



GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

REPORT OF THE COMMITTEE FOR POWERLOOM INDUSTRY

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REPORT OF THE COMMITTEE FOR POWERLOOM INDUSTRY

The Committee appointed to study the service and working conditions of the employees engaged in the Powerloom Industry in the State of Maharashtra.

CHAPTER I

INTRODUCTION

The question of regulating the service and working conditions of the employees engaged in the Powerloom Industry has been engaging the attention of Government in recent years. In view of the nature of the industry and its rapid growth during recent years, it has been necessary to take immediate steps for regulating the service and working conditions of the employees employed therein. Government with a view to make inquiries into the conditions prevailing and with a view to examine necessity of special enactment for regulating the service and working conditions, appointed a committee under the Chairmanship of Shri D. K. Khanvilkar, M.L.A., *vide* Government Resolution, Industries and Labour Department, No. AJP-65(3)65/LAB-II, dated 13th July, 1965 (Annexure A).

The Committee consisted of the following persons :—

1. Shri D. K. Khanvilkar, M.L.A., Chairman, 1377/5, Tilak Road, Alibag, district Kolaba.
2. Shri R. K. Kamble, President, Federation of All India Cotton Powerloom Association, Universal Textiles, Canteen Stores, Godown 22, Rifle Range, Bombay-77.
3. Shri N. G. Kalani, Hon. Secretary, The Sholapur District Powerloom Cloth Producers' Association, Marda Bhavan, Balives, Sholapur.
4. Shri M. P. Karwa, Karwa Weaving Mills, Bhiwandi, district Thana.
5. Shri M. V. Shah, Tilak Road, Malegaon.
6. Shri Nihal Ahmed Maulvi Mohamed Usman, Mill Mazdoor Sabha, 749, Navajira, Malegaon, district Nasik.
7. Shri B. D. Suryavanshi, Miraj Taluka Girni Kamgar Sangh, Prashant Niwas, Sangli.
8. Shri V. R. Hoshing, Joint General Secretary, Rashtriya Mill Mazdoor Sangh, Mazdoor Manzil, Parel Tank Road, Parel, Bombay-12.
9. Shri Gulabchand Doshi, Secretary, I.N.T.U.C., Maharashtra Branch, Malegaon, Camp, Malegaon, district Nasik.

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

Terms of Reference.—The Committee was asked :—

(1) To enquire into the service and working conditions of the employees engaged in the Powerloom Industry.

(2) To examine what measures are essential to ameliorate the service and working conditions of the above employees.

(3) To suggest the machinery for giving effect to such measures which may be recommended by the Committee.

(4) To examine whether amendments, if any, to the present Labour Laws or enactment of new legislation is essential. If so, on what lines ?

A question was raised by some of the Unions whether the terms of reference include wages also. The committee made a reference to Government by letter No. CL/XXXI/PL/G/1830 dated 23rd June 1966 seeking clarification (Annexure B). Government by letter No. AJP-65(3)65/116145/LAB/II dated 19th August 1966, clarified the same to the effect that the Committee should go into the question of wages also, but need not recommend any minimum wages. The Committee was allowed to express its observations regarding wages but was not expected to make any specific recommendations regarding the same (Annexure C).

Time-limit for submission of the Report.—The Committee had been asked to submit its report within six months from the date of appointment but since the Committee had to visit various Powerloom Centres, the work of the Committee could not be completed within the time prescribed. The Committee had therefore approached Government from time to time for extension in time-limit. The Government had been pleased to grant extension for submission of the report up to end of February 1967 (Annexures D to F).

Procedure followed by the Committee.—With a view to collect the required information from persons interested in the inquiry viz. the associations of employers, the unions of employees and the individual establishments, it was decided to frame a questionnaire. The first meeting of the committee was held in Bombay on 20th November 1965 to frame the questionnaire and to decide on the procedure to be followed for making the enquiries. In order to facilitate the framing of the questionnaire, circular letters had been sent to the members of the committee requesting them to forward their suggestions regarding points to be included in the questionnaire. In the meeting of the committee held on 20th November 1965, the Committee discussed the draft questionnaire item by item and after incorporating the suggestions made by the members and making

necessary amendments finalised the questionnaire. The questionnaire was divided into two parts (i) for Associations of employers and Trade Unions and (ii) for individual establishments (Annexures G and H). It was decided to get the questionnaire translated into Marathi so that the same could be easily understood by all. The Committee then asked the Secretary to take the necessary steps regarding the issue of the questionnaire and to grant the individual establishments, and the associations of employers and the Trade Unions of employees a time-limit of one month for giving the replies. The Committee also decided to visit the various Powerloom Centres for on-the-spot enquiry and for recording of evidence of the persons interested in the enquiry as soon as adequate number of replies were received to the questionnaire. The Committee issued 230 questionnaire and received 13 replies.

Publicity.—As soon as the questionnaire finalised by the committee was issued, a Press-Note was issued through the Director of Publicity for information of persons interested in the enquiry. The persons interested in the enquiry were requested to approach the Secretary of the Committee for copies of questionnaire and to submit their replies to the questionnaire within one month. Before undertaking each tour of the Committee for on-the-spot enquiries to a place, Press-Note was issued through the Director of Publicity for information of all persons interested in the enquiry. The persons interested in the enquiry were requested to call on the Committee on the date, time and place fixed for interviews and to place their views before the Committee in the matter. The Director of Publicity was requested to ask the local newspapers to repeat the Press-Note on the date of arrival of the Committee or a day in advance.

Before undertaking tour to each centre the associations of employers and the unions of employees were informed regarding the same. During the tours to the centres the Committee interviewed the representatives of the following unions, associations and persons interested in the enquiry :—

Serial No.	Place	Date	Name of association/ union/individual
1.	Bhiwandi	26th March 1966.	(1) Rashtriya Mill Mazdoor Sangh, Bhiwandi Branch. (2) Textile Mazdoor Sabha, Bhiwandi. (3) Small Powerloom Owners' Association Bhiwandi. (4) Bhiwandi Powerloom Weavers' Federation, Bhiwandi. (5) Bhiwandi Textile Manufacturers Association, Bhiwandi.

