaires ; Compilation of the List of Presses ; Issue of Questionnaires ; Tours and Places visited ; List of Newspapers and Periodicals ; Committee Meetings.</p>	7
<p><b>CHAPTER II.—INQUIRIES INTO WAGES AND SERVICE CONDITIONS : A RETROSPECT</b> ... .. 87</p> <p>Two Pre-Independence Reports ; Conditions in 1934 ; First effects of Second War and Recovery ; Rega Committee's Conclusions ; The Press Award ; Central Government's Enquiry, 1952 ; Table Enquiry 1953 ;</p>	87
<p><b>CHAPTER III.—PRESENT CONDITIONS OF THE INDUSTRY</b> ... .. 13</p> <p>A Statistical Survey ; Nature of Employment ; Size of Units ; Factories and Establishments ; Standing (Age) of Concerns ; Machinery and Equipment ; Sufficiency of work ; Shifts and Hours of Work ; Weekly Holidays ; Leave Facilities and Welfare activities ; Financial Working.</p>	13
<p><b>CHAPTER IV.—NATURE OF PRINTING INDUSTRY IN THE BOMBAY STATE</b> ... .. 17</p> <p>A Striking Feature ; Major Centre of Industry—Bombay City ; Essentially a Small scale Industry ; Work from Newspapers and Periodicals ; Number of Workers in Leading Centres ; Allround workers ; Forms of Ownership ; Co-operative Effort ; Equipment ; A "Service Industry" ; Occupations and Specialization of Work ; Factors Leading to Depression ; Misjudgment of Situation ; Economy of a Small Press ; Employers' Organisations ; Workers' Organisations.</p>	17
<p><b>CHAPTER V.—SCOPE, PRINCIPLES AND OBJECT OF MINIMUM WAGES LEGISLATION</b> ... .. 26</p> <p>Legal Definition of "Minimum Wages" ; Employers' Obligations and Employee's Rights ; National Minimum ; Relation of Minimum Wages to Economic Development ; 'Living Wage', 'Fair Wage' and 'Minimum Wage' ; Capacity to Pay ; Employment Aspect ; Small Units and Minimum Wages ; Economy of High Wages and Mechanisation ; Minimum Wages and Government's Responsibility ; Analogy of Government Grants Inapplicable ; Size of Family ; Age—A Relevant Factor for Unskilled Workers ; Fixation of Different Minima ; Three Categories of Work ; No Recommendation ; Character of Rate of Wages ; Minimum Consolidated Time rates ; Adolescents and Apprentices ; Sub-standard worker ; Normal Working Day ; Over-time ; Determination of Zones ;</p>	26
<p><b>CHAPTER VI.—DETAILED RECOMMENDATIONS IN TERMS OF THE ACT</b> ... .. 37</p> <p>Zones ; Minimum Rates of Monthly wages ; Adolescents ; Children ; Apprentices ; Piece-rates ; The Classification of Employments ; Semi-skilled Employments ; Unskilled Employments ; Application</p>	37

of the above Classification to various Zones; Tests for Certain Common Occupations; Revision and Reconsideration in Certain Circumstances; Miscellaneous Suggestions; Restriction on New Presses; Economic Rates for Government Work; Work of Local Bodies; Training Facilities; Industry's Obligations; Amendment of Press and Registration of Books Act; Licences for Presses.			
<b>CHAPTER VII.—ACKNOWLEDGMENT AND GRATITUDE</b>	...	...	<b>46</b>
<i>Appendix I.</i> —Notification	...	...	...
<i>Appendix II.</i> —Government Resolution	...	...	...
<i>Appendix III.</i> —Press Note for Publication	...	...	...
<i>Appendix IV.</i> —Questionnaire—Presses	...	...	...
<i>Appendix V.</i> —Questionnaire—Employers' Associations	...	...	...
<i>Appendix VI.</i> —Questionnaire—Trade Unions	...	...	...
<i>Appendix VII.</i> —Statement regarding Number of Presses and Number of Workers in the Bombay State.			

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## CHAPTER I

### COURSE OF INQUIRY

#### Introduction

1. The Government of Bombay in the Development Department issued a notification on the 14th July 1954, giving notice of its intention to add to Part I of the Schedule to the Minimum Wages Act, 1948, with effect from 25th October, 1954, the following employment in respect of which Government was of opinion that minimum rates of wages should be fixed under the said Act, namely, "Employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process or book-binding is carried on". (Appendix I.)

#### Appointment

2. Accordingly, as required by clause (a) of sub-section (1) of Section 5 of Minimum Wages Act, 1948 (XI of 1948). Government appointed the following Committee to hold enquiries and advise it in the fixation of minimum rates of wages in respect of employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process or book-binding was carried on :—

#### *Chairman.*

Shri A. R. Bhat, M.Com., M.L.C., 256, Sadashiv Peth, Poona 2.

#### *Members representing employers.*

Shri D. D. Gangal, M.Sc., President, Poona Press Owners' Association Ltd., 624, Sadashiv Peth, Poona 2.

Shri Bachubhai P. Rawat, M.L.C., President, Ahmedabad Printing Press Association, Kumar Karyalaya Ltd., 1454, Raipur, Ahmedabad.

#### *Members representing employees.*

Shri Ram Mahalik, General Secretary, Press Mazdoor Sabha, C/o Praja Socialist Party, 25/2, Bhai Jivanji Lane, Thakurdwar, Bombay 2.

Shri L. C. Divanji, B.A., LL.B., President, Government Press and Stationery Employees Union, C/o Majoor Mahajan Office, Baroda.

*Member-Secretary.*

Shri G. K. Dhutia, B.A. (Hons.), LL.B., Assistant Commissioner of Labour (Administration), Bombay.

3. The Committee was asked to submit to Government its detailed report in the matter within six months from the date of the Resolution. (Appendix II.) The Committee reviewed from time to time the progress of the enquiry and as it could not complete its work within the stipulated time, asked for its extensions, which Government granted as below :—

- |   |   |
|---|---|
| (i) Resolution No. 2458/48, dated the 13th June 1955.       | Time-limit extended by two months.            |
| (ii) Resolution No. 2458/48, dated the 3rd October 1955.    | Time-limit extended by further two months.    |
| (iii) Resolution No. 2458/48, dated the 17th November 1955. | Time-limit extended up to 15th December 1955. |

**Scope of Inquiry**

4. The Committee held its first meeting in Bombay on the 19th and 20th February 1955 at which it discussed the implication and scope of the Government Resolution No. 2458/48, dated the 19th January, 1955, and took the following decisions :—

(a) Printing by letterpress includes printing by types, stereotypes and blocks, and similar and incidental work such as stereo-casting, block-making, type-casting, die-stamping, embossing, etc.

(b) Lithography includes printing by stones, and by metal plates made by photo-offset and chrome-offset processes. It also includes varnishing, waxing and powdering.

(c) Photogravure printing includes all departments connected with and incidental to that process.

(d) Book-binding process includes all the departments connected with and incidental to that process.

(e) Other similar work and incidental work includes envelope-making, stationery and box-making, if they form work incidental to printing and are an integral part of a printing press, but do not include tin printing and plastic printing.

5. The Committee decided that all the employees who were on the muster roll of a press including those carrying on any incidental work such as that of an electrician, a carpenter, a mechanic, a clerk etc. should be covered by the present enquiry. This, however, would not include independent activities of a press such as publication and sales of books, periodicals, newspapers, etc.

### **Data and Documents**

6. The Committee studied the following data, documents and publications among others :—

- (1) The various provisions relating to the fixation of minimum wages contained in the Minimum Wages Act, 1948.
- (2) The introductory report on the Minimum Wages Enquiries in general prepared by the office of the Deputy Commissioner of Labour (Information), Bombay.
- (3) Labour Investigation Committee's Report on Labour Conditions in Printing Presses published by the Government of India.
- (4) A districtwise analysis of family budgets of some workers.
- (5) Data regarding retail prices from 92 talukas in 21 districts collected by the office of the Deputy Commissioner of Labour (Information), Bombay, as also the current retail prices of food grains, etc. from various districts for January, February and March 1955.
- (6) Cost of living in various centres.
- (7) The report of the Central Labour Advisory Board on minimum wages.
- (8) The awards, settlements, etc. in the printing industry in the State of Bombay.
- (9) Books, ILO Publications, etc. on the problem of minimum wages.

### **Collection of Information**

7. The Committee decided to collect factual information regarding printing presses. In the first instance it asked for the list of presses from the Home Department, Government of Bombay, because a declaration under the Press and the Registration of Books Act had to be made before a District Magistrate by a printer before starting a press. The Committee, also, wrote in this connection to the Chief Inspector of Factories, Bombay, the Municipalities and Corporations in the Bombay State, the Director of Industries, Bombay and the Collectors of Districts.

8. The Committee issued a press-note through the Director of Publicity, Bombay, on the 23rd February, 1955 for the information of persons, who might be interested in any way in the fixation of minimum wages in the printing industry, inviting their suggestions bearing on the Committee's enquiry on or before the 10th March 1955 (Appendix III). The Committee duly considered the suggestions so received.

### **Questionnaires**

9. With a view to get as complete a picture of the industry as possible, the Committee decided to issue questionnaires in English with a Hindi translation (Appendix IV) to the printing presses and two other separate questionnaires in English, one to the associations of employers (Appendix V) and the other to the trade unions of employees (Appendix VI) in the industry. The Committee drafted simple questionnaire which could be easily answered. The questionnaires issued to employers included essential particulars like the name of the owner or occupier, number of workers employed, the application of various Labour Acts, number of shifts working, financial working from 1950 to 1954, type of machinery and the actual minimum and maximum wages paid by them. The questionnaires were despatched under a certificate of posting.

10. The Committee decided that it should first examine the processes in the Printing Industry with a view to deciding various occupations in it. For that purpose a few representative—big, medium and small—printing presses in Bombay were selected and the Committee paid visits to them from 16th to 19th March, 1955.

11. The Committee decided to visit a number of printing centres in the Bombay State in order to study the employment situation and the standard of living of workers and to meet the representatives of employers and employees with a view to understanding their view points.

#### Compilation of the List of Presses

12. The Committee received lists of presses from the Home Department, Government of Bombay, the Municipalities and Corporations, the Director of Industries, and the Collectors of various Districts. It was, however, unable to get a comprehensive list of independent book-binders, block-makers and type-founders in the Bombay State.

13. As per the list maintained by the Examiner of Books and Publications the total number of printing presses in the Bombay State at the end of the year 1954 was 2,067. As per the list supplied by Chief Inspector of Factories, Bombay, the number of printing presses covered by the Factories Act was 539. As per the lists made available by the Municipal authorities and District Collectors, the number of printing presses (i.e., the printing presses to which the Factories Act was not applicable) was 1,278. With a view to finalising the list, the Committee utilised the list of Examiner of Books and Publications for the year 1954 as a base. The information regarding the number of workers, received from the questionnaires and also, from other sources like the Factories Department, Directorate of Industries, Municipalities and Corporations was tallied with that in the list of Examiner of Books and Publications. Consequently, it was found that 127 printing presses from the lists of Factories Department, Industries Department, Municipalities and Corporations, were not traceable in the list maintained by the Examiner of Books and Publications. This fact was brought to the notice of the Examiner of Books and Publications. On receipt of his reply, the Committee finalised the list of presses in the Bombay State, according to which the total number of presses was 2,194. The districtwise analysis is given below:—

Serial No.	Name of the District.	Total Number of presses.
1	Bombay (City)	905
2	Ahmedabad	163
3	Mehsana	33
4	Sabarkantha	7
5	Banaskantha	6
6	Kaira	43
7	Baroda	64
8	Panchmahals	10
9	Broach	16
10	Surat	69

Serial No.	Name of the District.	Total No. of presses.
11	Amreli	5
12	The Dangs	<i>Nil.</i>
13	West Khandesh	23
14	East Khandesh	41
15	Nasik	54
16	Ahmednagar	29
17	Poona	175
18	Sholapur	62
19	Satara (N)	38
20	Satara (S)	51
21	Kolhapur	62
22	Thana	41
23	Kolaba	17
24	Ratnagiri	26
25	Kanara (N)	14
26	Dharwar	117
27	Bijapur	51
28	Belgaum	72

While this list so prepared could be taken to be sufficiently comprehensive, it could not be said to be complete.

14. The Delhi State Government supplied the Committee information regarding the minimum wages for different employments in the Printing Industry fixed in that State under the Minimum Wages Act. The Director of Labour Bureau, Simla, made available to the Committee information regarding the minimum wages in different States fixed by the awards of the Industrial Tribunals.

#### Issue of Questionnaires

15. On the basis of the list of printing presses in the Bombay State for the year 1953 which it initially received from the Home Department, the Committee issued in the first instance 2,029 questionnaires to proprietors of printing presses, 27 questionnaires to employees' unions and 11 questionnaires to Associations of employers.

16. The Committee, also, issued a press-note for the information of employers, associations of employers and trade unions of employees in the printing industry stating that those employers or associations or unions who had not received the questionnaires, but were concerned and/or interested in replying to the questionnaire might ask immediately for a copy from the Secretary, Minimum Wages (Printing Industry) Committee, Bombay within a stipulated date. Whosoever asked for it was supplied with a copy of the questionnaire. The number of copies so supplied exceeded 400. The time-limit for submitting the replies was first fixed at 10th May, 1955 but was subsequently extended to 11th June 1955 in view of the representations received in that behalf.



17. The Committee requested the associations of employers on the 19th July 1955 to remind their member-employers to return the questionnaires forwarded to them. Subsequently the Committee on its own sent reminders to all those employers who had not replied to the questionnaire. Wherever a duplicate copy of the questionnaire was asked for, it was also, supplied. All the questionnaires received up to 11th October 1955 were taken for the purpose of tabulation. The total number of questionnaires returned filled in was 494 and the number of questionnaires returned blank was 159 whereas 96 were returned by the post office as the addresses were not traced. The details of tabulation are supplied elsewhere.

### Tours and Places Visited

18. After the despatch of questionnaires, the Committee undertook tours to study the condition of the printing industry in various centres. Before starting on tours, relevant press-notes were issued for the information of the public. The employers, associations of employers, unions of employees, municipalities, collectors and other authorities were also supplied with copies of press-notes with a request to give them the widest publicity. At the various centres visited by it, the Committee met representatives of employers' associations and workers' unions and wherever possible, also, some individual employers and employees. The Committee, also, had the benefit of the views of the Inspectors appointed under the Shops and Establishments Act. It could be said that as a result of the press-notes regarding tour programmes, the employers and employees started getting active. Where no organisation existed, the appointment of the Committee worked as a signal both to the employers and employees to organise themselves. Wherever there were dormant associations and unions, they got active. In almost all the places employers represented their cases through their associations, and in many places the employees through their unions. At those places where there was no organization of employers, or union of workers, the Committee met as many individual employers and employees as possible. The Committee strove to see that at no place visited by it did the case of either the employers or the employees went by default. Whosoever wanted to present his case, was given an opportunity to do so.

19. During the tours, the response from the employers and employees was satisfactory. The Committee visited the following places on the dates mentioned against them :—

Centres.	Dates.
(1) Ahmedabad	... 20th April 1955 and 21st April 1955.
(2) Mehsana	... 22nd April 1955.
(3) Sidhpur	... 22nd April 1955.
(4) Palanpur	... 23rd April 1955.
(5) Anand	... 25th April 1955.
(6) Baroda	... 26th April 1955 and 27th April 1955.
(7) Broach	... 28th April 1955.
(8) Surat	... 29th April 1955.
(9) Belgaum	... 3rd June 1955,

Centres.	Dates.
(10) Dharwar	... 4th June 1955.
(11) Madhavnagar	... 5th June 1955.
(12) Kolhapur	... 6th June 1955.
(13) Ratnagiri	... 7th June 1955.
(14) Pandharpur	... 23rd June 1955.
(15) Sholapur	... 24th June 1955.
(16) Bijapur	... 25th June 1955.
(17) Karwar	... 26th June 1955.
(18) Hubli	... 27th June 1955.
(19) Kirloskarwadi	... 28th June 1955.
(20) Satara	... 28th June 1955.
(21) Poona	... 29th and 30th June 1955.
(22) Bombay	... 16th July 1955 to 18th July 1955.
(23) Nasik	... 19th July 1955.
(24) Jalgaon	... 20th July 1955.
(25) Dharangaon	... 22nd July 1955.
(26) Dhulia	... 23rd July 1955 and 24th July 1955.
(27) Ahmednagar	... 25th July 1955.
(28) Pen and Panvel	... 23rd August 1955.

20. Apart from the question of fixation of minimum wages, the employers and their associations were keen in presenting the difficulties of the industry to the Committee and the employees and their unions, their grievances regarding wages and other employment conditions. The employers pressed that ways and means should be found to give them relief, in case the minimum wages were to be fixed for the industry. In some places the employers and employees jointly or severally suggested steps for bringing about improvement in the economic conditions of the industry, so that employers would be in a position to pay the wages that might be fixed.

21. The printing presses of the Government of India, and the Government of Bombay in the Bombay State were requested to forward their suggestions regarding wages and other service conditions, if any, to the Committee. Some of them supplied the details of wages prevailing in their printing presses and the rules and regulations regulating the service conditions of their employees. They, however, did not make any suggestions or offer views regarding the rates of wages that might be recommended by the Committee.