Serial No.	Place	Date	Name of association/ union/individual
2.	Malegaon	... 26th April 1966.	(1) Mill Mazdoor Sabha, Malegaon. (2) Powerloom Protection Committee, Malegaon. (3) Powerloom Mazdoor Union, Malegaon. (4) Gray Cloth Manufacturers' Association, Malegaon. (5) General Textile Kamgar Union, Malegaon. (Lal Bawata). (6) General Workers Union, Malegaon. (7) Sizing Owners' Association, Malegaon.
3.	Sholapur	... 11th May 1966.	(1) Powerloom Kamgar Union, Sholapur. (2) Sholapur Powerloom Association, Sholapur. (3) Rashtriya Girni Kamgar Sangh, Sholapur. (4) Representative on behalf of the Powerloom Owners', Sholapur. (5) Shri V. G. Shivdare, M.L.A., Sholapur. (6) Shri Tulsidas Jadhav, M. P., Sholapur.
4.	Poona	... 8th June 1966.	(1) Representative of Powerloom employers, Poona. (2) Powerloom Kamgar Union, Poona.
5.	Sangli	... 10th June 1966.	(1) Powerloom Owners' Association, Sangli. (2) Powerloom Kamgar Union, Madhavnagar.
6.	Ichalkaranji	... 11th June 1966.	(1) Representatives on behalf of Maharashtra Rajya Yantra Mag Kamgar Parishad, Ichalkaranji. (2) Ichalkaranji Powerloom Weavers' Co-operative Association, Ichalkaranji. (3) Shri Shankar Pujari, Powerloom Owner, Ichalkaranji. (4) Rashtriya Girni Kamgar Sangh, Ichalkaranji.
7.	Nagpur	... 2nd July 1966.	(1) Vidarbha Bunkar Mazdoor Union, Nagpur.
8.	Aurangabad	... 3rd July 1966.	(1) Rashtriya Mill Mazdoor Sangh, Aurangabad.

Serial No.	Place	Date	Name of association/ union/individual
9.	Bombay	... 28th October 1966.	(1) Suburban General Workers' Union, Bombay. (2) Girni Mazdoor Union, Bombay. (3) Semi-Powerloom Owners' Association, Bombay. (4) Powerloom Industries Association, Bombay.

Visits.—The Committee visited the powerloom establishments at the different centres on the dates mentioned below :—

Serial No.	Place	Date	No. of units visited
1.	Bhiwandi	... 26th March 1966	10
2.	Malegaon	... 26th April 1966	3
3.	Sholapur	... 11th May 1966	7
4.	Poona	... 8th June 1966	3
5.	Sangli and Madhav-nagar.	... 9th June 1966	3
6.	Miraj	... 9th June 1966	1
7.	Ichalkaranji	... 11th June 1966	6
8.	Kamptee	... 2nd July 1966	2
9.	Aurangabad	... 3rd July 1966	6
10.	Bombay	... 27th October 1966	7

Meetings.—The Committee held in all 7 meetings at the places and on the dates mentioned below :—

Serial No.	Place	Date
1.	Bombay	... 20th November, 1965.
2.	Bhiwandi	... 26th March, 1966.
3.	Bombay	... 26th | ... 27th | October, 1966. ... 28th |
4.	Bombay	... 17th | ... 18th | November, 1966. ... 19th |
5.	Bombay	... 12th December, 1966.
6.	Bombay	... 9th January, 1967.
7.	Bombay	... 31st January, 1967.

CHAPTER II

PRESENT CONDITION OF THE INDUSTRY AND EMPLOYMENT

India is famous for handloom weaving from good old days. Handloom weaving is traditional Cottage Industry. The artisans pursued the profession from generation to generation and were catering to the local needs. The places like Bhiwandi, Malegaon, Ichalkaranji and Sholapur had been famous for coloured woven sarees. In the field of cloth production in the past there were two sectors (1) The big Textile Mills and (2) Handlooms. The beginning of powerloom industry was reported to have been made first at Ichalkaranji. Powerloom Industry then slowly grew in other centres owing to the facilities of certain preparatory processes at some centres. Powerlooms were established with small investment from the family resources. As a result of to rapid industrialisation handloom weavers were inclined towards small-scale mechanical weaving, which was also facilitated by availability of electric power. Some Jobbers and Weavers who were rendered unemployed from the Textile Mills were also attracted towards the Powerloom Industry and they started powerlooms at different centres under their personal supervision. In the past there were bigger powerloom units, but due to variation in the taxation proposals in the Central Budget and the high incidence of excise duty on larger powerloom establishments, there had been a tendency to split-up the big powerloom units into small units. Therefore the provisions of the Labour Acts such as Factories Act, Bombay Industrial Relations Act and the Provident Fund Act could not be made applicable to these establishments. These spilt-up units continued to operate in one and the same shed in the names of different members of the family. In actual practice the supervision of the looms and the source of power supply was almost common. The advantages derived by the powerlooms from the exemption from excise duty and the applicability of the Labour Laws resulted in rapid increase in the number of the powerlooms and tremendous progress was made in places like Bhiwandi, Malegaon, Ichalkaranji and Sholapur etc. Simultaneously there was a considerable increase in the number of unauthorised powerlooms. Government of India has regularised the unauthorised looms. There are about 92,000 powerlooms in the State of Maharashtra. The first important thing which was observed is that this industry is a decentralised industry which is undoubtedly playeing a vital role in the sphere of employment and production and the existence of which has resulted in checking up prices of cloth in the country since last 8 years.

The present condition of this industry is rather unsound for following reasons :—

- (1) Very unhealthy competition especially due to sudden and rapid growth of unauthorised looms.

(2) Inadequate finance and supply of raw materials.

(3) There are no proper facilities for finishing of products and marketing as the loom-owners have to depend on others for those.

It was therefore, the small entrepreneurs could not earn more which naturally affects the implementation of labour and other laws and tendency towards avoiding such laws. However, to regulate this industry on one labour law footing, it will have to be seen that the implementation of any labour law will not affect the present condition in respect of production with due protection to labour as well as the entrepreneurs. The present condition of the entrepreneurs and labour in this industry be protected by mutual understanding with a simple law or implementing the same provisions in simplified manner, from the present labour laws. In view of the rapid growth this sector deserves breathing time to achieve soundness and paying capacity and simultaneously to study its labour problems.