#### List of Newspapers and Periodicals

22. The Committee also wrote to the Examiner of Books and Publications, Bombay to supply the information regarding the various dailies, weeklies, bi-weeklies, monthlies, periodicals, etc. published in the Bombay State with a view to finding out the towns and presses where these papers were printed so as to

judge the nature and volume of work afforded by news-papers to printing presses.

### Committee Meetings .

23. The Committee held in all 9 meetings at the places and dates mentioned below :—

Name of the place.	Period.
(1) Bombay ...	From 19th February to 20th February 1955.
(2) Bombay ...	18th March 1955.
(3) Surat ...	26th April 1955.
(4) Bombay ...	22nd June 1955.
(5) Poona ...	30th June 1955.
(6) Bombay ...	18th July 1955.
(7) Bombay ...	20th and 22nd August 1955.
(8) Bombay ...	1st to 3rd November 1955.
(9) Bombay ...	11th to 15th December 1955.

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## CHAPTER II

### INQUIRIES INTO WAGES AND SERVICE CONDITIONS

#### *A Retrospect.*

#### **Two Pre-Independence reports**

24. There are two Government reports relating to the press industry in the former Bombay Presidency. The first is the report on Wages, Hours of Work and Conditions of Employment in the Press Industry in the Bombay Presidency (excluding Sind) as in May 1934, prepared by the Labour Office of the Government of Bombay and the second is the Report on Labour Conditions in Printing Presses prepared by the Labour Investigation Committee (Rege Committee) of the Government of India and published in 1946.

#### **Conditions in 1934**

25. The report of the Government of Bombay shows that in 1934 there were 6,452 persons employed in 62 concerns in the Bombay city which was a little over 70 per cent. of the total number of persons employed in the Presidency. The most common occupations, numerically important in the industry were those of compositors, ballers, binders and press-machine-men. The report notes, though there was no uniformity in the methods adopted by the different concerns for recruiting the labour required, "the labour force employed in the printing industry in the Bombay Presidency appears to be relatively stable." With regard to payment of wages, the report records, "There is nothing like wage standardisation or agreed wage rates in any industrial centres in

India and rates and piece work prices with their methods of fixation vary widely not only between centre and centre but also between unit and unit in one centre and even between individuals in particular occupation-groups in the same unit. The governing factors as far as principles of wage fixation in printing presses are concerned are (1) personal efficiency, (2) demand and supply of the type of labour required and (3) rates so far as they can be ascertained prevalent in other presses."

26. As regards overtime, the general practice appeared to be to pay *pro-rata* the daily or the monthly rate for the additional hours worked. The report records that no satisfactory statistics were available with regard to overtime in its ordinary sense because the majority of the concerns which supplied information on this subject confused legal overtime with ordinary overtime and *vice versa*. It was noted that for male operatives in printing concerns in the Bombay City the general average of attendance was 91.7 per cent. and the average daily earnings Rs. 1-8-2 and the average monthly earnings Rs. 37-4-10.

### First Effects of Second War and Recovery

27. Part VII of the Rege Committee's Report compiled by Dr. Ahmed Mukhtar is devoted to the 'State of Printing Industry in the Bombay Presidency.' It records that in 1943 Bombay City was one of the biggest centres of the printing industry in India, with 472 regulated and unregulated presses employing over 9,700 employees. The number of printing presses declined from 558 in 1939 to 472 in 1943, out of which 184 were regulated presses and 288 unregulated presses. The Printing Press Industry received a great set-back due to the war between 1939 and 1942. In 1942, the upward trend set in and there has since been a steady growth in employment. The Committee observes that the reduction in the number of workers was made good to some extent by an increase in overtime working. The printing industry failed to attain its pre-war dimension not because of the decrease in orders for printing work. The Committee stated that the press workers in Bombay were mostly employed on time-rate basis, less than 10 per cent. being employed on the piece-rate system, and that there was a general tendency among the workers to stick to the industry. It also noted that there was no regular apprenticeship system in the printing presses. As regards the general nature of work in the industry, the report states, "A number of occupations call for a high degree of dexterity and skill and yet it is a sad commentary on the history of the industry that no scientific or well organised system of apprenticeship has been instituted. A well defined course of training has a very healthy bearing on efficiency of labour particularly in trade warranting a high level of workmanship. The establishment of a training institution is bound to react favourably on production." The Committee further noticed that apart from Government presses, graded or time scale promotions were obtained only in a handful of presses. Sickness, social and religious rituals were the principal causes of absenteeism. The Committee advocated effective and better medical facilities, provision of suitable quarters and canteens, amelioration of working conditions and regularity allowance for reducing the high rate of absenteeism.

The Committee noted that the rise in the cost of living had necessitated an increase in earning which had taken place in one of the following three ways :—

- (1) By grant of dearness allowance or war allowance without any change in basic wages.
- (2) By sanction of allowances coupled with a rise in basic wages.
- (3) By increase in basic wages only.

### **Rege Committee's Conclusions**

28. The Rege Committee found, " Overtime is more of a rule than an exception, the principal reasons for it being that machinery and printing material are not freely and conveniently importable. There is a tremendous increase of military, semi-military and civil work. Labour shortage is acute. The workers are hit by unprecedented inflation and are keen to add to their paltry incomes, even at the expense of their health and leisure." The Committee's report contains three valuable tables [CCI (A) (B) (C)] showing the weighted averages, the maxima and the minima for 26 of the main occupations in the press industry in the various important centres and its conclusion in that behalf is, " Bewilderingly large oscillations from place to place, press to press, occupations to occupations and even individual to individual are noticeable. On the whole, the more skilled occupations like those of readers, operators, casters and compositors are comparatively more highly paid. Ballers, folders, inkers, distributors and mazdoors on the other hand are the lowest paid among all." The report ends with the observation, " The war has affected the printing industry in multifarious ways. Employment and mobility of labour have registered a marked increase. Earnings have increased though not in strict conformity with the rise in the cost of living. Working and welfare conditions have positively deteriorated. Housing and civil conditions present a hopeless spectacle. Trade unions are weak and have not done much for their workers. Privileges and benefits are limited. On the whole, the state of affairs is unsatisfactory and calls for drastic improvement."

### **The Press Award**

29. Since the publication of the Rege Committee's report the service conditions in the major printing presses in the City of Bombay, in which there were industrial disputes, were settled by what is popularly known as " the Press Award." This award was given by the Industrial Tribunal of Shri Salim Merchant in the year 1949 in adjudication in the disputes between 10 big presses in Bombay and the workmen employed under them. The Industrial Tribunal reviewed the conditions in the printing industry in the Bombay State as depicted by the report of the Labour Office of Bombay Government and later by the Rege Committee. The Tribunal in its award has made a reference to the Committee of the representatives of employers and employees in the printing industry in Bombay City set up by the Government of Bombay to deal with the disputes in the press industry prior to the adjudication. This Committee was popularly known as the Monani Committee since Shri M. G. Monani, I.C.S., the then Joint Secretary, Political and Services Department, and the Commissioner of Labour, Bombay, was its Chairman. The Monani Committee held as many as seven meetings between 8th January 1948 and 20th February

1948. Thereafter, as there did not seem to be any prospects of agreement on the various issues under dispute, Government dissolved the Committee. As stated in the Press Award, unanimous agreement was, however, reached on one important point that in all printing presses, both newspaper and job presses, in Bombay, the normal working hours per week should be 42 hours without any reduction in the existing wages and that work put in, in excess of 42 hours and up to a limit of 48 hours in a week should be paid for, *pro-rata* and beyond 48 hours at the rate provided for by the Factories Act. In view of this agreement, the Tribunal fixed the working hours per week in the presses under dispute at 42. Prior to the Monani Committee, efforts were made some time in April/May 1947 by a Joint Conference of proprietors of some of the leading newspapers and printing presses in Bombay and the representatives of the press-employees presided over by Shri M. N. Cama, to arrive at an agreement on certain main service conditions of employment in the press industry. The Committee, however, failed to bring about an agreement.

30. The Industrial Tribunal of Shri Salim Merchant wanted the parties to agree to the appointment of an assessor to report on the question of standardization of occupation and classification of the various categories of employees for the fixation of their wage scales. The parties did not agree to a common assessor and the Tribunal with the help of a technical expert settled the minimum occupational wage scales and the classifications of agreed occupations in the printing industry. The Tribunal observed, "An employee doing the same type of work is designated and paid differently in different presses." Therefore, the parties discussed these occupations before the Tribunal and agreed to common occupations as stated in the award. The Tribunal further observed, "As the wage scales to be fixed are to be the minimum occupational wages the question of capacity to pay cannot be taken into consideration." The Tribunal took into account the wage scales prevailing in the presses under dispute, and also, in certain other presses, which were not concerned in that adjudication. In the award the Tribunal laid down certain minimum standard of work for occupations like hand-compositors, lino operators and mono-type operators. Another important simultaneous award is the one in the dispute between the Ravi Uday Vijay, Photo Litho Offset Works, Ghatkopar and the workmen employed under it in the year 1949 given by the same tribunal. In that award also, the Tribunal has settled wage scales and classification for 24 categories. (*Vide B.G.G.* October 20, 1949, Part I-L, page 1623). There was another important consent award in the year 1952 by the Industrial Tribunal of Shri P. D. Vyas between 17 presses in Baroda and the Workmen employed in them (*vide B.G.G.* July 31, 1952, Part I-L, page 22603). Since the above awards, there have been a number of awards and agreements between some of the press employers and their employees in Bombay, Ahmedabad, Poona, Baroda, etc. These awards and agreements have helped in bringing about some standardization of occupations and wages thereof.

Two further enquiries on the subject were made, one by the Government of India and the other by the Government of Bombay.

### Central Government's Enquiry 1952

31. The report of enquiry into the condition of labour in printing presses which was conducted by the Government of India and which was published in the Indian Labour Gazette of October 1954 shows that 491 concerns from the Bombay State were governed by the Factories Act. These concerns employed in all 22,600 workers in the year 1952. The average earnings per worker for the year 1952 were Rs. 97 per month. For the purposes of this enquiry, a questionnaire was issued to 79 printing presses in different States. In all 40 presses supplied the information, out of which 10 were from the Bombay State. Out of these 10 presses, information from 9 presses only was accepted for tabulation purposes. These presses in all employed 640 workers out of which 94 per cent. were permanent and the rest temporary. 90 per cent. workers were paid wages on time rates. As per that report, minimum wage for the unskilled worker in the month of June 1952 was Rs. 51 for the Bombay State.

### Table Enquiry 1953

32. A table enquiry was made in the year 1953 by the office of the Deputy Commissioner of Labour (Admn.) on behalf of the Government of Bombay. It revealed that out of the 556 questionnaires issued to the printing presses located in corporation areas, borough municipalities, district municipalities and other places, 188 replies were received. Out of them 168 were accepted for tabulation. 3493 workers were employed in the presses represented by the accepted replies. Out of the replies accepted for tabulation, 51 were from concerns covered by the Factories Act which employed in all 3017 workers. Out of them 2996 were men and 21 were women. No children were employed. The 88 concerns covered by the Shops and Establishments Act employed 387 workers out of whom 377 were men, 10 were children. There was, however, no woman worker employed. 29 concerns in the printing industry in the unspecified group employed 89 workers out of whom 87 were men, 1 woman, and 1 child.

*Working conditions.*—Out of the 51 concerns covered by the Factories Act, 47 worked for 48 hours in a week. There were, however, 2 concerns in each group which respectively worked for 42 hours and 45 hours a week. As regards the 88 concerns covered by the Shops and Establishments Act, a great majority of the concerns worked out only for 8 hours a day. As regards the 29 concerns which had not given specific information, a great majority of them had stated that they worked 8 hours a day.

*Holidays.*—Out of the 168 concerns that supplied information, 15 concerns were giving holidays other than the weekly-off from 1 to 5 days, 32 from 6 to 10, 54 from 11 to 15 and 18 concerns 16 days or more. Rest of them did not give any definite information.

*Payment of wages.*—In the case of 31 concerns covered by Factories Act, the payment of wages was made according to the rules laid down under the Payment of Wages Act. In 117 concerns payment was generally made before the 10th of a month.

## CHAPTER III

### PRESENT CONDITION OF THE INDUSTRY

#### A Statistical Survey

33. Against the background of the previous labour enquiries the Committee began its assessment of the existing conditions in the printing industry in the Bombay State. The Committee visited important printing centres in the various districts. On the basis of the memoranda received from the employers and employees, the Committee examined their representatives on the spot. The Committee had, also issued a questionnaire to individual printing presses. Some of them had sent their replies. The Committee tabulated the information contained in them under various heads. Although the replies accepted for tabulation could not be said to afford a scientific sample, they presented a cross-section of the printing industry. The results of the tabulation were compared with the information collected on the spot and it was found that the results of the tabulation were generally in conformity with it. The results, therefore, could be considered as depicting the existing conditions in the printing industry in a general way. The information compiled from the replies to questionnaire is given below :—

34. The Committee issued in all 2029 questionnaires to the printing presses in the Bombay State. 494 concerns returned the questionnaires filled in and 159 concerns returned them blank. Owing to insufficient or vague information 5 replies were rejected and 489 replies were accepted for tabulation.

#### Nature of Employment

35. Out of the total questionnaires filled in 414 questionnaires could be accepted for the tabulation in respect of employment position. In these 414 concerns, the total number of workers employed was 8978 out of which 6916 (77.0) were permanent, 1356 (15.1) temporary, 78 (0.9) casual workers, 175 (2.0) were apprentices, and 453 (5.0) were employed through contractors. Among these workers 8266 (92.1) were time rated and 259 (2.9) were piece-rated. No information on this point regarding labour engaged through contractors was available.

Out of the total number of 5596 workers employed in Bombay Presses 4295 (76.7) were permanent, 773 (13.8) temporary, 41 (0.7) casual, 96 (1.8) apprentices and 391 (7.0) were employed through contractors. Among these workers 5140 (91.8) were time-rated and 65 (1.2) were piece-rated while no information was available regarding labour engaged through contractors.

In Poona, out of the total number of 1022 workers employed, 750 (73.4) were permanent, 205 (20.0) temporary, 6 (.6) casual, 13 (1.3) apprentices and 48 (4.7) were through contractors. Out of these workers, 863 (84.4) were time-rated and 111 (10.9) were piece-rated. No information regarding the details of contract labour was available.

As regards Ahmedabad, out of the total number of 505 workers employed, 498 (98.6) were permanent, and 7 (1.4) temporary. Among these workers 497 (98.4) were time-rated and 8 (1.6) were piece-rated.



### Size of Units

36. Of 489 presses whose returns were accepted for tabulation, 25 concerns (5.1) did not furnish any information as regards the number of workers employed by them, while 33 presses (6.74) did not employ any labour. The latter type of concerns were worked by proprietors themselves. A large number of small-size presses is at once noticeable inasmuch as 279 presses (or 57.1) of the total number, employed less than 10 workers. A majority of printing presses in districts other than Bombay, Poona, Ahmedabad and Baroda were employing less than 10 workers per day. It was reported that 68 presses (13.9) of the total number employed between 10 and 19 workers, 43 presses (8.79) between 20 and 49 workers, 26 presses (5.31) between 50 and 99 workers each, while only 15 presses (3.06) employed over 100 workers. It may also be seen that more than 100 workers in a press were reported to have been employed only in Bombay, Poona and Ahmedabad.

### Factories and Establishments

37. Out of the total number of 489 replies 457 were accepted for tabulation. Among them 177 (36.2) were covered by the Factories Act, 245 (50.1) were covered by the Shops and Establishments Act, 35 (7.2) were neither covered by the Factories Act nor by Shops and Establishments Act and 32 (6.5) presses did not give the required information.

In Bombay, out of 177 presses, 101 were covered by the Factories Act, 58 by Shops and Establishments Act and 18 did not give the required information.

In Poona out of 30 presses, 16 were covered by the Factories Act, 12 by the Shops and Establishments Act and 2 did not supply definite information.

In Ahmedabad, out of 25 presses, 10 were covered by the Factories Act, 12 by the Shops and Establishments Act and 3 did not give the required information.

### Standing (Age) of Concerns

38. As regards the age of the concerns, 218 presses were started before 1939, and 254 in or after the year 1939 while 17 did not supply the required information.

As regards the acquisition of the presses by the present occupiers, 125 took possession before 1939 and 315 in or after 1939 while 49 presses did not supply the required information.

### Machinery and Equipment

39. As regards machinery and equipment, 455 replies were accepted for tabulation. In the presses covered by them, there were 8 rotaries, 258 cylinders, 866 platens or treadles, 588 other machines and equipments such as off-set and flat-bed machines, lino-type and monotype machines, cameras, cutting, punching and embossing machines, etc.

### Sufficiency of Work

40. Out of the 434 presses whose replies were accepted for tabulation, 132 presses reported that they had sufficient work, 302 stated that they had insufficient work, whereas 55 gave no information on the point.

### Shifts and Hours of Work

41. The committee accepted 437 replies for tabulation. It showed that 387 (88·6) units were working one shift, 46 (10·5) were working 2 shifts and 4(0·9) were working three shifts.

In Bombay 143 units were working one shift, 19 units were working two shifts, and 1 unit was working 3 shifts.

In Poona 24 units were working one shift, 5 were working 2 shifts and 2 were working 3 shifts.

In Ahmedabad 19 were working one shift, 5 were working 2 shifts and no unit was working three shifts.

In Surat 25 units were working one shift, 2 were working 2 shifts and 1 was working three shifts.

In Baroda 15 were working one shift, 5 were working 2 shifts and no unit was working three shifts.

In Kolhapur 25 were working 1 shift and 1 unit was working 2 shifts. In East Khandesh 23 units were working 1 shift and 1 unit was working 2 shifts. Except in Bombay, Poona and Surat, nowhere was any unit working 3 shifts. Except in Bombay City and districts of Poona, East Khandesh, Ahmednagar, Thana, Kolhapur, Dharwar, Bijapur, Ahmedabad, Surat and Baroda there was no unit working 2 shifts. In the remaining districts, all the units were working one shift.

Out of the total number of 399 returns accepted for tabulation 67 units (16·8) were working less than 48 hours a week, 321 units (80·4) were working 48 hours a week and 11 were working more than 48 hours a week. In Bombay 34 units were working less than 48 hours a week, 121 units were working for 48 hours and no unit was working more than 48 hours. In Ahmedabad 4 units were working less than 48 hours a week, 16 units for 48 hours and no unit was working for more than 48 hours. In Poona 2 units were working less than 48 hours a week, 28 units for 48 hours and no unit was working for more than 48.

### Weekly Holiday

42. As regards weekly holidays out of 489 returns 402 were accepted for tabulation, out of which 384 (78·5) were giving weekly holiday with pay, 18 (3·7) concerns were granting weekly holiday without pay. In Bombay 134 concerns were granting weekly holiday with pay, 12 were granting weekly holiday without pay, whereas 31 did not supply the information.

In Poona 28 were granting weekly holiday with pay, no one was granting weekly holiday without pay, whereas 3 did not supply the information.

In Ahmedabad 21 concerns were granting weekly holiday with pay, no one was granting weekly holiday without pay whereas 7 did not supply the correct information.

### Leave Facilities and Welfare Activities

43. Out of the replies accepted for this purpose, 2 presses were granting privilege leave of 10 or less than 10 days, 197 concerns between 11 and 20 days and 23 between 21 and 30 days.

As regards sick leave, 33 were granting 10 or less than 10 days, 13 were granting 11 to 20 days and 1 was granting 21 to 30 days.

As regards causal leave, 10 were granting 5 or less than 5 days, 14 were granting between 6 and 10 days and another 14 for more than 10 days.

As regards maternity leave and leave without pay, 1 was granting maternity leave, 35 were granting it without pay.

As regards festival holidays with pay, 26 were granting 5 or less than 5 days, 54 were granting between 6 and 10 days and 207 were giving more than 10 days. In Bombay City 96 concerns were granting such holidays with pay on more than 10 days.

As regards welfare activities like housing, uniforms, provident fund, gratuity, pension, house rent, medical aid, free tea, conveyance allowance, etc. out of all the presses in 25 districts, 3 presses were giving free housing facilities, 3 were giving house on rental basis, 14 were providing uniforms, 34 had provident fund schemes, 17 had gratuity schemes, 1 had pension scheme, 5 were paying house-rent, 23 were giving medical facilities, 22 were giving free tea, 3 were giving conveyance allowance, whereas 8 were giving miscellaneous benefits.

### Financial Working

44. Information about the finances and working was available in the filled in questionnaires from, 142 concerns for the year 1950, 135 for 1951, 147 for 1952, 142 for 1953 and 127 for 1954. It gave some idea, though rough, about the financial condition of the industry. It showed that in the units taken together the borrowed capital exceeded owners' capital and that while in 1952 a very large number of units made losses resulting in an overall loss, they together earned some profit in other years. But it was vitiated by the fact that many concerns made no allowance for depreciation or interest on owned capital. In spite of this, the overall percentage of profit was meagre. In the five years under reference it never exceeded 6.15 per cent. The following figures would show that the conditions in the industry began to deteriorate from 1950, they reached the bottom in 1952 and thereafter showed improvement.

Number of concerns.			Year.	Percentage of profit or loss.
142	...	...	1950	+ 5.68
135	...	...	1951	+ 3.19
147	...	...	1952	- 1.51
142	...	...	1953	+ 3.10
127	...	...	1954	+ 6.15

## CHAPTER IV

## NATURE OF PRINTING INDUSTRY IN THE BOMBAY STATE

**A Striking Feature**

45. A review of the printing industry in the Bombay State shows that it has principally two distinct branches viz. (1) the letter-press printing and (2) the photo-litho-offset printing. The striking feature is the very wide variation among units in the industry in respect of their size and financial resources, in the nature and modernity of their equipment, in the processes that they follow, and in the kinds of work that they undertake. It would be useful to view a little closer, the range of these variations.

**Major Centre of Industry—Bombay City**

46. In all there are 2194 presses in the Bombay State employing nearly 30,254 workers. (Appendix VII). Out of these, there are 905 presses in Bombay alone. Districts of Poona and Ahmedabad with 175 and 163 presses respectively rank poor second and third. From these figures it could very well be seen that the biggest concentration of the printing industry is in the Bombay City. Even among the letterpress printing presses main concentration is in the City of Bombay. In these three places, particularly in Bombay, we find a number of large units employing 100 or more workers. In Bombay, there are 19 presses employing between 100 and 499 workers, 1 press employing between 500 and 999 workers, and 2 presses employing 1000 or more workers. In Ahmedabad there are 3 presses which employ 100 or more workers. In Poona, there are 5 presses employing workers between 100 and 299 and one press employing more than 300 workers. In Nasik, there is one press employing workers between 100 and 299 and one press employing more than 2500 workers.

**Essentially a Small Scale Industry**

47. These large units are, however, very greatly outnumbered, even in the larger cities, by the medium size units employing more than 50 workers and small units employing less than 50 workers. This can be verified from the fact that out of 2194 presses in the Bombay State there are 1273 presses which employ less than 10 workers, 397 presses employing between 10 and 49, workers and 55 presses employing between 50 and 99 workers. Even in Bombay City there are 502 presses which employ less than 10 workers, 249 presses which employ between 10 and 49 workers and 38 concerns employing between 50 and 99 workers. Similarly in Ahmedabad there are 100 presses employing less than 10 workers, 35 presses employing between 10 and 49 workers and 2 presses employing between 50 and 99 workers. In Poona there are 63 presses employing less than 10 workers and 38 presses employing between 10 and 49 workers and 9 presses employing between 50 and 99 workers.

48. As we go to the mofussil areas, we find the unit size becoming smaller and smaller until in small places the industry becomes a cottage industry. This can be seen from the fact that in certain districts like Banaskantha, Broach, Mehsana, Panchmahals, Amreli, Sabarkantha and Karwar there is not a single

press which employs more than 10 workers, or is covered by the Factories Act. There is only one press coming under the Factories Act in each of the three districts of Kolaba, Bijapur and Ratnagiri. In the Bombay State there are 184 presses which do not employ any worker. They are managed and run entirely by the proprietor himself. Even in the bigger cities like Bombay, Ahmedabad and Poona there are in existances 47, 22 and 12 presses respectively which do not employ any worker. Generally these presses which are operated manually, possess a small treadle of 8"×12" or 7"×11" size.

49. Some of these small presses are associated with the printing of district or local periodicals. In many districts of the State, especially in Maharashtra, there is at least one press which is associated with a periodical having a long standing of 30 years or more.

### **Work from Newspapers and Periodicals**

50. The figures collated by the Committee show that quite a considerable bulk of work in the industry is provided by newspaper and periodical publishers. Bombay City alone publishes 57 dailies, 111 weeklies, 50 fortnightlies, 124 monthlies, 9 bi-monthlies, 22 quarterlies and 5 annuals. Ahmedabad also, publishes 7 dailies, 22 weeklies, 16 fortnightlies, 57 monthlies, 2 quarterlies and 3 annuals. Poona contributes a quota of 10 dailies, 1 trice a week periodical, 13 weeklies, 12 fortnightlies, 49 monthlies, 1 bi-monthly, 2 quarterlies and 4 annuals. Even far off mofussil districts like Satara (North and South), Ratnagiri, East Kandesh and Sabarkantha publish 21, 15, 10 and 4 newspapers or periodicals respectively. The remaining 19 districts publish in all 26 dailies, 2 thrice a week periodicals, 4 twice a week periodicals, 89 weeklies, 31 fortnightlies, 79 monthlies, 5 bi-monthlies, 2 quarterlies, 8 annuals and 5 irregulars.

### **Number of Workers in Leading Centres**

51. From the information available to the Committee, there are in the City of Bombay 16,197 workers employed in this industry. Next to Bombay come the districts of Nasik, Poona, Ahmedabad, Baroda, Surat and Dharwar having 3113, 2776, 1502, 656, 526 and 475 workers respectively.

### **All-round Workers**

52. It was found that in mofussil places most of the workers were normally all-rounders possessing working knowledge of printing, composing and binding although they did not possess high efficiency or skill in any particular occupation. Such workers are a necessity of the small presses in the mofussil, because of the very limited volume of work.

### **Forms of Ownership**

53. Generally, the small-scale and cottage units are proprietary concerns owned by individuals or partnership firms. It is in the category of medium and large scale units and very rarely in small units, that one comes across the corporate form of ownership. Co-operative form is not, however, absent. Besides, there are big and medium presses owned and operated by the Government of India, the Government of Bombay, Railways, Universities, Municipalities, Local Self-Government bodies and other institutions.

54. The Government of India owns the Security Printing Press and the Central Press at Nasik, both of them together employing about 2867 workers. Similarly the Government of Bombay has got big presses at Bombay, Baroda, Poona and Kolhapur employing in all about 2035 workers. Some large business establishments like Lever Brothers and WIMCO. have started their own printing plants. It was found, particularly in mofussil, areas, that some small printings presses were run as side business. It was noticed in the cities like Bombay, Ahmedabad and Poona that some families have specialised in some operation incidental and allied to printing, particularly in book-binding, such as binding, ruling, folding, numbering, etc. and made it a family vocation.

### Co-operative Effort

55. Our Committee came across a couple of printing concerns working on co-operative basis. At Ratnagari, the Janata Prakashan Sahakari Sanstha Ltd. has been registered with the Registrar of the Co-operative Societies. Under the rules of the Society, 30 per cent. of the profits are to be distributed amongst the workers irrespective of their being a member of the Society or otherwise. There is, also, a provision made for "Common-good Fund" which is utilised for extending help to workers in emergencies. There are 5 workers in the press of whom 4 are members of the society.

### Janata Prakashan Sahakari Sanstha, Ltd., Ratnagiri.

#### SOME INSTRUCTIVE INFORMATION.

#### *Salient features of the accounts for 1954-55.*

	Rs.
Paid up Capital	13,420
Machinery (depreciated value)	3,630
Turnover excluding paper during the year	5,415
Wages paid for same	2,755
Gross Profits	2,423
Net Profits	5/15/-
Net loss for the year 1953-54	1,488

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*Details of workers employed.*

No.	Worker.		Age.	Present wages.	Years of service in this concern.	Total years of service in industry.
				Rs.		
1	Manager	...	46	100	5	9
2	Printer	...	26	55	2	9
3	Compositor	...	21	45	5	6
4	Compositor	...	19	35	4	4
5	Boy	...	18	20	1	1

*Observations of the Society.*—In its annual report the society explained that the very nominal profit was due to insufficient volume of work and cut-throat competition of printers from Kolhapur and the reduction of rates from Rs. 10 and Rs. 12 to Rs. 4-8-0 and Rs. 4-12-0 for the printing of Government electoral rolls. It further explained that the loss incurred in the year 1953-54 was due to still lower rate of Rs. 3-7-0 for the electoral roll.

This, however, should be looked upon as a progressive step in the industry. A Printing Press run on Co-operative basis was also found at Surat. It had a standing of 7 years.

**Equipment**

56. The printing equipment in the industry ranges from the oldest type of manually operated treadle to the most modern type of a stereorotary machine used in a newspaper-press doing multi-colour work in a continuous process. In composing, the hand-composition is widely prevalent, though mechanical processes like mono-type and lino-type are employed, even in Indian Languages work. In some presses these modern processes are employed alongside hand-composing.

57. The photo-litho-offset presses are, also, principally concentrated in the Bombay City. The other centres where a few litho-presses are operating are Poona, Malavali, Ahmedabad, Nasik and Sangli. Variations in processes of lithography range from the oldest practice of printing by stones prepared by hand, to the increasing use of cameras for the preparation of plates and stones, and of screens and deep-etching. In Litho-printing high-speed and automatic offset machines doing multi-colour work in a continuous operation are replacing the older hand-fed, flat-bed machines. For large scale book-work, the photo-offset process appears to be replacing gradually the letter

press printing as can be seen in the Government Photo-Zinco Press at Poona and a few large units in Bombay.

58. Photogravure is the new process of direct printing from incised metal cylinders and is being used in the Government Security Printing Press, Nasik, and the Times of India Press, Bombay.

59. In incidental and allied processes like die-stamping, embossing, type-casting, block-making, book-binding, stationery manufacturing and box and carton making, the trend is towards further mechanization.

### **“ A Service Industry ”**

60. Printing is essentially a “ service industry ” as distinct from production of goods. Printing establishments do a variety of jobs, such as, invitation-cards, leaflets, booklets, books, periodicals, newspapers, maps, pictures, sales propaganda and other literature, office-stationery, forms, cheques, account book, and also stamps and stamp papers, currency-notes, etc.

### **Occupations and Specialisation of Work**

61. The nature of work of various occupations and employments in the industry has come to be determined by conventions and usages, though it is not defined by law or rules. The standard of work, in quality as well as in quantity, of each occupation differs from one unit to another and even from machine to machine due to difference in nature of production. By conventions, certain minimum standards of work in quality and quantity are expected from the workers mainly employed in occupations of running compose and letter-press printing. The major bulk of the workers is mainly employed in categories of compositors, treadle-pressmen, binders, ballers and helpers. For other occupations recognised standards of occupational work are not determined for want of suitable measurements. But the Committee found that generally a number of occupations required a high degree of dexterity and skill. These occupations are found grouped in 8 categories in the City of Bombay, in accordance with the degree of skill, responsibility, strain and hazard involved in the jobs. In Ahmedabad and Poona, the division of occupations and specialisation thereof are not to the same extent as in the Bombay City and there the occupations are found grouped in 4 classes. In the rest of the area, these occupations are found grouped in 3 general classes, viz. skilled, semi-skilled and unskilled. It is noticed that in the larger units there is a trend towards further sub-division and specialisation of important occupations. For instance, the work originally done by the compositors is now split up and parts of it are being done by distributors, imposers and proof-pullers or galley-pressmen, so that compositors' time is exclusively utilised for actual composing of types.

62. The printing industry experienced a boom during and immediately after the war inspite of many restrictions and acute shortages in men and material. There was an increase in the volume of work. This resulted in enhancing the number of presses. The following information which

the Committee collected during its tours and from other sources would afford proof of this statement :—

Name of the centre.	Number of presses.	
	1939	1954
1. Bombay	558	905
2. Ahmedabad	80	130
3. Bijapur	6	14
4. Surat	33	43
5. Anand	6	9
6. Dharwar	10	30
7. Nasik	10	27
8. Dhulia	6	17
	709	1175

It was found that some of the new small units in the industry were started by skilled workers who felt that they could make a better living than as wage earners, if they did independent business. Their expectations, however, proved short-lived, because the business conditions deteriorated considerably during the last four years. Instances were brought to the notice of the Committee where skilled workers who had started their own presses sold them and again became employees. While the wages went on increasing with the rise in the cost of living, the volume of work available, particularly to small and medium sized units, contracted.

### Factors Leading to Depression

63. A number of factors has contributed to the reduction in the volume of business and earnings. Firstly, with the nationalisation of motor transport, the printing presses in many centres have lost some of their business. Secondly, the de-rationing of food and the removal of controls on cloth and other commodities did away with the necessity of using a number of forms and making returns. Thirdly, many local bodies began to get some of their printing work done at the press of the Local Self-Government Institute in an increasing measure which was formerly done locally. The remaining work was got done by tender systems with the result that at times outsiders quoted uneconomic rates in competition with the local presses. It was brought to the notice of the Committee, that a tender for printing work of a local body was filled in by a person, who had no press of his own. It was accepted and the tenderer got the work done outside the district. Fourthly, the work of printing primary text-books which was formerly being done by the private presses has been taken over by Government, which has expanded its presses with modern, up-to-date equipment. Fifthly with the advent of Independence a new source of work in the form of printing of electoral rolls became available to the private printers. The work still continues with them, but Government's policy in regard to the rates has very adversely affected the interests of private presses. In 1950, the Government got the work done at the rate of Rs. 12 per foolscap page. Thereafter, during the last four years the Government has gradually brought down that rate by taking advantage of the depressed condition of the industry which has resulted in cut-throat competition among its units. The Committee

was told that in some districts the rate given by Government had gone down to as low a figure as Rs. 3-6-0 per page. Sixthly, some of the big business concerns started their own presses either departmentally or as subsidiaries. For instance, the Committee was informed in Satara that the leading Insurance Company there put up its own press with modern equipment which resulted in depriving three local presses of their business and some workers of their jobs. Seventhly, the purchasing power of the middle classes who are the principal customers of books on fiction and works of general interest has gone down. And eighthly, there is an exodus of print orders from Bombay to Calcutta, Madras, Shivakashi, Nagpur, Bangalore, etc.