Most of the units at present, consist of 2 looms and 4 looms. The observations of the committee regarding service and working conditions of the employees are as under :—

Sheds.—Most of the powerloom sheds at Bhiwandi and Malegaon are rented. The sheds are covered by galvanised sheets or mangalore tiles and are without pakka floors. They are not provided with any humidification arrangements and the ventilation is also inadequate. There is no provision for urinals and lavatories in the sheds. The lay-out of the looms has also not been properly made and there is insufficient space between two looms. In many places, it was seen that arrangement for safety (i.e. the guarding of the looms) is also not made. The height of the sheds is also not sufficient to permit free air. In Sholapur the conditions of the powerloom sheds is comparatively better. In Ichalkaranji the sheds constructed by the Industrial Estate, the co-operative societies and by some of the powerloom-owners are well planned, with facilities of humidification, arrangement for latrines and urinals and space for office and store-rooms. The sheds are provided with underground shafting.

Applicability of the various Acts.—Many units are not even registered under Shops and Establishments Act. At some registered units, all regulations are not complied with. Even the registers are not maintained at many places such as Malegaon and Bhiwandi. Whether the Shops Act is applicable to powerloom units was disputed for sometime, but ultimately the Bombay High Court held that it is applicable to powerlooms and since then steps for enforcement of the Act are being taken.

Maintenance of Registers.—The necessary registers under the Bombay Shops and Establishments Act such as the Muster Roll, Leave Cards etc., have not been maintained. At many places register of wages under the

Payment of Wages Act has also not been maintained. In absence of the registers the committee had to ascertain the information regarding the hours of work, rest interval, the weekly-off, rates of wages paid and leave etc., by making personal inquiries with the workers during visits.

Hours of work.—During the inquiries, it was observed that the powerlooms were working two shifts of about twelve hours each. During the shift there is a recess of about one hour for meals, as per the convenience of the worker. The working hours are thus not regulated to eight hours and the workers are required to work during a spread-over of 12 hours minimum. It was argued by the representatives of the employees at the various centres that the workers are required to work for longer hours than normal 8 hours because the wages paid to them are low and are not sufficient to meet their minimum requirements. It was argued that the long working hours have their adverse effect on the health of the workers and as a result of the strain and the unhygienic atmosphere in which they work there has been high incidence of T. B. among the workers. The employers have also supported a shift of eight hours.

Weekly-off.—It was observed during the visit that the workers are not granted regular weekly-off of one day, during the week. At some places there has been system of giving off for one day during a fortnight whereas in some places there has been a system of giving off for one day during the month and that too at the time of change-over of shift. In some places, it was reported that the workers are given off on festivals. Thus there is no uniformity in giving weekly-off.

Wages for weekly-off.—Most of the powerloom establishments are covered by the Bombay Shops and Establishments Act and few are covered by the Factories Act. Bombay Shops and Establishments Act provides a paid weekly-off, while Factories Act does not provide for the same. Due to this discrepancy the workers do not get paid weekly-off any where, as they get either piece-rate or daily rate for actual days worked. It was represented on behalf of the representatives of the employees that the wages earned by the workers on piece rate basis are divided by seven and the rate of wages as arrived, is shown in the registers as the payment of the weekly-off. The representatives of the employees, represented that the powerloom-owners covered by the Shops and Establishments Act cannot bear the burden of the payment of the weekly-off when the employers of the establishments covered by the Factories Act are not required to pay the same.

Annual leave with wages.—It is observed that the workers change their establishment from time to time and as such, they are hardly entitled to leave with wages. Even the workers working in the establishments for

a number of years continuously hardly get advantage of leave with wages. At some places the workers are given some 'baxis' or bonus at the time of festival or Labour Disputes, in order to compensate his claim for annual leave with wages. In this connection, provisions made under the Bombay Shops and Establishments Act and those under the Factories Act also differ. The factories Act provides for annual leave with wages for 14 days whereas the Bombay Shops and Establishments Act provides for leave with wages for 21 days. In respect of establishments situated in some places there is no provision for application of the provisions of the Bombay Shops and Establishments Act and they are not covered by the Factories Act also. There is no compulsion on the employers of such establishments situated in such places to grant any leave with wages to employees.

Places not covered by the Bombay Shops and Establishments Act.—The Bombay Shops and Establishments Act is applicable to 120 localities in the State of Maharashtra (Annexure I). The establishments situated in other places than those covered by the Shops Act are therefore not covered by the provisions of the Bombay Shops and Establishments Act. In view of the above, at number of places small powerloom units are neither covered by the provisions of the Bombay Shops and Establishments Act nor by the Factories Act.

Days lost due to shortage of beams, accidents, injuries etc.—The workers have to suffer loss in wages due to shortage of beams and defective beams. The workers are also not paid for their absence caused due to injuries suffered during the course of employment. With very few exceptions there is also no arrangement made in the powerloom establishments for providing First Aid.

Drinking water, provisions for lavatory, urinals and places for rest etc.—The drinking water arrangements are generally not in hygienic condition and at some places there are no arrangements for drinking water. It was observed especially in Bhiwandi and Malegaon that most of the sheds in which workers were working are not provided with any latrines or urinals. As a result, the workers have to suffer loss in wages due to unnecessary waste of time.

Feencing of machinery and dangerous parts of the powerlooms.—In the establishments covered by the Shops and the Establishments Act there have been no arrangements made for effectively guarding the dangerous parts of the powerlooms. The looms are also installed so close that there is hardly sufficient space for moving about without risk. It was observed during the visits of the Committee at Malegaon that women workers were seen doing the work of yarn winding in a shed which had earth flooring and which was not maintained in clean condition.

Application of Labour Laws.—Majority of the powerloom units are very small units and therefore they are not covered by the Factories Act and the Bombay Industrial Relations Act. As a result workers employed in such powerloom units are deprived of numerous advantages under the two labour Acts for collective bargaining and for bettering their working conditions. They do not get the advantages of the Industrial Disputes Act as the units are very small. Wherever the Shops and Establishments Act is applicable, many of such units are not registered under it and it was found at many places that the enforcement of the Act was not satisfactory. For want of Standing Orders, the day-to-day working in the units is not properly regulated.