### Misjudgment of Situation

64. The boom conditions which resulted in inordinately large profits led some of the unwary press owners to misjudge the future. Resources available to some of the medium and big units were utilised by them for the import of some ultra-modern and high speed equipment, disproportionate with the available volume of work. In many cases this added to the difficulties of the individual units concerned and also, of the industry in general. The overhead costs of such units went up without yielding commensurate return and they, also, began to feel stringency of working funds.

### Economy of a Small Press

65. From the data made available to the Committee in some of the memoranda of the Employers' Associations, it was found that in a small press with a treadle of 8" x 12" employing 4 workers, the labour cost came to about 40 per cent. of the total cost of production, excluding paper. The volume of work which such a press can turn out has physical limitations. Consequently, the margin of profit has, also, its limits. The following estimates of income and expenditure for such a press in Nasik provided by Nasik Press Owners' Association show that under the existing depressed condition what a proprietor-manager would be able to get is round about Rs. 125 per month :—

Income.	Rs. a. p.	Expenditure.	Rs. a. p.
Compose Charges ...	8 0 0	2 Compositors ...	120 0 0
Printing 5,000 copies ...	7 8 0	1 Pressman ...	55 0 0
Binding ...	3 8 0	1 Binder ...	40 0 0
<hr/>			
Total per day ...	19 0 0	Rent ...	30 0 0
<hr/>			
Total earnings for 26		Light and Power ...	20 0 0
day.	... 494 0 0	Depreciation—	
		Types and Machine ...	60 0 0
		Ink ...	50 0 0
		Miscellaneous ...	30 9 0
		Management ...	125 0 0
<hr/>			
Total ...	494 0 0	Total ...	495 0 0
<hr/>			

At Ahmedabad the Committee was furnished with an estimate, on the basis of sufficient work and at reasonable rates, of a small press having a treadle of 10" x 15" and worked by two joint partners one of whom is a skilled worker, and employing one compositor, one printer and one clerk.

		Rs.	
Investment in machinery and types		...	8,500
Investment in ink stores etc. excluding paper		...	1,500
Income P. M.		Expenditure P. M.	
		Rs.	Rs.
Compose	16x26 =	416	Wages ... .. 205
Printing	7x3x26 =	546	Clerk ... .. 55
		-----	Miscellaneous expenses inclu-
	Total ...	962	sive of power and taxes ... 125
		-----	Rent ... .. 60
			Interest and depreciation ... 190
			-----
			Total ... .. 635
			-----

It would be found that if an allowance is made for the wages of one of the partners who is a skilled worker, the remuneration for the partner in charge of the management would be about Rs. 150 per mensem.

66. It was found that where the printing business is combined either with the business of publication or allied trades, there was a room for a larger margin of profit. But the majority of establishments in the industry, particularly small ones, hardly have any other line of business. In many cases, they do not even stock paper. In such cases, what the proprietor is able to get is a remuneration for services that he personally renders as a manager and accountant of the press and canvasser of business. There is hardly any margin left for the risk he undertakes. In some of the very small presses, the proprietor himself is one of the workers. Generally, such a condition is found where the volume of work is insufficient.

### Employers' Organisations

67. There were very few organisations of employers before the war. The war-time stringencies and restrictions necessitated the employers to come together for a common cause. Therefore, during the war-years and in the immediate post-war period a number of organisations of employers were formed, and some of them are continuing their useful work. In Ahmedabad, nearly 80 per cent. of the employers are members of the printers' association which is of more than 25 years' standing. In the other districts of Gujarat, on the eve of the appointment of this Committee about 6 printers' associations were already in existence, and the Committee's questionnaires and on the spot enquiries provided an occasion for the employers at other places to come together and put forth their views in a collective way.

68. In Maharashtra, the printers' associations were found to be of long standing and well organised, the Poona Press-Owners' Association being 37 years old. The Poona Association made a survey of the wages in Poona

in 1946 and agreed upon certain minimum wages for the press-workers. Similarly, they standardised the rates to be charged to print buyers. The Association since then revised the schedules twice. It has been conducting for some time a stores of printers' requisites for the use of its members. This stores is striving to manufacture locally some of the materials needed by printers. Roller composition of its make is in the market. The Association is publishing for the last 16 years a magazine "Mudran Prakash" solely devoted to all sided development of the printing industry. The Poona Association has lately taken a general survey of the local industry regarding the number of workers, their service conditions, wages, amenities, etc. This Association took a lead in establishing the Maharashtra Mudran Parishad which is a Federation of local and district associations. Due to the activities of the Parishad there has developed a net-work of local printers' associations which are trying to work on the lines of the Poona Association. The Committee found that some associations were in existence in Karnatak area, also.

69. It is unfortunate that a city like Bombay which is by far the major and most important centre of the printing industry should not possess an organisation of employers commensurate with the size and the number of units in the industry. There are already three organisations, viz. (1) Bombay Press-Owners' Association, (2) Bombay Presidency Lithographers' Association and (3) Bombay Type-Foundries' Association, with a total membership of about 135. It is hoped that the existing associations, one of which the Bombay Press-Owners' Association is of a long standing, could form a nucleus around which a comprehensive organisation may be built up.

### Workers' Organisations

70. Before the advent of independence there were very few trade-unions of workers in this industry. When boom period set in the industry in about 1946, the trade-union movement got momentum. The proprietors were getting high returns but the wages and other service conditions of the workers were not adequately improved. The cost of living, however, was consistently going high and the workers were feeling the pinch. Moreover, new labour laws were enacted in post-war period, as a result of which a strong urge for organisation was felt by the workers for taking advantage of the rights and benefits conferred by them. This situation resulted in the formation of trade-unions at various centres.

71. Though the number of registered trade-unions in the State is only 18 as per the reports of the Registrar of Trade-Unions for the years 1952-53 and 1953-54, there are about 27 unions functioning at Bombay, Ahmedabad, Poona, Nasik, Baroda, Surat, Kolhapur, etc. The application of the Minimum Wages Act and the appointment of the present Committee thereunder, gave a new impetus to the workers to organise and the Committee found that even at district places the workers were getting organised.

72. Out of the 18 registered Unions, 14 had supplied information about their membership which stood at 8,014 for the year 1952-53 and 6,297 for the year 1953-54. The main bulk of organised labour is in the cities of Bombay

and Nasik. For the respective cities the organised workers numbered 4,621 and 2,298 respectively for the year 1952-53 and 3,358 and 2,397 for the year 1953-54.

73. Out of the 18 registered trade unions 9 unions are of workers employed in Government Presses at Bombay, Nasik, Poona, Baroda and Kolhapur. Of these 9 unions, 6 had supplied information, according to which their total membership was 2,744 and 2,006 for the years 1952-53 and 1953-54 respectively. The service conditions of the respective Government employees are regulated and standardized by the Central and State Governments. It was found, however, that the workers desired betterment in them. The labour in the private sector of the Printing Industry in the Bombay City was found better organised. The 4 registered unions in the Printing Industry had a total membership of 4,621 and 3,358 for the years 1952-53 and 1953-54 respectively. Similarly in Ahmedabad and Poona, workers were found organised. Some unions which were formed previously at unit-level have disappeared and now they are being organised on industry-level.

74. The trade unions in the private sector have generally concentrated their attention on the large and medium units. The service conditions in some of them in Bombay, Ahmedabad and Poona are regulated by awards and settlements. However, because of a very large number of small presses even in big cities, the bulk of the workers are still left without any regulation of their service conditions, as can be seen from the fact that the total number of workers in the state exceeds 30,000. The largest among the Unions is the Press Mazdoor Sabha, Bombay, which had a membership of 2,516 in 1954-55. It was found that this Union had so far brought about standardisation of service conditions such as wage-scales, dearness allowances, hours of work, leave with wages, public holidays, provident fund, gratuity, standing orders, etc., to a great extent, by settlements directly with the employers and to some extent by awards of the Industrial Tribunals. As per its report the Sabha has been holding Annual Gatherings, where general problems of the industry and labour are discussed and has been getting its active members educated in various study-courses such as Asian Trade Union College, Calcutta, and Labour Course, St. Xavier College, Bombay.

## CHAPTER V

### SCOPE, PRINCIPLES AND OBJECT OF MINIMUM WAGES LEGISLATION

#### Legal Definition of "Minimum Wages"

75. This Committee has been appointed under the Minimum Wages Act, 1948. Its work is naturally circumscribed by the provisions of and the Rules made under that Act. It is, therefore, proper to state here what they enjoin on it. As per the Act, the phrase 'Minimum Wages' has been defined but the factors for its determination have not been laid down. The term 'Wages' has been interpreted in section 2(h). "Wages" means "all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment." The meaning has, however, been made further definite by specifically providing what the "Wages" does not include. It is provided that "Wages" does not include (i) the value of (a) any house-accommodation, supply of light, water, medical attendance, or (b) any other amenity or any service excluded

by general or special order of the appropriate Government ; (ii) any contribution paid by the employer to any pension fund or provident fund or under any scheme of social insurance ; (iii) any travelling allowance or the value of any travelling concession ; (iv) any sum paid to the person employed to defray special expenses entail on him by the nature of his employment ; or (v) any gratuity payable on discharge.

### **Employer's Obligations and Employee's Rights**

76. The Act has put certain obligations on the employers and thereby bestowed certain rights on the employees. Under section 12, it is made obligatory on the employer in every scheduled employment to pay his employees at a rate not less than the minimum rate of wages fixed by notification in that behalf. In case, an employee is paid less than what he is legally entitled, section 20 provides, how the employee could get his claim established. It is laid down that when any application for the settlement of a claim arising out of payment of less than the minimum rate of wages prescribed is entertained, "The Authority shall hear the applicant and the employer or give them an opportunity of being heard, and after such further inquiry if any, as it may consider necessary may, without prejudice to any other penalty to which the employer may be liable under the Act, direct the payment to the employee of the amount by which the minimum wages payable to him exceed the amount actually paid, together with the payment of such compensation as the Authority may think fit, not exceeding ten times the amount of such excess and the Authority may direct payment of such compensation in cases where the excess is paid by the employer to the employee before the disposal of the application." Section 22 makes the defaulting employer further liable to criminal action. It is provided that any such employer is punishable with imprisonment of either descriptions for a term which may extend to six months or with a fine which may extend to Rs. 500 or with both. Section 25 provides against possible evasion through contracting out. It lays down that any contract or agreement whether made before or after the commencement of the Act, whereby an employee either relinquishes or reduces his right to a minimum rate of wages or any privileges or concession accruing to him under this Act shall be null and void in so far as it purports to reduce the minimum rate of wages fixed under the Act. In order to discourage false complaints by employees, section 20(4) provides, "If the Authority hearing an application against payment of less than the minimum rates of wages is satisfied that it was either malicious or vexatious, it may direct that a penalty not exceeding fifty rupees be paid to the employer by the person presenting the application."

### **National Minimum**

77. After having seen the scope of the Minimum Wages Act, we shall proceed with the discussion of the concept of "Minimum Wages". An indication of the national minimum wages for India as a whole is available from the resolution of the Minimum Wages Central Advisory Board adopted on the 9th April 1954 at Bombay. The said resolution which is recommendatory states *inter alia* that the wage fixing and revising machinery should regard the following consolidated wage, i.e., basic wage *plus* dearness allowance and



other allowances which form part of wages as defined in the Act, as the lowest minimum wages for an adult worker for a normal working day :—

*Daily rates and its monthly equivalent.*

					Rs.	a.	p.
Class A	...	...	...	...	2	0	0
Class B	...	...	...	...	1	10	0
Class C	...	...	...	...	1	6	0
Class D	...	...	...	...	1	2	0

78. The Central Advisory Board has, however, stated, "Where, in view of the existing low level of wages, the increase to the extent of the minimum wage mentioned above would be sharp, the existing rates may be so advanced in a phased manner that, not later than the period of three years, the minimum wage for the lowest category of workers fixed under the Minimum Wages Act would be the minimum wage mentioned above." The Board has, also, advised, "In very exceptional cases where the advancement of the existing level to the minimum wage mentioned above will lead to considerable unemployment, such advancement may be made as may appear feasible from time to time, the matter being reviewed every year until the minimum wage mentioned above is reached."

The resolution, however, does not state how the above figures of the lowest minimum wages had been arrived at.

**Relation of Minimum Wages to Economic Development**

79. This Committee has carefully gone through the relevant literature on the subject of concept of minimum wages. The Committee on Fair Wages appointed by the Government of India in 1948 in its report submitted in June 1949 has dealt with the subject exhaustively and its conclusions have been quoted with approval by Commissions and Industrial Tribunals, which had to consider the problem of wages in a comprehensive manner. The Fair Wages Committee stated, "Any attempt to evolve principles for governing the fixation of wages must be made against the background of the general economic condition of the country and the level of the national income. We consider that the comparatively low level of our national income should not be used as an argument against the prescription by law of minimum standards below which, on social grounds, no one shall be allowed to fall. But, in adopting measures for the betterment of industrial workers, the interest of the community as a whole should not be overlooked, because, 'it is obviously possible to raise the standards of living of sections of industrial workers by methods which would involve diminution of the national income that is available for other sections of the community.' It is generally recognised that the present level of our national income does not permit of the payment of a 'living wage' on standards prevalent in more advanced countries. But this should not preclude the fixation of fair wages on different and lower standards. At almost any level of the national income, there should be a certain level of minimum wages which society can afford; what it cannot afford are minimum wages fixed at a level which would reduce employment itself and thereby diminish the national income."

### “ Living Wage ”, “ Fair Wage ” and “ Minimum Wage ”

80. Our Committee found during discussion with the representatives of employers and employees that many among them had not a proper idea of the terms ‘ living wage ’, ‘ fair wage ’ and ‘ minimum wage ’. The United Provinces Labour Enquiry Committee, 1946-48, and the Fair Wages Committee, 1948-49 considered the implications of these terms in the context of the living standard conveyed thereby. The U. P. Labour Enquiry Committee, following broadly the line taken by the Royal Commission on the Basic Wage for the Commonwealth of Australia, categorised levels of living standards as (1) the poverty level (2) the minimum subsistence level (3) the subsistence *plus* level and (4) the comfort level and adopted the ‘ subsistence *plus* level ’ as the basis of what is described as ‘ minimum living wage ’. The Fair Wages Committee, after noting the view-point of the U. P. Labour Enquiry Committee and other authorities on the subject, came to the view, that a minimum wage must provide not merely for the bare subsistence of life but for the preservation of the efficiency of the worker. For this purpose the minimum wage must, also, provide for some measure of education, medical requirements and amenities. What the Fair Wages Committee recommended was thus neither the ‘ living wage ’ in its proper concept indicating the comfort level of living standard nor the ‘ minimum wage ’ connoting a living standard as would give the worker food, clothing, and shelter i.e. bare necessities of life, but a ‘ fair wage ’. Even these connotations are vague because the concept of minimum subsistence cannot be static. It would change with the stage of economic development.

### Capacity to Pay

81. The representatives of employers and employees differed widely as to whether the capacity of the industry to pay the wages should be taken as a basic factor in the determination of minimum wages. The International Labour Office monograph on the Minimum Wage Fixing Machinery while discussing the factors that govern the consideration of the minimum wages states,—

“ The basis specified in various laws include the living wage basis, and that of fixing minimum wages in any trade in relation to the wages paid to workers in the same trades in other districts or in relation to the wages paid to workers of similar grade in other trades. There is a third important basis, namely, the capacity of the individual industry or of industry in general, which, though sometimes not expressly mentioned in minimum wage laws, must always be taken into account in practice.....A close relation exists between them. As a basis for wage-fixing it would be valueless to make an estimate of a living wage beyond the capacity of industry to pay.”

82. The Fair Wages Committee, after quoting the above view, states,—

“ From this analysis of the basis of fixation of the minimum wage, it will be seen that, as a rule, though the living wage is the target, it has to be tempered, even in advanced countries, by other considerations particularly the general level of wages in other industries and the capacity of industry to pay.”

83. This Committee has duly considered the above views and has come to the conclusion that it should not recommend minimum wages that would have no relevance to the capacity of the industry to pay. As stated by Dr. S. B. L. Nigam, in his "State Regulation of Minimum Wages", "It is now realised that wage-rates should be determined by reference to the capacity of each industry to pay. This is particularly so when a minimum wage is fixed for the first time in a trade". In view of the "service" nature of the printing industry and its present depressed condition, the minimum wage that could be recommended would correspond only to a little more than the minimum subsistence level. The Committee would have preferred to adopt the 'subsistence *plus* level' as advocated by the U. P. Labour Enquiry Committee, but it has refrained from doing so, because that would result either in the closure of a number of establishments, thereby increasing unemployment, or in the adoption of malpractices by employers with a view to evading the minimum wages.

### Employment Aspect

84. In coming to this conclusion, the Committee has been influenced by the consideration that at present there is greater emphasis on employment in the policies that are being chalked out by the Planning Commission, and that in order to create more employment-opportunities, definite plans are being formulated for the encouragement of hand industries and small-scale industries. The Committee feels that nothing be done that would upset unnecessarily the employment situation. It would like to quote again with approval Dr. S. B. L. Nigam, when he states, "Where, however, there is a wide difference between the living wage and the prevailing wage rate and it is clear that the introduction of the former would do nothing but bring disaster to industry and the men employed therein, the remedy may be found by graduating the increase in wages. This would give time to employers to adjust their affairs and save the workers also, from unpleasant consequences." The Committee hopes that the measures that it has suggested elsewhere for the improvement in the economic condition of the industry would be duly considered both by Government and the employers and suitable action taken on them so that at the time of the review of the wages suggested by it, it may be possible to increase them.

### Small Units and Minimum Wages

85. At several places the employers' representatives tried to impress on the Committee the desirability of leaving out small establishments, not covered by the Factories Act, out of the operation of the Minimum Wages Act. The employees' representatives to whom the Committee put the above plea of the employers for their reaction stoutly opposed it. The Committee regrets that it is unable to accept the employers' request, because it would defeat the very object of the Minimum Wages Act which is to afford protection to the worker. It is needed where the labour is unorganised, and therefore, cannot bargain collectively. Further, it has to prevent sweating, that is, existence of wages at a rate lower than justified by the workers' contribution to the earnings of the industry. The printing industry in the Bombay State is widely dispersed and has a considerable number of units

which are small. The labour employed in them would not be effectively organised into unions. Further, there are small units which are paying unduly low wages, particularly to unskilled workers. Wage rates, also, differ from unit to unit in many cases. There is already discontent among workers which may, in future, occasion wage disputes.

### **Economy of High Wages and Mechanisation**

86. At some places a section of the representatives of workers pleaded that the Committee should fix the wages which would afford a worker a liberal 'subsistence *plus* level' of standard of life, irrespective of its effect on the industry. On the other hand, it was forcefully pleaded before the Committee by another section that no further mechanisation or rationalisation of the printing industry be permitted, because under the existing conditions it would result in further unemployment. The Committee has given proper thought to both these submissions. There are serious limits under the present conditions to the benefits that may be derived from the economy of high wages. It must be realized that if wages are fixed too high in the context of labour output, it would leave no other alternative to employers than that of introducing high speed machinery. It has been recognised that the trade union pressure for higher and still higher wages 'forces employers to keep abreast of technical improvements'.

87. While the Committee would not favour any unfavourable disturbance in the existing employment in the printing industry as a result of rationalisation, it would not support the plea for a ban on the introduction of improved mechanical equipment in the industry. What the Committee would definitely object to is the introduction of high speed machinery unwarranted by the volume of work available to the unit. Where the obsolete and worn out machinery is to be replaced, it is only natural for the proprietor to do so with up-to-date and improved equipment. In short, the Committee would favour rationalisation or further mechanisation in a printing unit if it improves its economy and quality of work without throwing out of employment any portion of the existing labour force.

### **Minimum Wages and Government's Responsibility**

88. It was urged upon the Committee by one of the leading employers that if the capacity of the industry fell short of paying minimum wages which it considered necessary, the responsibility of making up deficiency legitimately fell on Government. In support of this contention the following extract from Prof. D. R. Gadgil's treatise, "Regulation of Wages and other Problems of Industrial Labour in India" was quoted :—

"I have suggested wage regulation in order to provide that the employer pays the wage that under existing arrangements is economically possible and proper. The remaining action must be taken by the State and its cost be borne by the body of citizens in general..... The wages is dependent mainly on the effort to be put forward by the worker and his service to the industry. It will have little to do with individual needs or standard of living."

The above remark has been made while discussing the subject of improvement in the standard of living of workers. It must not be considered bereft of its context. Professor Gadgil has nowhere suggested that the State or the body of citizens in general should contribute towards cash payment of the minimum wages to be paid by the individual units to their workers. He has made it clear that State action would be in the fields such as nutrition of workers their housing, technical education, health insurance, etc.

89. It is true that the wages is dependent mainly on the effort put forward by the worker and his service to the industry, but the actual result of such effort of the worker would depend on a number of factors, such as the where-withal with, and the conditions under which, he has to work and over which he has no control. Effort put forward by the worker and his service to the industry could be a proper criterion for the fixation of wages where the unit is 'normal' or in the words of Dr. Alfred Marshall is "a representative firm".

#### **Analogy of Government Grants Inapplicable**

90. It was proposed by the Ahmednagar Press Owners' Association that Government should subsidise to the extent of 50 per cent. the extra payment that would have to be made by the proprietors to their employees consequent on the application of minimum wages that may be fixed. The committee considers that it would be wrong in principle to subsidise the wage bill of private proprietors who promote their business for earning profit, and therefore, whose responsibility it is to pay their workers the minimum wage. The analogy of educational institutions and local bodies to which Government gives grants, to enable them to meet a portion of their wage bill in certain cases, is obviously not applicable here.

#### **Size of family**

91. As regards the size of a family and the number of earners to be taken into consideration for the fixation of quantum of minimum wages, the accepted view in this country is that the minimum wages should enable a man to support his wife and two dependents who would ordinarily be children under the age of 14.

#### **Age a Relevant Factor for Unskilled Workers**

92. During the visits of the Committee to various centres it was found that a number of workers employed in printing presses were very young and unmarried. In this industry recruitment is made of persons who are even adolescents. To fix minimum wages for them on the basis of a family consisting of three units viz. of two adults and two children would not be fair to the industry. Wages have, also, to be fixed in the context of skill for which proper weight has to be assigned. In the determination of minimum wages for semi-skilled and skilled workers, not so much the age as the training, grasp and experience are the more relevant factors. But the age should certainly be the factor of importance for the determination of minimum wages for an unskilled worker. Even in Britain, as pointed out by Prof. Barbara Wootton in her 'The Social Foundations of Wage Policy', "In manual employments in industry the maximum adult rate is generally reached at twenty-one or

a year or two later." The Committee has, therefore, come to the view that the minimum wages for the unskilled category of workers should be lower for adolescents up to 18 years of age and very young workers from 19 to 21 years of age than the normal minimum wages, to which workers above 21 years of age should be entitled. The Committee is aware that even the modest minimum wages on the above basis would raise the wage bill of most of the units in the industry and of some units to a level which would mean a burden to them. But it is inevitable. The remedy against it lies in directions other than the reduction of the level of minimum wages that we have recommended.

#### **Fixation of Different Minima**

93. In fixing minimum wages discretion is given to the wage-fixing authority for fixing different minima for—

- (1) different classes of work in a scheduled employment,
- (2) adults, adolescents, children and apprentices and
- (3) different localities.

#### **Three Categories of Work**

94. Section 2 (i) of the Minimum Wages Act defines "employee" as any person who is employed for hire or reward to do any work, skilled or unskilled, manual or clerical in a scheduled employment in respect of which minimum rates of wages have been fixed. The term also, includes an out-worker. The Committee, has, accordingly, decided to recommend minimum rates of wages for workers by classifying them into three categories viz.,—(i) skilled, (ii) semi-skilled and (iii) unskilled. It has, also given its views regarding classification of various jobs in these three categories. In doing so it has given due consideration to four major characteristics which attach to different jobs viz., skill, effort, responsibility and working conditions. It has taken a note of the fact that both skill and effort are physical as well as mental, that responsibility relates both to people and material things and that working conditions would contain elements which might be hazardous or disagreeable.

95. In order to avoid disputes over classification of employees in the three grades, the Committee has prescribed tests for the very common among occupations in the printing industry.

#### **No Recommendation**

96. The Committee has deliberately refrained from making any recommendation regarding the minimum wages of the supervisory staff such as foremen and departmental heads and of certain highly skilled categories of workers in the intricate and difficult processes introduced in some units in the industry, for the reason that the supply of such personnel is very limited and its wages are negotiated. The consideration of sweating and the workers being unorganised, and therefore, unable to bargain do not arise in their case. Similarly, the Committee does not think that its terms of reference warrant its going into the level of wages of some of the individual establishments in the public sector for making specific recommendations. It examined them as a part of its general enquiry into the wages of the printing industry, in the State as a whole.

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- (3) different localities.

### Three Categories of Work

94. Section 2 (i) of the Minimum Wages Act defines "employee" as any person who is employed for hire or reward to do any work, skilled or unskilled, manual or clerical in a scheduled employment in respect of which minimum rates of wages have been fixed. The term also, includes an out-worker. The Committee, has, accordingly, decided to recommend minimum rates of wages for workers by classifying them into three categories viz.,—(i) skilled, (ii) semi-skilled and (iii) unskilled. It has, also given its views regarding classification of various jobs in these three categories. In doing so it has given due consideration to four major characteristics which attach to different jobs viz., skill, effort, responsibility and working conditions. It has taken a note of the fact that both skill and effort are physical as well as mental, that responsibility relates both to people and material things and that working conditions would contain elements which might be hazardous or disagreeable.

95. In order to avoid disputes over classification of employees in the three grades, the Committee has prescribed tests for the very common among occupations in the printing industry.

### No Recommendation

96. The Committee has deliberately refrained from making any recommendation regarding the minimum wages of the supervisory staff such as foremen and departmental heads and of certain highly skilled categories of workers in the intricate and difficult processes introduced in some units in the industry, for the reason that the supply of such personnel is very limited and its wages are negotiated. The consideration of sweating and the workers being unorganised, and therefore, unable to bargain do not arise in their case. Similarly, the Committee does not think that its terms of reference warrant its going into the level of wages of some of the individual establishments in the public sector for making specific recommendations. It examined them as a part of its general enquiry into the wages of the printing industry, in the State as a whole.



97. The Committee has observed that as a general practice children are not employed in the printing industry. It welcomes this feature. It would like to discourage employment of children. It, therefore, does not wish to make any recommendation for a special wage for a child. Such of the employers as may employ children would have to pay full wages recommended for adolescents in the unskilled category, although the child is permitted to work for less hours.

### **Character of Rate of Wages**

98. Section 3 (2) states that the appropriate Government may fix (a) minimum rate of wages for time work ("a minimum time rate"); (b) minimum rate of wages for piece-work ("a minimum piece rate"); (c) minimum rate of wages to apply in the case of employees employed on piece work for the purposes of securing to such employees a minimum rate of wages on a time-work basis ("a guaranteed time rate"); (d) minimum rate to apply in substitution for the minimum rate which would otherwise be applicable in respect of overtime work done by employees ("overtime rate").

### **Minimum Consolidated Time Rate**

99. The Committee has decided to recommend only minimum time rates of consolidated wages, as it found during its enquiries at various centres, as also, from the replies to the questionnaire that it is the most prevalent system. While the industry is dispersed all over the State, the cost of living indices are available only for Bombay, Ahmedabad, Sholapur and Jalgaon. To relate the cost of living at other centres to any of these four centres in the absence of any reliable, scientifically collected data would, in the opinion of the Committee, be unreal. During its enquiry, the Committee tried to assess the present cost of living in a rough way by putting specific question to witnesses. It, also, tried to have an idea of the level of wages in other employments at various centres. It has, therefore, taken its base on such information. The Committee has, also, taken into consideration the awards in disputes in the units of the printing industry given by Industrial Tribunal and settlements arrived at between the employers and employees. Since the Committee has recommended consolidated minimum wages, where the system of basic wage plus dearness and other allowances is in vogue, the employers may continue to do so, so long as the total does not fall below the prescribed minima.

### **Adolescents and Apprentices**

100. So far as adolescents (workers up to the age of 18) in the unskilled category are concerned, the Committee has made a specific recommendation regarding minimum wage as per its view expressed earlier.

101. As regards apprentices, the Committee is of the view that they should be paid the same wages as those suggested by it for adolescents (workers up to the age of 18).

102. The Rule 2 (C) of the Act states, "Apprentice mean a person who is employed for the purpose of being trained in any scheduled employment, provided that, such person shall not be deemed to be an apprentice if the

period of training in a scheduled employment exceeds one year." The very thing that as per this Rule Government expects the employer to pay an apprentice on completion of one year, normal minimum wages prescribed for a full fledged worker, clearly indicates that according to it, an apprentice becomes trained and qualified after one year. The Committee regrets that it is unable to accept the concept behind this Rule. So far as some of the occupations in the skilled and semi-skilled categories in the printing industry are concerned, in the view of the Committee, for a person to be qualified "skilled" or "semi-skilled" it would require a longer period of apprenticeship than one year. It is aware that in such cases it would be necessary to prescribe higher wages for each additional year of training, so that at the end of the period of training as an apprentice, the worker would automatically get the minimum wage of that category. The Committee deeply regrets that for want of sufficient time, it could not specify apprenticeship periods for jobs requiring longer training. It, therefore, suggests that Government should suitably amend the relevant Rule in this behalf on expert advice.

### **Sub-Standard Workers**

103. During its inquiry it was represented to the Committee at some centres that the recruitment of some of the workers was done more on humanitarian and personal considerations than on those of merit. It found that there was truth in this statement. In one instance it came across a blind man doing a useful job for a number of years. There were a number of cases where the workers sub-standard. If the proprietors are made to pay such workers the prescribed minimum wage, sooner or later they will loose their jobs. Employers indicated it in their talks with the Committee. Dr. Raghuraj Singh has discussed this aspect of the question in "The Movement of Industrial Wages in India". He states, "Efficiency below the average may be the result of infirmity or physical injury. Owing to the lower efficiency of sub-standard workers, the application to them of a minimum time-wage appropriate to the general body of workers would result in their unemployment. The alternative is to grant them permission to work at a lower rate than the ordinary minimum. If allowance is made for their lesser productivity, sub-standard workers will be able to contribute to the national dividend."

104. The above aspect of the question is important. The Committee feels that with the safeguards against the possible abuse, it may be possible to provide in the Rules under the Act that the Commissioner of Labour or an officer authorized in that behalf could make exception in deserving cases and fix lower minimum wage for infirm, handicapped or sub-standard workers already employed. The average product resultant from the effort of such a sub-standard worker would be a proper guide for the determination of his wage. The Committee hopes that this aspect may be duly considered by Government.

### **Normal Working Day**

105. The Committee has given consideration to the number of hours of work which should constitute a normal working day. The evidence tendered to the Committee showed that the most common number of hours of work in the

printing industry is 48 per week of six days. The Committee's recommendation of minimum wages has thus, as its basis a normal working day of 8 hours excluding recess. This basis of the Committee's recommendation should, however, not affect adversely the wages of those who by usage, convention, agreement, or award are having a normal week of less than 48 hours.

### **Overtime**

106. As regards overtime, hours of work put in, over and above 48 hour in a week of six days, should be considered "legal" overtime. Hours of work put in over and above the normal week of less than 48 hours up to 48 hours should be considered "ordinary" overtime. The Committee has accordingly recommended different rates for overtime wages for "legal" and "ordinary" overtime.

### **Determination of Zones**

107. The cost of living and the condition of the industry differ from place to place and it is but proper and fair that for purposes of the fixation of minimum wages, the State should be divided into suitable areas commonly called zones. The Committee found that population could not be the sole guiding consideration in this respect. It was revealed that there is no correlation between the growth of printing industry and population. Cities and towns have sprung up for a variety of reasons. Development of trade and industry is an important contributory factor but, also, not the only factor. The Committee, therefore, took into consideration the population, the development of trade and industry in general and of the printing industry in particular, the political and administrative status and the cost of living in the several centres of the printing industry as principal factors in the determination of zones. The Committee has consequently divided the Bombay State territory into six zones. In doing so the Committee has been anxious to see that such division has been fair both to the industry and its workers.

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## CHAPTER VI

## DETAILED RECOMMENDATIONS IN TERMS OF THE ACT

**Zones**

108. The Committee recommends that all the places in the State should be divided into six "Zones" as mentioned below :—

*Zone I.*—Greater Bombay Municipal Corporation Limit.

*Zone II.*—Poona Municipal Corporation Limit, and Ahmedabad Municipal Corporation Limit.

*Zone III.*—Municipal limits of the following towns. If there is no Municipality, Gram Panchayats limits. If there is no Gram Panchayat, within five miles radius of the following townships.

Baroda, Belgaum, Dharwar, Goregaon, Hubli, Kirloskarwadi, Kolhapur, Malavali, Malad, Nasik City and Nasik Road, Sholapur, Surat, Walchandnagar.

*Zone IV.*—Municipal limits of the following towns. If there is no Municipality, Gram Panchayats limits. If there is no Gram Panchayat, within five miles radius of the following townships.

Ahmednagar, Chalisgaon, Dhulia, Gadag, Ichalkaranji, Jalgaon, Kalyan, Miraj, Nadiad, Sangli, Satara Road and Satara City and Thana.

*Zone V.*—Municipal limits of the following towns. If there is no Municipality, Gram Panchayats limits. If there is no Gram Panchayat, within five miles-radius of the following townships. :—

Anand, Bagalkot, Barsi, Bijapur, Billimora, Broach, Bulsar, Dholka, Godhra, Jaisingpur (Kolhapur District), Karad, Madhavnagar, Malegaon, Mehsana, Navsari, Pandharpur, Patan, Unjha, Visnagar, Viramgaon.