Housing.—Housing condition of the powerloom workers is very miserable. At some places *kachha* sheds are made available to them. They are very inadequate, unhygienic and not even ventilated. The powerloom workers live in a very filthy atmosphere, which is injurious to them and a nuisance to the society.

Wages.—Most of the workers working in the powerloom establishments, are paid on piece-rate basis. Powerlooms, being commercial establishments are covered by the scheduled employment under the Minimum Wages Act. In respect of the employment in Shops and Commercial Establishments, minimum rates of wages have been fixed on time rate basis for Skilled, Semi-skilled and Unskilled employees (Annexure J). The employees from powerloom establishments are paid on piece-rate basis and as such they hardly get any advantage from the rates of wages fixed on time rate basis. It was represented before the Committee that a separate entry for 'employment in Powerlooms' should be added to the schedule under the Minimum Wages Act and the minimum rates of wages should be fixed on system prevailing in the employment. It was observed that the weavers on an average earn from Rs. 80 to Rs. 150 per month for working, extending from 10 to 12 hours and in some cases even 14 hours a day.

Workers in winding section are mostly women. Winding workers are paid on piece-rate as well as fixed rate basis. The average earnings of such workers range from Rs. 45 per month to Rs. 60 per month. Children even below the age of 14 years are employed in the jobs of drawing, winding etc. Their working hours are also not regulated and the same exceed the hours of work normally permissible. Some of the winding work is done by the out workers at their respective residence.

Rates of wages paid.—As regards the wages, the Committee while visiting the centres gathered information from the workers and during recording of evidence and from the replies submitted to the questionnaires by the

various trade unions and employers. Such information is summarised below :—

(1) *Bhiwandi*.—It was represented by the Unions that weavers minding two powerlooms on an average earn Rs. 70 to Rs. 80 per month in a shift of 8 hours and other workers Rs. 40 to Rs. 55 per month. The Union suggested that a weaver should get minimum Rs. 140 per month for a shift of 8 hours. It was represented by the workers that the average earnings per month of a weaver were Rs. 150 to Rs. 175 per month for a shift of 12 hours.

(2) *Malegaon*.—Union represented that a weaver earns Rs. 72 to Rs. 80 per month whereas a winder earns Rs. 32 to Rs. 40 per month. A weaver reported that on an average he earns Rs. 75 to Rs. 80 per month.

(3) *Sholapur*.—Union represented that a Powerloom weaver earns Rs. 100 to Rs. 125 per month for a shift of 8 hours. Union demanded that a Powerloom weaver should get Rs. 200 per month and Unskilled workers Rs. 175 per month. The wages for other kind of workers reported by the Union were :—

(1) Watchman and Sweeper	...	Rs. 30 to Rs. 60 per month.
(2) Winder	...	Rs. 30 to Rs. 40 per month.
(3) Boys	...	Rs. 50 to Rs. 60 per month.
(4) Bobbin boy	...	Rs. 14 to Rs. 36 per month.
(5) Jobbers	...	Rs. 150 to Rs. 300 per month.
(6) Mulmul Dhoti and double loom weaver.		Rs. 50 to Rs. 60 per month.

Employers' representative reported prevailing rates of wages as below :—

(1) Weaver	...	Rs. 125 to Rs. 130 per month.
(2) Warper	...	Rs. 125 per month.
(3) Boy warper	...	Rs. 35 to Rs. 40 per month.
(4) Winder	...	Rs. 60 to Rs. 70 per month.
(5) Jobber	...	Rs. 200 per month.

Employees reported—

(1) Female winder	...	Rs. 40 to Rs. 45 per month.
(2) Kandi winder	...	Rs. 28 to Rs. 40 per month.
(3) Machine winder	...	Rs. 30 to Rs. 45 per month.
(4) Designer	...	Rs. 110 per month.
(5) Female drum winder	...	Rs. 40 per month.
(6) Boy	...	Rs. 25 per month.
(7) Weaver (Chaddar)	...	Rs. 75 to Rs. 100 per month.

A weaver from Co-operative Unit.—Rs. 1·20 per day as basic plus As. 2·40 per day as dearness allowance. Total Rs. 3·60 per day.

Poona.—Employees represented—

- (1) Weavers on piece pice rate. Rs. 100 to Rs. 125 (8 hours) Rs. 150 per month (10 hours).
 (2) Jobber ... Rs. 140 per month.
 (3) Female winder ... Rs. 55 per month.

Union represented that—

Weaver earns Rs. 70 to Rs. 80 per month.

Sangli.—(1) Employees reported that a weaver earns Rs. 4 per day and winder Rs. 45 to Rs. 50 per month.

(2) Association of employers reported prevailing piece-rates as :—

Pick	Rate per metre
48	6 Paise.
52	6½ Paise.
56	7 Paise.
60	7½ Paise.
64	8 Paise.
68	9 Paise.
72	10 Paise.
76	11 Paise.
80	12 Paise.
84	13 Paise.

Kandiwala or winder is paid Rs. 1·75 for a work of 8 hours.

(3) Association of employers reported monthly earning of employees as follows :—

- (1) Weaver ... Rs. 100 per month.
 (2) Jobber ... Rs. 200 per month.
 (3) Kandiwala ... Rs. 45 per month.
 (4) Wahifani ... Rs. 90 per month.
 (5) Ghadiwalla ... Rs. 80 per month.
 (6) Mazdoor ... Rs. 45 per month.
 (7) Clerk ... Rs. 90 per month.
 (8) Watchman ... Rs. 45 per month.

Union demanded wages for workers as follows :—

(1) Weaver	...	Rs. 135 per month.
(2) Kandiwinder	...	Rs. 90 per month.
(3) Drawer	...	Rs. 110 per month.
(4) Richer	...	Rs. 90 per month.
(5) Warper	...	Rs. 135 per month.
(6) Sizer	...	Rs. 135 per month.
(7) Jobber	...	Rs. 135 per month.
(8) Warperman	...	Rs. 90 per month.
(9) Clerical staff	...	Rs. 130 per month.

An increment of Rs. 3 to Rs. 5 per year.

6. *Ichalkaranji*.—Union demanded wages as follows :—

Sort	Existing rate	Rate demanded
(1) 52 pick ..	5½ paise per yard	.. 7½ paise per yard.
(2) 56 pick ..	6½ Do.	.. 8½ Do.
(3) 60 pick ..	6¾ Do.	.. 9¾ Do.
(4) 64 pick ..	7½ Do.	.. 10½ Do.

Category	Existing wages	Wages demanded
(1) Weaver ..	Rs. 80 to Rs. 90 per month	.. Rs. 135 per month.
(2) Kandiwala ..	Rs. 40 per month	.. Rs. 60 per month.
(3) Jobber ..	Rs. 125 per month	.. Rs. 200 per month.
(4) Clerk ..	Rs. 100 to Rs. 115 per month.	.. Rs. 175 per month.

7. *Kamptee*.—Management reported rate of wages as :—

Sarees and Dhoties	Pick	Dhoties	Sarces
44 × 60	64	13 Np.	15 Np.
52 × 48	60	12 Np.	14 Np.
60 × 80	56	11 Np.	12 Np.
64 × 56	52	10 Np.	10 Np.
64 × 56	48	9 Np.	11 Np.

(1) Kandi winder ... Rs. 2.50 to Rs. 3 per day.

(2) for one beam each worker doing vahifani Rs. 2.75 per day.

8. *Aurangabad*.—Management reported prevailing wages as :—

(1) Weaver on silk ... Rs. 85 to Rs. 90 per month.

(2) Weaver on cotton ... Rs. 100 per month.

Union represented that a weaver gets Rs. 80 to Rs. 90 per month.

9. *Bombay*.—(1) Employees on semi-powerlooms reported that a weaver minding two looms earns Rs. 125 to Rs. 150 per month for a shift of 15 hours of 15 hours.

(2) Employees on secn-powerlooms reported piece-rate as follows :—

(i) Weaving 80 yards of 30 pick cloth Rs. 3 per day.

(ii) Weaving 80 yards of 24 pick cloth Rs. 2.50 per day.

(iii) Weavers minding 4 looms in establishments covered by the Factories Act reported that they earn Rs. 150 to Rs. 225 per month (the dearness allowance paid at certain percentage of Textile dearness allowance).

(iv) Management from Units covered by Factories Act reported piece-rates as :—

		4 looms		2 looms	
		52 pick	56 pick	52 pick	56 pick
Dhoti	.. ..	4½ pies	5½ pies	6½ pies	7½ pies
Mulls	.. ..	4½ pies	5½ pies	5½ pies	6 pies

(v) Union represented that a weaver minding two looms earns Rs. 60 to Rs. 70 per month in a shift of 8 hours.

(vi) Union demanded rate of wages payable to a weaver at 1 nP. for every 4 picks and depending upon the type of yarn used in the process.

CHAPTER III

REPRESENTATIONS TO THE COMMITTEE

(A) OPINIONS AND SUGGESTIONS MADE BY UNIONS BHIWANDI

1. The workers employed in powerlooms do not get the benefits of rest interval and facilities of lavatory, urinals and ventilation as are available to the workers employed in factories.
2. Wage Board should be appointed for the purpose of fixation of wages of workers in powerloom industry.
3. The employees in Powerloom Industry do not get the benefits of leave with wages, bonus and gratuity etc.
4. The provisions of Bombay Industrial Relations Act should be made applicable to units employing 10 workers.
5. Benefits of provisions of Industrial Disputes Act should be made available to the establishments employing less than 20 workers.
6. There should be a separate legislation for establishments employing to 20 workers.
7. Individual worker should be allowed to approach Labour Court. Facilities for collective bargaining should be available to employees employed in units with 5 workers.
8. Enforcement of the provisions of the Bombay Shops and Establishments Act should not be with local authorities.
9. There is high incidence of T. B. among powerloom workers due to the longer hours of work etc.
10. The powerloom units have been split up into small units to avoid application of Labour Laws and excise duty.
11. Problem of house accommodation has become acute, as all the available space is utilised for installing powerlooms.
12. The number of Shop Inspectors for enforcing the provisions of the Act should be increased.
13. There should be a separate Factory Inspector for Bhiwandi.
14. Standing orders may be made applicable to the workers in powerloom industry.
15. Section 49 of the Bombay Shops and Establishments Act, regarding powers and duties of Shop Inspectors should be amended to empower the Shop Inspectors with power of conciliation officer. This will enable a worker to put forth his grievances before Shop Inspector.

16. A Wage Board should be appointed on permanent basis for hearing complaints and disputes and for giving final decision in the matter. Such Board should consist of two representatives of employers and two representatives of employees and one independent person. The Board should be a touring Board and should hold its sittings at Bhiwandi, Malegaon, Ichalkaranji etc., on fixed dates of the month. The Board should hear complaints from workers employed in factories employing 10 to 20 workers.

MALEGAON

1. A weaver should be given 2 looms for running instead of the present system of running 1 loom.
2. Workers have to work longer hours i.e. 14 hours to 16 hours a day. The female workers have to work for still longer hours hence there is bad effect of this strain on the health of the workers and they fall victim to T.B.
3. Employees do not get the benefits of overtime wages.
4. The employees do not get payment for the weekly-off.
5. Provisions of the Factories Act should be made applicable to the workers in Powerlooms.
6. Shops Act may be made applicable to the Powerlooms.
7. All powerlooms should be registered.
8. A separate Officer should be appointed for enforcement of the Labour Acts.

SHOLAPUR

1. Wages of the employees in the Industry are low.
2. Workers do not get dearness allowance as per the cost of living index.
3. Workers do not get the advantage of the conciliation machinery even if demands are made.
4. Workers in Powerloom Industry do not get wages even for their basic requirements.
5. There is acute problem of residential accommodation, for the workers.
6. Workers do not get compensation for injuries due to accident.
7. Dearness allowance should be paid as per the cost of living index.
8. Provisions of Workmen's Compensation Act may be made on percentage of disability basis.
9. Bonus should be fixed.
10. Employers should make arrangement for residential accommodation of employees.