*Zone VI.*—All the places not included in Zones I to V above.

**Minimum Rates of Monthly Wages**

109. The Committee recommends the following consolidated wages (inclusive of dearness allowance) for (A) Unskilled, (B) Semi-skilled and (C) Skilled workers in various Zones, for a month of 28, 29, 30 or 31 days as per Christian Calendar for workers who are given a paid weekly holiday and for a month of 26 days for workers who are not given a paid weekly off.

**110. (A) Unskilled :**

Zone.			Up to age of	Between age	22 years
			18 years (18 inclusive).	of 19 years and 21 years (both inclusive).	and above.
			Rs. a. p.	Rs.	Rs. a. p.
Zone I	... Unskilled (a)	...	50 0 0	60	70 0 0
	Unskilled (b)	...	45 0 0	55	65 0 0
Zone II	... Do.	...	35 0 0	43	52 0 0
Zone III	... Do.	...	30 0 0	37	45 8 0
Zone IV	... Do.	...	25 0 0	32	39 0 0
Zone V	... Do.	...	22 8 0	28	35 12 0
Zone VI	... Do.	...	20 0 0	25	29 4 0

**111. (B) Semi-skilled :**

Zone.		Rate of monthly wages.				
		Rs.				
Zone I	... Semi-skilled (a)	...	...	...	...	80
	... Semi-skilled (b)	...	...	...	...	75
Zone II	... ..	...	...	...	...	65
Zone III	... ..	...	...	...	...	60
Zone IV	... ..	...	...	...	...	55
Zone V	... ..	...	...	...	...	50
Zone VI	... ..	...	...	...	...	42

**112. (C) Skilled :**

Zone.		Rate of monthly wages.				
		Rs.				
Zone I	... Skilled (a)	...	...	...	...	135
	... Skilled (b)	...	...	...	...	110
	... Skilled (c)	...	...	...	...	95
	... Skilled (d)	...	...	...	...	90
Zone II	... Skilled (Higher)	...	...	...	...	80
	... Skilled (Lower)	...	...	...	...	75
Zone III	... ..	...	...	...	...	70
Zone IV	... ..	...	...	...	...	65
Zone V	... ..	...	...	...	...	60
Zone VI	... ..	...	...	...	...	50

**113.** For workers employed on other than monthly basis, the monthly wages recommended above be divided by 26 to arrive at the daily rate. The quotient arrived at by such division should be stepped up to the nearest Anna.

**Adolescents**

**114.** An adolescent worker should get the wages recommended for persons up to the age of 18 (inclusive) in the unskilled category.

**Children**

**115.** No lower-rate of wages is recommended than the one for adolescents.

**Apprentices**

**116.** Apprentices should get the wages recommended for adolescents in the unskilled category. In Bombay they should get the rate recommended for unskilled (b). If an apprentice is kept for imparting practical training under a scheme recognised by Government, he should be exempted from the operation of this Act.

### Piece Rates

117. The Committee does not wish to make a specific recommendation for a piece rate of wages. Section 17 of the Minimum Wages Act provides that if minimum time wages are fixed, the establishments are free to go in for piece rates provided that such piece rates do not work to the disadvantage of the workers in terms of minimum time-rate wages.

### Over-time.

118. As regards the payment for "legal" overtime, the same be paid as per the provisions in that behalf in the Factories Act or in the Shops and Establishments Act according as the concern is covered by them. Where the concern is not covered by any of these two Acts, the "legal" overtime should be paid at  $1\frac{1}{2}$  times the consolidated rate of wages recommended by the Committee.

As regards the wages for "ordinary" overtime, they should be paid proportionately at the ordinary consolidated rate of minimum wages recommended by the Committee.

The terms "legal" overtime and "ordinary" overtime are defined by the Committee in paragraph 106 of the Report.

### The Classifications of Employments

119. The Committee recommends that the various occupations/employments in the industry should be classified as below :—

#### SKILLED EMPLOYMENTS.

(Sub-classified into four groups) :—

##### *Skilled "a".*

- ✓ 1. Lino-Type-Operator.
2. Camera-Operator.
3. Tri-Colour-Etcher.
- ✓ 4. Rotary-Pressman (Flat-Bed).
5. Commercial-Artist.
- ✓ 6. Litho-Artist.
7. Negative-Positive-Retoucher.
8. Offset-Printer.
9. Stenographer.
10. Tele-Printer-Operator.
11. Accountant.
12. Cashier.

##### *Skilled "b".*

1. Ludlow-Operator.
- ✓ 2. Mono-Type-Key-Board-Operator.
- ✓ 3. Proof-Reader.
4. Proof-Printer (Multi-Colour).
5. Transfer-Printer (Litho-Offset) or Handpressman.
6. Offset-Plate Maker.
7. Copy printer (Litho-Offset).
8. Retoucher or Toucher.
9. Etcher (Photogravure).

*Skilled " b "—contc*

10. Layout-man (Photogravure).
11. Flat-bed-Printer (Litho).
12. Punch-Maker.
13. Envelope-Machineman.
14. Die-Maker.
15. Embossing-Machineman.
16. Mechanic.
17. Electrician.
18. Steno-typist.

*Skilled " c ".*

1. Compositor.
2. Imposer.
3. Mono-Type-Caster.
4. Type-Caster.
5. Stereo-Typer or Sterco-Caster.
6. Stereo-Router-*cum*-Mounter.
7. Line-Etcher.
8. Halftone-Etcher.
9. Transfer-Printer (Blocks).
10. Engraver.
11. Router.
12. Cylinder-Pressman.
13. Die-Stamp or Die-Plate-Printer.
14. Gilder.
15. Inter-lay-Cutter.
16. Binder (Volume and Ledgers).
17. Cutter.
18. Carpenter.
19. Driver.
20. Store or Godown Keeper.
21. Clerk.
22. Time-Keeper.
23. Typist.
24. Telephone-Operator.
25. Address-Machineman.
26. Cylinder-Grainer.

*Skilled " d ".*

1. Copy-Holder.
2. Treadle-Pressman or Platenman.
3. Binder.
4. Sewing-Machineman.
5. Folding-Machineman.
6. Ruling-Machineman.
7. Box-Puncher.
8. Scorer or Bender.
9. Hand-Box or Envelope-Maker.
10. Mounter.

120.

## SEMI-SKILLED EMPLOYMENTS.

(Sub-classified into two groups).

*Semi-skilled " a ".*

1. Distributor.
2. Assistant Camera Operator.
3. Assistant Transfer-Printer.
4. Assistant Etcher.
5. Letterpress-Feeder.
6. Counter.
7. Checker.
8. Numberer or Paging-man.
9. Packer.
10. Assistant Embossing-Machineman.
11. Assistant Toucher.
12. Assistant Copy-Paster.
13. Offset-Feeder.
14. Flat-bed-Feeder.
15. Varnisher.
16. Wax-Machineman.
17. Gold-Powderer.
18. Wireman.
19. Type-Cutter.

*Semi-skilled " b ".*

1. Lino-Baller.
2. Proof-Puller or Gally-Pressman.
3. Type-Dresser.
4. Roller-Maker or Caster.
5. Plate-Grainer or Grinder.
6. Ink-Grinder.
7. Knife-Sharpner.
8. Wire-Sitcher.
9. Perforator.
10. Lable-Puncher.
11. Ruling-Feeder.
12. Reemingman.
13. Metal-Caster or Lead-Melter.



121.

## UNSKILLED EMPLOYMENTS.

(Sub-classified into two groups).

*Unskilled " a ".*

1. Stereo-Baller.
2. Rotary-Baller.
3. Cylinder-Baller (Photogravure).
4. Hand-Folder.
5. Assistant Carpenter.
6. Stone-Grinder.

*Unskilled " b ".*

1. Baller.
2. Helper.
3. Binding Boy.
4. Cleaner.
5. Sweeper.
6. Peon.
7. Watchman.
8. Mazdoor.

The Committee realises that the above list of occupations, though exhaustive, may not be complete. If any occupation/employment is found left out, the same be classified on the basis adopted by the Committee for the purpose.

**Application of the above Classification to Various Zones**

122. These classifications and sub-classifications of various occupations divided into eight groups are applicable to the First Zone only.

For the purpose of payment of minimum wages in the Second Zone, the occupations in Skilled (a) and (b) groups should be treated as one single group of Skilled (higher), the occupations in Skilled (c) and (d) groups should be taken as one single group of Skilled (lower), the occupations in Semi-skilled (a) and (b) groups should be taken as one Semi-skilled group, and the occupations in Unskilled (a) and (b) group should be taken as one Unskilled group.

Similarly, in the Zones III, IV, V and VI, all the eight sub-classifications of occupations should be merged into three respective main groups viz. Skilled, Semi-skilled and Unskilled.

### Tests for Certain Common occupations

123. The Committee recommends following tests for the occupations mentioned below :—

#### (1) *Compositor.*

English Pica types : 3,200 corrected ems in a day.  
 Nagari Pica Akhand types : 2,000 corrected ems in a day.  
 Nagari Pica Degree types : 1,600 corrected ems in a day.  
 Gujrati Pica types : 2,200 corrected ems in a day.  
 Kannad Pica types : 3,200 corrected ems in a day.

#### (2) *Treadle-Pressman or Platenman.*

Make ready a job and give 5,000 prints on a treadle run by foot and 6,000 prints on a treadle or Platen run by Power in a day.

#### (3) *Cylinder Pressman.*

Make ready a job and give 5,000 prints in a day.

### Revision and Reconsideration in Certain Circumstances

124. The Committee's recommendation regarding minimum wages may be revised after three years. In case there is an abnormal rise in the prices of necessities of life, the revision be done earlier. If there is some fall in prices, the wages should not be lowered as in the view of the Committee its benefit should accrue to the workers.

### Miscellaneous Suggestions

125. As stated by the Committee in another context, its recommendations for minimum wages would increase the financial burden on the industry to some extent. The burden would vary from unit to unit according to the existing level of wages. The malady of the industry lies in its excess capacity of production that has resulted in lowering the printing rates much below the economic level. In order that the industry may get some relief, the Committee would make the following suggestions for the consideration of the Government.

### Restriction on New Presses

126. For some time to come no new presses should be permitted to be started. There should be an Advisory Committee appointed by Government in every district consisting of representatives of employers, employees and consumers. The Committee should advise the collectors as to whether there is room for new presses in the industry. It should, also, review the rates that may be charged by the industry to the consumers.

### Economic Rates for Government work

127. In giving its work to private presses the State Government at present is taking advantage of cut-throat competition among the private printing presses. Not only that, but even where a tender is accepted and the work executed by the press, the payment of bill is subject to its scrutiny by the Superintendent

of the Stationery and Printing Department. It was complained that on occasions he reduced the agreed rates. The Committee considers this practice undesirable. It would suggest that Government should arrive at the economic rate of printing on expert advice and offer its work to the private printing presses only through their associations at that rate. If Government adheres to such a policy it would help the associations to bring about conditions of self regulation. The Committee realises that all the printing presses may not be possessing sufficient equipment for the purpose. Government may, therefore maintain a list of approved presses to which only the association should be permitted to give work. Government should prescribe standards of equipment which the presses should possess, in order to qualify themselves for being included in the approved list. Further, it should be the policy of Government to assign the work connected with a particular district to the industry in that district. Only where the presses in the district may not have the capacity to do the job, the work be given outside. One of the major items of Government work that is at present given to private presses is the printing of electoral rolls. Government should so time its printing that the presses may not have to work overtime. In short, the Government work should be spread over a reasonable period.

### **Work of Local Bodies**

128. Government should, also, advise local bodies and semi-Government institutions to get their work done at the local presses. There appears to be a tendency on the part of Government to undertake work which was formerly done by private presses. Government have, also, been introducing modern equipment in their presses yielding larger output of work. For instance, the primary text-books which were formerly being printed by the private presses are being printed in the Government presses. The Committee found during its visit to the Photo-Zinco Press the same being printed on an off-set machine. The Committee, therefore, would like Government to consider the advisability of not introducing further mechanisation in their own presses for the work which can conveniently be done by private presses.

### **Training Facilities**

129. The present facilities for training appear to be both inadequate and unsuitable for the needs of the industry. As the part-time course of the Department of Technical Education gives instructions only for about two hours a day, the candidates do not develop the habit of working continuously for four hours at a stretch. Moreover, the salary which the industry can afford to pay to the certificate holders of this three year course is far below their expectation with the result that usually an average high school student turns his back to this course. A compact course of a shorter term would be worth trying.

130. The facilities for elementary training in typography need to be increased. There are only three schools in the whole of the State which give such training. Provision should be made for practical training in central composite workshops in district places to which candidates from local high schools can have an easy access. In bigger centres of the industry,

arrangement should be made by local employers to conduct evening classes for imparting instruction on the theoretical aspects of the processes to those who are already in the industry. This will increase the general efficiency of the individual worker and thereby raise the general standard of the industry as a whole.

### **Industry's Obligations**

131. The industry, also, owes a duty to itself. It must set its house in order. Its local associations must be disciplined and strong. They must work out minimum economic rates, below which the members should not accept work. The Committee would like to commend the example of the press-owners in Ratnagiri who have been able to eliminate cut-throat competition among them. Given the will, it should be possible, elsewhere, also.

132. The present cost of production of the small printing presses in larger centres could be minimised if they were to undertake purchases of raw materials on a co-operative basis. They would be able also to get financial accommodation from the Central Financing Agency, if they organised themselves into producers' co-operatives. The minimum wages would introduce standardisation of wage rates. But it would be up to the employers to standardise service conditions in consultation with workers. Unless the employers take into confidence their workers and create a sense of oneness of interest and affinity among them, they would not be able to get the best out of them.

### **Amendment of Press and Regulation of Books Act**

133. The Committee recommends that Government should maintain a correct list of printing presses. It feels the provisions in the "Press and Registration of Books Act" are inadequate for the purpose and need to be improved. It should be provided that a person making a declaration as the keeper and/or the printer of a press shall be under an obligation to report to the District Magistrate within 3 months of such declaration if the press has been actually started. Further, when a press is closed, it should be made incumbent on the keeper and/or the printer to inform the District Magistrate of such a closure within a month.

### **Licences for Presses**

134. Licensing system may be introduced in the printing industry. Whether the unit be small, medium or big, it should be made obligatory on it to get a licence. It should make easy the maintenance of a correct list of presses. Further it should be laid down that every press shall furnish, an yearly return to the District Magistrate at the time of the renewal of the licence stating the name and address of the press, the name and address of the proprietor and the number of workers employed. A penalty be provided for a defaulter in furnishing any of the information as suggested above.

## CHAPTER VII

## ACKNOWLEDGMENT AND GRATITUDE

135. But for the information which the printing presses supplied to the Committee through their replies to the questionnaire and the organisations of employers and employes through their memoranda and oral evidence, and the lists of presses which the Examiner of Books and Publications, the Director of Industries, the Chief Inspector of Factories, the Commissioners of Municipal Corporations, Chief Officers of District and Brough Municipalities, and the Collectors of Districts supplied to the Committee, it could not have done justice to the work entrusted to it. The Committee is thankful to all of them. The Committee, also, expresses its thanks to the Chief Officers of Municipalities at the various centres of the printing industry which it visited, for placing at its disposal their meeting halls and sending the Inspectors of Shops and Establishments to acquaint it with their views as persons having first hand knowledge of conditions in small printing presses not governed by the Factories Act.

The Committee wishes to place on record its sense of high appreciation of the services rendered by Shri G. K. Dhutia, Asstt. Commissioner of Labour (Administration) who besides being its Secretary, was also a member. His remarkable grasp of the labour problem and wide experience as a Conciliation Officer was immensely helpful to the Committee in its enquiry. His tact in handling the staff, capacity for hard work, ability to get the work done with expedition and above all anxiety to look to the convenience of those with whom he works have been gratifying.

The Committee desires to thank Shri D. G. Kale, Dy. Commissioner of Labour (Admn.) and Shri T. D. Sapre, Assistant Commissioner of Labour (Admn.), Information Section, for preparing the necessary investigators for tabulating the replies to the questionnaires. It wishes to refer to the valuable contribution made by Shri D. J. Nandedkar, senior investigator, in this behalf.

In order to help the Committee in submitting its report in time the Dy. Commissioner of Labour (Admn.) made available to it the services of his typing staff, also, for which it expresses gratitude to him.

The staff of the Minimum Wages Section who put in untiring efforts worked to the entire satisfaction of the Committee. Specific mention should be made of Kumari L. M. Deodhar who put Committee's work above everything else. The Committee expresses its great appreciation of these efforts.

(Sd.) A.R. BHAT, Chairman.

( ,, ) D. D. GANGAL, Member.

( ,, ) BACHUBHAI P. RAWAT, Member.

( ,, ) RAM MAHADIK, Member.

( ,, ) LALITCHANDRA DIVANJI, Member.

( ,, ) G. K. DHUTIA, Member-Secretary.

Bombay, 15th December 1955.

**APPENDIX I****NOTIFICATION****DEVELOPMENT DEPARTMENT.****Secretariat (Annexe), Fort, Bombay.****19th January 1955.****MINIMUM WAGES ACT, 1948.**

No. 2458/48.—Whereas by Government Notification, Development Department, No. 2458/48, dated 14th July 1954 (XI of 1945), the Government of Bombay was pleased to give notice of its intention to add to Part I of the Schedule to the said Act, the following employment, namely :—

“ Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on.”