11. Date of payment of wages should be fixed.
12. Weekly holiday and other festival holidays should be fixed.
13. The establishment do not maintain any register.
14. The workers are employed directly by employers. In big establishments some *badli* workers are employed.
15. Employees do not get Provident Fund and the benefits of Employees State Insurance Scheme.
16. Minimum rates of wages should be fixed under the provisions of the Minimum Wages Act.
17. Employees less than 14 years of age should not be allowed to be employed.
18. Employees in the Industry should get fringe benefits.
19. Question of housing of workers may be taken up by Government and workers should be provided with houses at subsidised rent.
20. The workers do not get work for about 30 to 35 days in a year.

POONA

1. The definition of the Factory should be revised so as to enable all persons employed in a shed to be considered to have been employed in the same Factory.

SANGLI

1. There should be a machinery at every centre for resolving disputes of workers.
2. Workers in powerloom units should get wages on the lines of those paid to workers in Textile Mills.
3. Provisions of Bombay Industrial Relations Act should be made applicable to workers in the Units.

ICHALKARANJI

1. There should be a provision to consider the sub-units artificially sub-divided to be one unit for the purpose of Labour Laws.
2. Enforcement of the provisions of the Shops Act should be taken out of the hands of Municipalities and should be taken over by Government.
3. Workers in the employment are paid on piece-rate basis.
4. The establishments do not maintain the registers regarding production of cloth.
5. Workers employed at Wadgaon, Hupri etc. which are outside the Municipal limits, do not get any advantage of Labour Laws.

6. The Establishments do not maintain pay register, over-time register, attendance and leave card and tickets etc.

7. Existing condition of certain minimum number of workers for applicability of Labour Laws may be removed and the provisions of Labour Laws should be applicable to all units irrespective of number of workers employed.

8. Definition of an employee in the existing Labour Laws should be revised to cover every person, whether working in the premises or at the place of his residence.

9. Definition of an employer should be revised so as to include the person who gets work done directly or indirectly or by contract system by supplying materials etc.

10. A worker who resigns or is retrenched should get the advantage of the existing provision of retrenchment compensation.

11. The existing wages paid to Powerloom workers are inadequate.

12. The present rates of wages should be taken as basic wage and the workers should be given dearness allowance on the basis of Special Index Number.

AURANGABAD

1. Continuity of service is a great problem in Powerloom Industry.

2. Pension Fund should be created and every person should be given payment from the Fund.

3. There should be separate legislation for the Powerloom workers.

4. The definition of employer and employee should be carefully prepared.

5. Employees without any restriction to the number should be in a position to go to court for collective bargaining.

6. There should be a representative Union for a local area on the lines of the one under the Bombay Industrial Relations Act.

7. All licence-holders in Powerlooms should be covered for the purposes of reference for a local area.

8. There should be provision for Provident Fund system even in case of one employee.

9. New Powerlooms should be installed in common sheds provided by Government.

10. There should be restrictions while giving three phase current to new powerloom establishments.

11. Minimum Wage Committee should be appointed for fixing minimum rates of wages for powerloom employees.

12. There should be separate standing orders for workers in Powerloom Industry.

BOMBAY

1. Powerloom workers are required to work 12 to 15 hours a day.
2. Powerloom workers do not get weekly off.
3. Minimum rates of wages should be fixed for Powerloom employees and Powerloom employees should get other privileges as are available to other employees.
4. The employees from bigger powerloom establishments only get the advantages of various Labour Laws. The establishments which are artificially split up and are covered by the Shops Act do not extend any benefit under the various Labour Laws to the workers employed.
5. By splitting up the units artificially the employers are taking advantage of exemption from the various Labour Laws and from payment of income-tax.
6. Workers are not in a position to take advantage of the provisions of the Industrial Disputes Act. Amendments should be introduced to the Industrial Disputes Act to enable the employees to get the advantage of the conciliation machinery.
7. Minimum rates of wages should be fixed for workers in powerloom industry and there should be provision to grant dearness allowance according to the cost of living of different cities.
8. There should be a separate legislation for workers in Powerloom Industry.

(B) OPINIONS AND SUGGESTIONS MADE BY EMPLOYERS

BHIWANDI

1. The Powerloom Industry mostly depends on the whims of investor.
2. The owners in the Industry have to strive hard for getting the tex-mark and licences.
3. Large number of units are owned by individual weavers and middle class persons.
4. The Labour Laws if made applicable to this industry unilaterally the industry will be ruined and it will have its natural effect in rendering the workers unemployed.
5. Even though the cost of living is rising, the margin of profit in the business is not increasing.
6. To secure better conditions for the workers, the small powerloom owners must feel security in the business.

7. Government should look at this industry with sympathy and the Powerloom owners should be supplied with yarn at control rate. There should be a machinery to secure regular supply of yarn to the industry.

8. Powerloom Industry should be recognized as a small-scale industry and the necessary facilities should be made available to it. There should be a quota of some reserved sort for the powerloom industry as has been done in the case of handloom industry.

9. Working hours should be for 8 hours a day.

10. Provisions of the Factories Act should be made applicable in preference to those made under Shops Act.

11. Housing Board should build houses without any contribution from the employers.

12. Government should open free dispensaries for the use of the powerloom workers.

13. Provident Fund system should be introduced.

14. There should be a separate legislation for powerloom workers.

MALEGAON

1. The burden of the present provisions for payment of weekly off cannot be sustained by powerloom-owners.

2. There is a seller's market in yarn and buyer's market in the powerloom products, leaving a very narrow margin at the disposal of powerloom-owner due to uneconomic effect of the situation.

3. The supply of the electric power is very costly so also are the other modes of power. This adversely effects the economy of small units with one or two looms.

4. The uneconomic factors hardly leave any ground for the small industry to bear extra burden of Labour Laws based on the background of organised industries.

5. Small units are covered by the provisions of the Bombay Shops and Establishments Act under which an employee is entitled to paid weekly holiday, and also to yearly leave with wages. The total number of such days amount to 73 in a year. The small units cannot afford to bear liability for such wages etc. The bigger units which are amenable to the provisions of Factories Act are liable to pay leave with wages for 15 days in a year. This disparity has got uneconomic effect on small units.

6. Provision of paid weekly off should be abolished.

7. Maximum leave with wages should be for 10 days in a year.

8. Workers remaining absent without leave for 5 days at a time should be allowed to be discharged without any notice. The notice period for discharge of workers should be reduced from one month to one week.

SHOLAPUR

1. There should be a separate legislation for workers in powerloom industry.
2. Houses for workers in this industry should be built and the employers should give some contribution.
3. The special legislation should be on the lines of the Factories Act.
4. Employees above 14 years of age should be employed in the industry.
5. There should be no registration of a shed and the owner of the shed should make arrangements for lavatory, urinals, etc.
6. In case the Act is made applicable to Powerloom Establishments with 2 powerlooms and 4 looms, the powerloom industry will be affected.

POONA

1. Provisions of the Factories Act should be made applicable to the powerloom establishments. The provisions of the Shops and Establishments Acts are not useful. There should be a separate legislation for workers in powerloom industry.

SANGLI

1. It is not possible for an individual powerloom-owner to build a shed, but building sheds on co-operative basis is possible. The shed should accommodate minimum 40 powerlooms.
2. Powerloom industry is a family business and it is feared that if rates of wages are increased only in Maharashtra the industry will not be able to bear the burden of the same. The rates should be uniform everywhere.
3. Minimum Wages Act may be made applicable to this industry and a separate entry in respect of 'the employment in powerloom' should be added to the schedule and wages should be fixed on piece rate basis.

ICHALKARANJI

1. Powerloom Sector has no Government aid under the State aid to Industries Plan. The size of the units is very small and the Acts applicable are many in number. To implement the Acts some expenses are required to be shared by the powerlooms-owners and as such the present labour legislation becomes more expensive. There are a number of expensive provisions enforced on the owner i.e. Factories Act, Shops and Establishments Act, in respect of payment of weekly day of rest, leave with wages, which are required to be defrayed from profits, in these days of competition.

Besides the introduction of Bonus under the law has added unbearable burden.

2. Special legislation should be recommended incorporating tolerable provisions.

3. Municipal limits of Ichalkaranji should be extended and Government land in the area should be provided to the Industry at cheaper rate.

4. Workers should be provided with cheaper colony life at Government level.

5. Factories situated in the interior should be shifted to the expanded area where sanitation and other provisions should be made properly under the Scheme.

6. Government should provide a Labour Welfare Centre in the area where the factory would be shifted.

7. Government should provide loans to new factories constructed in the expanding area under the State aid to Industries Scheme.

8. There should be specific service rules to avoid disputes. Provision should be made for implementing service rules through statute.

9. Provisions from model standing orders regarding dismissal, discharge and retrenchment etc. should be incorporated in the statute to make it binding on both the management and the labour.

10. Considering the smallness of profits earned by powerloom owner, provisions of Bonus should not be made applicable to Powerloom Sector.

11. There should be price control and cheap foodgrains shops should be opened for the benefit of workers.

KAMPTEE

1. Employees' State Insurance Scheme should be made applicable to the area

BOMBAY

1. The semi-powerloom owners have no objection even if the working hours of the employees are fixed at 8 hours a day.

2. The semi-powerloom owners have no objection to the efforts made for improving the condition of workers but they want that condition of the powerloom owners should also be considered simultaneously.

3. The powerloom industry is facing financial difficulties. The dearness allowance is increasing on one side and the price of the raw materials are increasing on the other side. Under the prevailing circumstances if additional burden is cast on the industry the weaker units will not be able to bear the same and will collapse.

4. The basic wage, the dearness allowance and the prices of the yarn should be fixed.
5. The managements and the workers both should look to the interest of the working of the Industry.

(C) OPINIONS AND SUGGESTIONS MADE BY INDEPENDENT PERSONS

SHOLAPUR

V. G. Shiydare, M.L.A.

1. Powerloom Industry is a growing industry. The industry should be classified and should be given facilities on the lines of those given to Khadi and Village Industries.
2. Enforcement of the provisions of the Shops Act should be made strict.

Tulshidas Jadhav, M.P.

1. There should be a separate legislation for workers in this industry.
2. Efficiency and production should be linked up.

CHAPTER IV

RECOMMENDATIONS

(1) Some powerloom establishments are covered by the Factories Act, and a large number by the Shops and Establishments Act. At a number of places the looms are neither covered by the Factories Act nor the Shops and Establishments Act. In matters of working hours, leave with wages, payment for the weekly-off, safety and welfare measures there is a great disparity in the existing conditions. It is, therefore, considered necessary to bring this industry on a common footing. It had been represented before the committee, that a special legislation on the lines of the Factories Act may be prepared for employees in this industry. The committee is of opinion that enacting a special legislation for the purpose at this stage is not considered necessary instead the committee favours the application of the existing labour laws to the industry.

Application of Factories Act will bring uniformity on the following points :—

- (1) Registration of establishments.
- (2) Regulation of working hours.
- (3) Weekly-off.
- (4) Leave with wages.
- (5) Safety provisions and welfare.
- (6) Prohibition of employment of children.

The employers' representatives have agreed to this recommendation on a condition that the application of the Factories Act to the Powerloom Industry should not lay unbearable burden on such units, such as, clerical and supervisory staff to maintain numerous registers, etc. The powerloom units are very small and if each unit is to comply with all provisions regarding maintaining of registers, it will be impossible for them to do it unless they appoint clerical or supervisory staff. Under these circumstances the committee is of opinion that while applying this Act to this industry, the Government may kindly exempt them from maintenance of numerous records. The Government may prescribe minimum registers for the satisfactory working of the Act. The question of application of other Acts, regulations or awards (which normally become applicable to the Industrial Units falling under the pervue of the Factory Act) to notified Powerloom Units may be considered on merits and not merely because such units are declared as notified factories.