Now, therefore, in exercise of the powers conferred by the said section 27, the Government of Bombay is pleased to add to Part I of the Schedule to the said Act the following employment with effect from the 19th January 1955.

“ Employment in any industry in which any process of printing by letterpress, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on.”

By order and in the name of the Governor of Bombay.

(Signed) J. C. AGARWAL,  
Under Secretary to Government.

## APPENDIX II

*Minimum Wages Act, 1948.*

Appointment of Committee under the—

## GOVERNMENT OF BOMBAY.

## DEVELOPMENT DEPARTMENT.

Resolution No. 2458/48.

Secretariat (Annexe), Fort.

Bombay, 19th January 1955.

RESOLUTION.—As required by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1. 48), Government is pleased to appoint the following Committee to hold enquiries and advise it in the fixing of minimum rates of wages in respect of employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process or book binding is carried on, added to Part I of the Schedule to the said former Act by Government Notification, Development Department, No. 2458/48, dated 19th January 1955 :—

*Chairman.*

Shri A. R. Bhat, M. Com., M.L.C.,  
25B, Sadashiv Peth,  
Poona 2.

*Employers' Representatives.*

1. Shri D. D. Gangal,  
President, Poona Press Owners' Association Ltd.,  
624, Sadashiv Peth, Poona 2.
2. Shri Bachubhai P. Rawat, M.L.C.,  
President, Ahmedabad Printing Press Association,  
At Kumar Karyalaya Ltd.,  
1454, Raipur, Ahmedabad.

*Employees' Representatives.*

1. Shri Ram Mahadik,  
General Secretary, Press Mazdoor Sabha,  
C/o Praja Socialist Party,  
25/2, Bhai Jivanji Lane, Thakurdwar, Bombay 2.
2. Shri L. C. Divanji,  
President, Government Press and Stationery  
Employees Union, C/o Majoor Mahajan Office, Baroda.

2. Shri G. K. Dhutia, Assistant Commissioner of Labour, Bombay should be appointed Member-Secretary of the abovementioned Committee in addition to his own duties.

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

4. In modification of the orders issued under Government Resolution, Development Department, No. 2457/48, dated 16th July 1954, Government is pleased to direct that the Chairman of the abovementioned Committee should not be entitled to any honorarium for his work as Chairman.

5. The Chairman and members of the said Committee should be paid travelling allowance and daily allowance for any journey performed by them in connection with the enquiries in accordance with the scale 1 specified in rule 1(1) (b) in Appendix XLII-A, Section I to the Bombay Civil Services Rules as amended from time to time. An amount of Rs. 880 has been placed at the disposal of the Commission of Labour for meeting the expenditure on account

of the above mentioned committee during the current financial year. The expenditure should be debited to the budget head "47. Miscellaneous Departments-B-Labour B-12-Special Committees for Enquiry-Minimum Wage Committees", and met from the sanctioned grants under that head, if necessary, by reappropriation.

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

7. The Resolution should be published in the *Bombay Government Gazette* for general information.

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

J. C. AGARWAL,  
Under Secretary to Government.



**APPENDIX III****PRESS NOTE FOR PUBLICATION.**

"The Government of Bombay, by its Resolution Development Department, Resolution No. 2458/48, dated the 19th January 1955 has appointed a Committee to hold enquiries and advise the Government in the fixing of minimum rates of wages in respect of employment in any industry in which any process of printing by letterpress, lithography, photogravure, of other similar work or work incidental to such process or book binding is carried on, added to Part I of the Schedule to the Minimum Wages Act, 1948, by Government Notification, Development Department, Resolution No. 2458/48, dated the 19th January 1955. Those persons who are interested in the fixation of Minimum Wages for the press industry may kindly forward their suggestions bearing on the enquiry in the Press Industry, to the Secretary, Advisory Committee under the Minimum Wages Act, 1948 (Printing Industry), Wellington Cinema Building, Dhobi Talao, Bombay 2, on or before 10th March 1955".

## APPENDIX IV

No. Dy. CL (A)/Ptg. Ind./

OFFICE OF THE SECRETARY, MINIMUM WAGES  
(PRINTING INDUSTRY) COMMITTEE.Wellington Cinema Building, Dhobi Talao,  
Bombay 2.

15th April 1955.

From

Shri G. K. DHUTIA, B.A. (Hons.), LL.B.,  
Assistant Commissioner of Labour (Admn.) and  
Secretary, Minimum Wages (Printing Industry) Committee, Bombay.

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*Subject.*—Questionnaire issued by the Minimum Wages (Printing Industry) Committee, under section 5 of the Minimum Wages Act, 1948.

विषय.—न्यूनतम वेतन (छाई उद्योग) समिति की ओर से न्यूनतम वेतन, सन् १९४८ विधेयक की धारा ५ के अधीन प्रस्तुत की हुई प्रश्नावली।

Dear Sir,

I have to inform you that the Government of Bombay by its Resolution in the Development Department, No. 2453/48, dated 19th January 1955, have appointed this Committee under section 5 of the Minimum Wages Act, 1948, to hold enquiries and advise it in the fixing of minimum rates of wages in respect of employment in any industry in which any process of printing by letterpress, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on.

The Committee has decided to collect information in respect of all the concerns as per questionnaire (Copy enclosed). I have therefore, to request you kindly to give information in respect of your establishment in questionnaire and return the same so as to reach this office at the abovementioned address on or before 10th May 1955, without fail.

As the Committee has to complete its work within the time prescribed by Government, I request you kindly to see that the reply is sent in time.

Counting on your best co-operation and thanking you in advance.

महोदय,

मुझे आप को सूचित करना है कि बम्बई सरकार के विकास विभाग ने अपने प्रस्ताव क्रमांक २४५८/४८, दिनांक १९ जनवरी सन् १९५५ ई० द्वारा न्यूनतम वेतन विधेयक, सन् १९४८ ई० की धारा ५ के अधीन यह समिति नियुक्त की है इसलिए कि वह ऐसे उद्योग, जिस में प्रिंटिंग, लैटरप्रेस, लियोग्राफि, फोटोग्रावर के द्वारा छाई या अन्य तद्दृश्य या सम्बंधित कार्य या बुकबायडींग का काम किया जाता है—में नौकरी के सम्बन्ध में न्यूनतम वेतन के निर्धारण के लिए छानबीन करे और सरकार को सलाह दे।

समिती ने निश्चय किया है कि सभी व्यवसाहिक संस्थाओं की ओर से इसे के साथ नत्गी की हुई प्रश्नावली के आधार पर सूचनाओं का संग्रह करे। इस लिए मैं आप से प्रार्थना करता हूँ कि अपनी संस्था के बारे में प्रश्नावली में ईप्सित जानकारी दे कर उस को उक्त पते पर १० मई, सन् १९५५ ई० तक या उसे से पहले अवश्य लौटाने की कृपा करें।

चूँकि समिती को सरकार द्वारा निश्चित समय के अन्दर काम समाप्त करना है, इसलिये मैं प्रार्थना करता हूँ कि आप समय पर उत्तर भेज दें।

मैं आप की सहयोगता की आशा करता हूँ और आप को धन्यवाद देता हूँ।

I am,

Yours faithfully,

(Signed) G. K. DHUTIA,

Secretary,

Minimum Wages (Printing Industry) Committee.

## QUESTIONNAIRE.

## प्रश्नावली ।

MINIMUM WAGES COMMITTEE FOR PRINTING INDUSTRY, 1955.

न्यूनतम वेतन छपाई उद्योग समिती, सन् १९५५ ई० के लिए ।

(Appointed under the Minimum Wages Act, 1948, by the Government of Bombay).

(बम्बई सरकार द्वारा न्यूनतम वेतन विधेयक, सन् १९४८ ई० के अधीन स्थापित) ।

PLEASE GIVE INFORMATION IN RESPECT OF YOUR CONCERN ON THE FOLLOWING POINTS:—

कृपया अपने व्यावसायिक संस्था से सम्बन्धित निम्न विषयों के बारे में सूचना दें:—

1. NAME OF THE CONCERN ... ..

१. व्यावसायिक संस्था का नाम ... ..

2. POSTAL ADDRESS OF THE CONCERN

२. व्यावसायिक संस्था का डाक का पता ..

3. FULL NAME OF THE OWNER OR OCCUPIER.

३. मालिक या कब्जेदार का पूरा नाम ... ..

## 4. NUMBER OF WORKERS EMPLOYED...

४. काम पर लगाये हुए मजदूरों की संख्या ...

(a) Direct	...	Permanent	..
(क) प्रत्यक्ष	...	स्थायी	..
		Temporary	..
		अस्थायी	..
		Casual	..
		सामयिक	..
		Apprentices	..
		नवसिखिये	..

(b) Through contractors—

(ब) ठेकेदारों के द्वारा :—

(i) In the premises ... ..  
(१) अहाते के अन्दर ... ..(ii) Outside your premises .. ..  
(२) अहाते के बाहर ... ..

5. (a) Whether the Factories Act applies to your concern— Yes/No

५. (क) क्या फॅक्टरी अॅक्ट आप की व्यावसायिक संस्था पर लागू होता है या नहीं— हौं/नहीं

(b) Whether the Shops and Establishments Act applies to your concern— Yes/No

(ब) क्या शॉप्स ऐण्ड एस्टॅब्लिशमेंट्स अॅक्ट आप की संस्था के ऊपर लागू होता है या नहीं— हौं/नहीं

6. The year the concern started working—

६. व्यावसायिक संस्था का कार्य किस वर्ष में आरम्भ हुआ —

(a) The year in which the concern started working—

(क) व्यावसायिक संस्था कब चालू हुई—

(b) The year in which the present occupier took possession—

(ब) किस वर्ष में वर्तमान कब्जेदार ने इस पर अधिकार किया ।

7. Nature of work done by your concern :—\*

७. आपकी व्यावसायिक संस्था ने किस प्रकार का काम किया :—\*

\*Printing by letterpress (Including Book work or job work) Lithography—Photogravure—or other similar work or work incidental to such process or book-binding.

\*लेटरप्रेस द्वारा छपाई (जिस में किताब व छोटा काम (जॉब वर्क) सम्मिलित है), लिथोग्राफी—फोटोग्रावर या ऐसा कोई काम या ऐसे कार्य से सम्बन्धित कोई कार्य या जिल्दसाजी (बाइंडिंग)।

8. Number of shifts working :—

८. कितनी पालियाँ काम करती हैं :—

9. Financial working :—

९. आर्थिक व्यवस्था :—

Lithography printing includes printing by stone process and chrome offset process. It also includes varnishing, waxing, and powdering.

लिथोग्राफी प्रिंटिंग में पत्थर व जो फोटो ऑफ-सेट तरीके से और क्रोम ऑफ सेट तरीके से बनाये गये फ्लेट द्वारा की छपाई सम्मिलित है। इस में पॉलिश, वैक्सिंग व पाऊडर काम भी सम्मिलित है।

Photogravure printing includes all departments connected with and incidental to that process.

फोटोग्रावर प्रिंटिंग में इस तरीके का और इस से सम्बन्धित समस्त विभागों के कार्य सम्मिलित हैं।

Book-binding process includes all the departments connected with and incidental to that process.

जिल्दसाजी (बाइंडिंग) में इस से सम्बन्धित सब विभागों के कार्य सम्मिलित हैं।

Other similar work and incidental work include envelope-making, stationery and box-making, if they form work incidental to printing and are an integral part of the printing press but do not include tin printing and plastic printing.

अन्य इस प्रकार के और इस से सम्बन्धित होने वाले सभी कार्य जिस में लिफाफे बनाना, स्टेशनरी व बक्से इत्यादि बनाना सम्मिलित है यदि वह प्रिंटिंग के साथ होनेवाले ही कार्य हैं और प्रिंटिंग प्रेस के कार्यों का ही अंग हैं परन्तु इसमें टिन प्रिंटिंग और प्लास्टिक प्रिंटिंग सम्मिलित नहीं है।

\*Printing by letterpress includes printing by Types, stereotypes and blocks and similar and incidental work such as stereo-casting block making, type-casting, die-stamping, embossing, etc.

\* (लेटरप्रेस में टाइप स्टीरीओज़ और ब्लॉक्स से छापे हुए और ऐसा अन्य संबन्धित और मिलता-जुलता काम जैसे स्टीरीओ-कास्टिंग, ब्लॉकों का बनाना, टाइप-कास्टिंग रंग की छपाई व उभरे हुए अक्षरों की छपाई (एम्बॉसिंग) सम्मिलित है।

Year. वर्ष ।	Capital invested. लगाई हुई पूंजी ।		Total turn-over (Excluding paper). कुल क्रय-विक्रय (कागज को छोड़कर) ।	Total wages and D. A. paid to employees. कुल वेतन और महंगाई भत्ता जो नौकरों को दिया गया ।	Total wages paid to foreman and contractors. फोरमन और ठेकेदार को दिया गया कुल वेतन ।	Total overhead expenditure (including Establishment and office expenses). अन्य कोई प्रशासनीय खर्च (जिस में स्थापन व ऑफिस के खर्च भी सम्मिलित हैं) ।	Total net profit or loss. If a profit pre- fix its figures- by (+) If a loss prefix its figures by (-) कुल सारा लाभ या हानि । यदि लाभ (+) इस चिन्ह को दिखाता है यदि हानि (-) इस चिन्ह से दिखाई जाती है ।
	Own capital. अपना धन ।	Borrowed. ऋण लिया गया धन ।					
	Rs. रु.	Rs. रु.	Rs. रु.	Rs. रु.	Rs. रु.	Rs. रु.	Rs. रु.
1950 ... ..							
१९५० ... ..							

	1951	...	...						
MO. A. R. 5817-66	1949	...	...						
	1952	...	...						
	1942	...	...						
	1953	...	...						
	1943	...	...						
	1954	...	...						
	1948	...	...						



10. (a) ANY AGREEMENT, SETTLEMENT OF AWARD REGARDING THE WAGES, D. A., ETC., FOR EMPLOYEES :—

१०. (क) कर्मचारियों के वेतन, महंगाई भत्ता इत्यादि से सम्बन्धित कोई समझौता, बन्दोवस्त या पंचाट (अवार्ड) :—

(If any award, state the award No. and the date of publication in the Gazette).

(यदि कोई (अवार्ड) पंचाट है तो उसका क्रमांक और सरकारी समाचार-पत्र उसके प्रकाशन का तिथि भी लिखिये)।

In case of settlement or agreement please supply a copy.

बन्दोवस्त या समझौते के मामले में उसकी एक प्रति भेजिये।

(b) IS THERE A PROVISION OF GRADES WITH ANNUAL INCREMENTS IN YOUR ESTABLISHMENT? IF SO, SUPPLY DETAILS CATEGORYWISE.

(ख) क्या आपकी संस्था में वेतनमान वर्ग के लिए बढ़ती का प्रबन्ध भी है? यदि हो तो वर्गानुसार लिखिये।

11. MACHINERY EQUIPMENT IN THE CONCERN SUCH AS CYLINDERS, PLATENS, TREADLES ETC.

११. संस्था में मशीनरी जैसे सिलिन्डर्स, प्लेटन्स, ट्रेडल्स, इत्यादि कितने हैं।

12. DOES YOUR CONCERN GET SUFFICIENT WORK TO MAINTAIN YOUR AVERAGE COMPLIMENTS OF WORKERS? IF NOT, PLEASE STATE REASONS.

१२. क्या आपकी संस्था के पास इतना काम है कि वह कर्मचारियों की औसताना संख्या का वेतन खर्च निकाल सके? यदि नहीं, तो कृपया कारण लिखिये।

Details of Employment and Wages etc., as existing in January 1955.

कर्मचारी और वेतन इत्यादि का विस्तृतवर्णन जैसा कि जनवरी सन् १९५५ ई० में है।

Categories of employees e.g., printers, Compositors, Binders, etc.	Classification of workers e.g., skilled, semi- skilled, un- skilled, etc.	Number of employees in the category.	Minimum Wages including D.A. to an indivi- dual in the category.  वर्ग में एक व्यक्ति को महंगाई भत्ते समेत न्यूनतम वेतन।	Maximum wages includ- ing D. A. to an individual in the category.  वर्ग में एक व्यक्ति को महंगाई भत्ते समेत अधिकतम वेतन।	Total wages includ- ing D. A. to all workers in the category.  वर्ग में सब कर्म- चारियों का महंगाई भत्ते समेत कुल वेतन।	Your proposal for min. mum wage including D. A. in the category.
						Wages. D.A. Total.  वर्ग में महंगाई भत्ते समेत न्यूनतम वेतन के लिए आप का सुझाव।  वेतन। महंगाई कुल। भत्ता।
कर्मचारियों के वर्ग अर्थात् प्रिन्टर्स, कम्पोजिटर्स और बाइण्डर्स इत्यादि।	कर्मचारियों का वर्गीकरण अर्थात् कुशल, अर्धकुशल, अकुशल आदि।	वर्ग में कर्म- चारियों की संख्या।				

*Details of Amenities given to the Employees.***कर्मचारियों को दी गई सुविधाओं का विस्तृत वर्णन।**

Is there any Provident Fund ? क्या कोई प्राविडण्ड फण्ड है ?	Yes/No* हाँ/नहीं।*	Since which year ? किस साल से ?	What is the contribution of the— इस में कितना अंशदान है— (a) concern ? (क) संस्थाका ? (b) worker ? (ब) कर्मचारीका ?
Is there any Gratuity Scheme ? क्या कोई ग्रैचुइटी योजना है ?	Yes/No* हाँ/नहीं।*	Since which year ? किस साल से ?	What is the normal rate. उस की सामान्य रूप से दर क्या है ?
Is there any Pension Scheme ? क्या कोई पेन्शन योजना है ?	Yes/No* हाँ/नहीं।*	Since which year ? किस साल से ?	Basis of pension. पेन्शन का आधार।
	<i>Nature of leave.</i> छुट्टी के रूप।	<i>No. of days in a year.</i> एक वर्ष में दिनों की संख्या।	

Privilege leave अर्जित छुट्टी	...	...
Sick leave बीमारी की छुट्टी	...	...
Casual leave आकस्मिक छुट्टी	...	...
Leave without pay अवेतन छुट्टी	...	...
Maternity leave प्रसूति के लिए छुट्टी	...	...
Other leave अन्य छुट्टी	...	...

*Paid Holidays.*

सवेतन छुट्टियाँ।

*No. of days in a year.*

एक वर्ष में दिनों की संख्या।

Religious, national or other holidays—

धार्मिक, राष्ट्रीय व अन्य छुट्टियाँ —

Weekly off :—

सप्ताहिक छुट्टी :—

1. With pay.

१. सवेतन।

2. Without pay.

२. अवेतन।

No. of working hours in  
a week.

सप्ताह में कार्य घंटों की संख्या।

Whether residential Quarters given to  
employees.

Yes/No\*  
हाँ/नहीं\*

Whether any rent deducted from  
wages or any rent charged  
(Give details).

कर्मचारियों को मकान दिये गये हैं ...

...

वेतन से किराया काटा जाता है या किराया  
लिया जाता है। (विस्तारपूर्वक  
लिखिये)।

Whether uniforms given to the employees ...  
कर्मचारियों को बर्दियों दी गई हैं या नहीं

Yes/No\*  
हाँ/नहीं।

Give details.

(विस्तारपूर्वक लिखिये)।

Other amenities such as House Rent, Medical  
aid, free tea, conveyance allowance etc.,  
(Please give details).

अन्य ऐसी दी गई सुविधाएँ जैसे मकान का  
किराया, डाक्टरी सहायता, मुफ्त चाय,  
आने-जाने का खर्चा इत्यादि दी जाती  
हैं (कृपया विस्तारपूर्वक लिखिये)।

Place—

स्थान—

Signature of the owner or occupier,

मालिक या कब्जेदार के हस्ताक्षर।

District—

ज़िला—

Date—

दिनांक—

\*Strike off what is inapplicable.

\* जो लागू नहीं उसे काट दीजिए।

## APPENDIX V

## QUESTIONNAIRE.

ISSUED BY THE MINIMUM WAGES (PRINTING INDUSTRY) COMMITTEE, 1955, FOR  
EMPLOYERS' ASSOCIATION OR FEDERATION.

1. Name of the Federation or Association.
2. Postal address of the Federation or Association.
3. Names and Addresses of the present Office Bearers.
4. Total number of effective numbers:  
(An effective member means a member who has paid his subscription for the current year).

(a) In the case of a Federation :—

- (i) Number of member Associations,
- (ii) Total number of concerns which are members of the Member Association :

(b) In the case of an Association :—

- (i) Number of members of the Association.

5. Is there any standard schedule of rates observed by the members for charging the customer as well as paying the employees for various items of printing work. In case there is such a schedule, please supply 6 copies of the same.
6. In case there is no standard schedule of rates please state the present prevailing rates for the following items :—

For charging to the Customers :—

(1) Compose—Crown/8, 22 measure, 36 gauge, 12 print Nagari type, 16 pages forme ... Rs.

Compose—Crown/8, 22 measure, 36 gauge, 10 print English type, 16 pages forme ... Rs.

(2) Printing—Crown/8, 16 pages forme, (without folding) :  
First thousand,  
Subsequent thousand ... Rs.

(3) Platen printing :

12" × 18" size—

- (a) First thousand,
- (b) Subsequent thousand.

10" × 15" size—

- (a) First thousand,
- (b) Subsequent thousand ... Rs.

(4) Colour printing on 12" x 18" size  
Platen, per colour, per thousand ... Rs.

(5) Binding—

(a) Crown/8 size 5 forme wire stitching  
with back paste cover per thousand. Rs.

(b) Section sewing 10 formes and back  
paste cover, per thousand ... Rs.

(c) Folding three folds to Crown/8 per  
thousand ... Rs.

(d) Numbering in duplicate; per thousand Rs.

(e) Ruling foolscap size exercise book-  
type per ream ... Rs.

(f) Stop ruling: foolscap size per ream. Rs.

(g) Punching per thousand ... Rs.

7. Block Making :—

(a) Line Block: on zinc—

(i) Per square inch ... Rs.

(ii) Per minimum block within—  
square inches ... Rs.

(b) Half-tone Block: on zinc—

(i) Per square inch ... Rs.

(ii) Per minimum block within—  
square inches ... Rs.

(c) Three colour line block-set: on zinc—

(i) Per square inch ... Rs.

(ii) Per minimum block-set within—  
square inches ... Rs.

(d) Three colour half-tone block-set: on  
copper—

(i) Per square inch ... Rs.

(ii) Per minimum block-set within—  
square inches ... Rs.

8. Type casting :—

(a) 12 point Nagari types in a found of  
— lbs.

(i) without metal per lb. — — — —

(ii) with metal per lb. — — — —

(b) 10 point English types in a found of  
— lbs.

(i) without metal per lb. ....

(ii) with metal per lb. ....

9. Please state some other items which  
would give an idea of the local rates :

10. Please state the prevailing piece-work rates paid to the employees for various items mentioned in (6), (7) and (8) above.

11. In case the printing of electoral rolls was done by the Association, please state the rates of printing per page (with specification) during the years :-

Year.	Rate.	Specification.
1951	_____	_____
1952	_____	_____
1953	_____	_____
1954	_____	_____

12. Please state the total yearly turnover (excluding paper) of all the constituent printer members for the years :-

1951

1952

1953

1954

13. How do the employers adapt to the changing volume of work ?

14. Is there any season fluctuation in work?

15. How is the peak time work executed by one or more of the following methods—

- (i) by overtime ...
- (ii) by additional shift ...
- (iii) by contract work done within or outside the premises.

16. What is the total monthly wage bill (including that of the contractors) of your constituent printer-members taken together ?

17. What should be the minimum wages for different categories of workers in your Centre ?

18. What are the likely effects of the introduction of a minimum wage on the industry at your Centre ?

19. Please offer any other observations and suggestions for the fixation of minimum wages for various categories of workers in the printing industry.

Place :

Date :

Signature of the Office Bearers  
of the Association or Federation.

## APPENDIX VI

## THE QUESTIONNAIRE TO THE TRADE UNIONS.

MINIMUM WAGES (PRINTING INDUSTRY) COMMITTEE, 1955.

1. Full name of the Trade Union :
2. Full postal address :
3. Area of Jurisdiction :
4. Date of registration of the Union :
5. Name and address of the Office Bearers of your Union :
6. Number of membership as on 31st March 1955 :
7. The number of printing concerns covered by your membership :
- \*8. Please submit a brief note about each concern giving following :
  - (a) Type of work : (whether newspaper, job, letterpress, lithography, photogravure, book binding, etc.).
  - (b) Number of employes :
  - (c) List of occupations or employments involved in the various printing processes in that concern :
  - (d) General prosperity of that concern :
- \*9. What is general business and financial position of the printing industry in your area ?
- \*10. Whether any rates of wages have come to prevail by general practice in your area :  
If so, give particulars for various occupations of employments.
- \*11. 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.
12. Whether any minimum wages has been established by award or practice in your area for the industrial workers in general, if so, give particulars.
- \*13. Whether piece rate of system of wages exists in your area : if so, give particulars.
14. Has any enquiry into the cost of living of industrial worker in your area been held by any Committee or Tribunal or any other body ?

Signature of the Office  
Bearers of the Union.

Place :

District :

Date :

---

\*Please give a short note or attach statement to this questionnaire giving details.



## APPENDIX

Statement regarding number of presses and number of

Serial No.	Name of District.	Presses employing no workers.	Presses supplying no information.	Presses obanged addresses or not traced at given address.	Total presses supplying information.
1	2	3	4	5	6
1	Bombay	47	32	15	811
2	Ahmedabad	22	1	2	138
3	Banaskantha	2	.....	.....	4
4	Baroda	5	12	.....	47
5	Broach	1	2	.....	13
6	Kaira	9	5	.....	29
7	Mehsana	1	5	.....	27
8	Panohmahals	.....	.....	.....	10
9	Sabarkantha	.....	.....	.....	7
10	Surat	8	6	.....	55
11	Thana	1	26	.....	14
12	Ahmednagar	2	4	.....	23
13	East Khandesh	4	1	3	33
14	Kolhapur	12	7	.....	43
15	Nasik	7	12	.....	35
16	Poona	12	47	.....	116
17	Satara (North)	8	3	.....	27
18	Satara (South)	5	4	.....	42
19	Sholapur	5	7	.....	50
20	West Khandesh	1	.....	.....	22
21	Belgauni	8	8	.....	56
22	Bijapur	5	13	.....	33
23	Dharwar	12	28	.....	77
24	Kolaba	3	1	.....	13
25	Ratnagiri	2	7	.....	17
26	Kanara	2	.....	.....	12
27	Amreli	.....	.....	.....	5
28	Dangs	.....	.....	.....	.....
		134	231	20	1,759

## No. VII

*workers employed in Bombay State.*

Number of Workers.					
1 to 4.		5 to 9.		10 to 49.	
Presses.	Workers.	Presses.	Workers.	Presses.	Workers.
7	8	9	10	11	12
250	667	252	1,099	249	4,059
72	188	28	191	35	642
2	5	2	10	.....	.....
18	42	13	97	13	188
6	12	7	43	.....	.....
16	37	10	64	3	77
16	43	11	69	.....	.....
7	20	3	23	.....	.....
3	8	4	23	.....	.....
24	59	17	124	13	285
6	11	4	27	4	70
16	40	3	20	3	72
14	43	17	113	2	28
24	49	11	62	7	102
19	51	10	73	3	47
34	85	29	211	38	745
17	44	6	38	4	60
29	68	11	74	1	17
32	83	14	93	4	73
13	35	7	48	2	25
38	86	13	74	5	51
20	51	12	73	1	14
42	110	26	158	8	120
8	19	4	27	1	21
8	18	8	45	1	25
7	18	5	34	.....	.....
5	10	.....	.....	.....	.....
.....	.....	.....	.....	.....	.....
746	1,902	527	3,513	397	7,321

## APPENDIX

Serial	Name of District.	No. of						
		50 to 99		100 to 299		300 to 499		
		Presses.	Workers.	Presses.	Workers.	Presses.	Workers.	
1	2	13	14	15	16	17	18	
1	Bombay	...	38	2,564	17	2,684	2	841
2	Ahmedabad	...	...	...	3	481	...	...
3	Banaskantha	...	...	...	...	...	...	...
4	Baroda	...	2	134	1	197	...	...
5	Broach	...	...	...	...	...	...	...
6	Kaira	...	...	...	...	...	...	...
7	Mehsana	...	...	...	...	...	...	...
8	Panchmahals	...	...	...	...	...	...	...
9	Sabarkantha	...	...	...	...	...	...	...
10	Surat	...	1	58	...	...	...	...
11	Thana	...	...	...	...	...	...	...
12	Ahmednagar	...	1	62	...	...	...	...
13	East Khandesh	...	...	...	...	...	...	...
14	Kolhapur	...	1	81	...	...	...	...
15	Nasik	...	1	75	1	155	...	...
16	Poona	...	9	564	5	730	1	441
17	Satara (North)	...	...	...	...	...	...	...
18	Satara (South)	...	1	69	...	...	...	...
19	Sholapur	...	...	...	...	...	...	...
20	West Khandesh	...	...	...	...	...	...	...
21	Belgaum	...	...	...	...	...	...	...
22	Bijapur	...	...	...	...	...	...	...
23	Dharwar	...	1	87	...	...	...	...
24	Kolaba	...	...	...	...	...	...	...
25	Ratnagiri	...	...	...	...	...	...	...
26	Kanara	...	...	...	...	...	...	...
27	Amreli	...	...	...	...	...	...	...
28	Dangs	...	...	...	...	...	...	...
		55	3,694	27	4,247	3	1,282	

No. VII—contd.

Workers.					
500 to 999		1,000 and over		Total	
Presses.	Workers.	Presses.	Workes.	Presses.	Workers.
19	20	21	22	23	24
1	538	2	2,545	905	16,197
.....	.....	.....	.....	163	1,502
.....	.....	.....	.....	6	15
.....	.....	.....	.....	64	658
.....	.....	.....	.....	16	55
.....	.....	.....	.....	43	178
.....	.....	.....	.....	33	112
.....	.....	.....	.....	10	43
.....	.....	.....	.....	7	31
.....	.....	.....	.....	69	526
.....	.....	.....	.....	41	108
.....	.....	.....	.....	29	194
.....	.....	.....	.....	41	184
.....	.....	.....	.....	62	294
.....	.....	1	2,712	54	3,113
.....	.....	.....	.....	175	2,776
.....	.....	.....	.....	38	142
.....	.....	.....	.....	51	228
.....	.....	.....	.....	62	249
.....	.....	.....	.....	23	108
.....	.....	.....	.....	72	211
.....	.....	.....	.....	51	138
.....	.....	.....	.....	117	475
.....	.....	.....	.....	17	67
.....	.....	.....	.....	26	88
.....	.....	.....	.....	14	52
.....	.....	.....	.....	5	10
.....	.....	.....	.....	.....	.....
1	538	3	5,257	2,194	27,754

## APPENDIX

Serial	Name of District.	No. of						
		50 to 99		100 to 299		300 to 499		
		Presses.	Workers.	Presses.	Workers.	Presses.	Workers.	
1	2	13	14	15	16	17	18	
1	Bombay	...	38	2,564	17	2,684	2	841
2	Ahmedabad	...	...	...	3	481	...	...
3	Banaskantha	...	...	...	...	...	...	...
4	Baroda	...	2	134	1	197	...	...
5	Broach	...	...	...	...	...	...	...
6	Kaira	...	...	...	...	...	...	...
7	Mehsana	...	...	...	...	...	...	...
8	Panchmahals	...	...	...	...	...	...	...
9	Sabarkantha	...	...	...	...	...	...	...
10	Surat	...	1	58	...	...	...	...
11	Thana	...	...	...	...	...	...	...
12	Ahmednagar	...	1	62	...	...	...	...
13	East Khandesh	...	...	...	...	...	...	...
14	Kolhapur	...	1	81	...	...	...	...
15	Nasik	...	1	75	1	155	...	...
16	Poona	...	9	564	5	730	1	441
17	Satara (North)	...	...	...	...	...	...	...
18	Satara (South)	...	1	69	...	...	...	...
19	Sholapur	...	...	...	...	...	...	...
20	West Khandesh	...	...	...	...	...	...	...
21	Belgaum	...	...	...	...	...	...	...
22	Bijapur	...	...	...	...	...	...	...
23	Dharwar	...	1	87	...	...	...	...
24	Kolaba	...	...	...	...	...	...	...
25	Ratnagiri	...	...	...	...	...	...	...
26	Kanara	...	...	...	...	...	...	...
27	Amreli	...	...	...	...	...	...	...
28	Dangs	...	...	...	...	...	...	...
		55	3,694	27	4,247	3	1,282	

No. VII—contd.

Workers.					
500 to 999		1,000 and over		Total	
Presses.	Workers.	Presses.	Workes.	Presses.	Workers.
19	20	21	22	23	24
1	538	2	2,545	905	16,197
.....	.....	.....	.....	163	1,502
.....	.....	.....	.....	6	15
.....	.....	.....	.....	64	658
.....	.....	.....	.....	16	55
.....	.....	.....	.....	43	178
.....	.....	.....	.....	33	112
.....	.....	.....	.....	10	43
.....	.....	.....	.....	7	31
.....	.....	.....	.....	60	526
.....	.....	.....	.....	41	108
.....	.....	.....	.....	29	194
.....	.....	.....	.....	41	184
.....	.....	.....	.....	62	294
.....	.....	1	2,712	54	3,113
.....	.....	.....	.....	175	2,776
.....	.....	.....	.....	38	142
.....	.....	.....	.....	51	228
.....	.....	.....	.....	62	249
.....	.....	.....	.....	23	108
.....	.....	.....	.....	72	211
.....	.....	.....	.....	51	138
.....	.....	.....	.....	117	475
.....	.....	.....	.....	17	67
.....	.....	.....	.....	26	88
.....	.....	.....	.....	14	52
.....	.....	.....	.....	5	10
.....	.....	.....	.....	.....	.....
1	538	3	5,257	2,194	27,754