Considering all suggestions made to the committee during its tours and in view of the discussion held in final meeting, the committee is of opinion that—

- (a) The Factories Act be made applicable to the powerloom industry

This may be done by notifying this industry as Factory "as a class" under section 85 of the Factories Act. The committee is of opinion (b) That provisions under Chapters III. (Health), IV. (Safety), V. (Welfare), VI. (Working hours of adults), VII. (Employment of young persons), VIII. (Leave with wages) will solve the various problems of the workers in this industry. (c) That provisions of Rule 74 (1), (2), (3) under section 42(2) and section 45, sub-section (3) may not be made applicable. (d) That in the schedule attached to Rule 5 regarding the fees for the application for registration following additional entry be made : "The registration fees for the units having installed capacity upto 5 H. P. and employing up to 9 persons the registration fees be Rs. 5 only."

(2) In matter of wages there is no uniformity and workers are required work for longer hours than the normal. The wages paid at some places are also not adequate. The committee is of opinion that the wages can be regulated by adding this industry as a specific employment under Minimum Wages Act. The Government of Gujarat has recently fixed minimum rates of wages for the employees employed in Powerlooms. The committee is of opinion that minimum rates of wages may be fixed under the provisions of the Minimum Wages Act, for employees in this industry.

(3) With a view to solve disputes including discharge and dismissal arising in small units where the statutory machinery is not available for the same, a tripartite body consisting of an independent Chairman and one representative each of the employees and employers may be appointed at important powerloom centres to resolve the disputes. If there is no settlement the local Government, Labour Officer may be given power to make reference.

(4) There being high incidence of T. B. amongst powerloom workers, it is necessary to provide them with the necessary medical aid from time to time. This cannot be done by individual owners of the small powerloom establishments. The committee therefore recommends that Government should provide suitable free medical aid to T. B. patients at all powerloom centres.

(5) It is necessary to discourage starting of powerlooms in the midst of the cities. Establishment of powerlooms in the vicinity of a city in a specified industrial estate or area should be encouraged and standard well planned sheds should be built, either on co-operative basis or otherwise. This will secure ideal working conditions for workers working in such sheds.

(6) The problem of housing of workers in this industry is very serious. The existing housing conditions at some places are alarming. It is necessary that Government should take a regular housing programme under a scheme.

CHAPTER V

ACKNOWLEDGEMENTS AND THANKS

1. The Chairman thanks, the members of the committee for the co-operation extended by them and for the spirit of adjustment in arriving at the unanimous recommendations.

2. The Committee is thankful to the representatives of the employees and the employers and the independent persons who have supplied the Committee with the required information through replies to the questionnaire and during the interviews held.

3. The Committee is thankful to the Commissioner of Labour, and the Chief Inspector of Factories for the valuable co-operation extended by them in the work of the committee.

4. The Committee is thankful to the Officers of the Labour Department in the District and the Inspectoral staff of the Local Authorities who have rendered assistance to the Committee during its visits to the various powerloom centres.

5. The Committee places on record prompt and most competent services rendered by Secretary of the Committee Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay, in the work of this committee at different stages.

6. The Committee is also thankful to the staff of the committee consisting of the Senior Clerk, Shri J. V. Bhide, Clerk-typist, Shri S. R. Kadar and the Steno, Shri A. H. Khan, for discharging their duties efficiently and diligently.

D. K. KHANVILKAR,
Chairman.

(Signed) R. K. KAMBLE,
Member.

(Signed) N. G. KALANI,
Member.

(Signed) M. P. KARWA,
Member.

(Signed) M. V. SHAH,
Member.

(Signed) NIHAL AHMED MAULVI
MOHAMED USMAN,
Member.

(Signed) B. D. SURYAVANSHI,
Member.

(Signed) V. R. HOSHING,
Member.

(Signed) GULABCHAND DOSHI,
Member.

(Signed) H. A. SATHE,
Secretary,

Bombay, dated 31st January 1967.

ANNEXURES

- Government Resolution dated 13th July 1965 regarding appointment of the Committee.
- Letter dated 23rd June 1966 to Government seeking clarification regarding the terms of reference.
- Government letter dated 19th August 1966 in reply.
- Government Resolution dated 27th January 1966 regarding extension of time-limit for submission of the report.
- Government Resolution dated 5th July 1966 regarding extension of time-limit for submission of the report.
- Government Resolution dated 5th November 1966 regarding extension of time-limit for submission of the report.
- Questionnaire for Associations of Employers and Trade Unions.
- Questionnaire for Establishments.
- Localities in the State of Maharashtra to which provisions of Bombay Shops and Establishments Act are applicable.
- Minimum Rates of wages applicable to Shops and Commercial Establishments at certain centres in the State of Maharashtra.

 ANNEXURE A.

Service and working conditions of employees engaged in the Powerloom Industry in the State of Maharashtra.

Appointment of a committee to study—

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. AJP. 65(3)65/LAB-H

Sachivalaya, Bombay-32, dated the 13th July 1965

RESOLUTION

The Government of Maharashtra hereby appoints a Committee consisting of the following persons to study the service and working conditions of employees engaged in the Powerloom Industry in the State :—

- | | |
|---|-----------|
| 1. Shri D. K. Khanvilkar, 1377/5, Tilak Road, Alibag, District
Kolaba, | Chairman. |
| 2. Shri R. K. Kamble, President, Federation of All India
Cotton Powerloom Association, Universal Textiles, Canteen
Stores, Godown-22, Rifle Range, Bombay-77. | Member. |

- | | | |
|----|---|---------|
| 3. | Shri N. G. Kalani, Hon. Secretary, The Sholapur District Powerloom Cloth Producers' Association, Marda Bhavan, Balives, Sholapur. | Member. |
| 4. | Shri M. P. Karwa, Karwa Weaving Mills, Bhiwandi, District Thana. | Member. |
| 5. | Shri M. V. Shah, Tilak Road, Malegaon | Member. |
| 6. | Shri Nihal Ahmed Maulvi Mohamed Usman, Mill Mazdoor Sabha, 749, Navajira, Malegaon, District Nasik. | Member. |
| 7. | Shri B. D. Suryavanshi, Miraj Taluka Girmi Kamgar Sangh, Prasant Niwas, Sangli. | Member. |
| 8. | Shri V. R. Hoshing, Joint General Secretary, Rashtriya Mill Mazdoor Sangh, Mazdoor Manzil, Parel Tank Road, Parel, Bombay-12. | Member. |
| 9. | Shri Gulabchand Doshi, Secretary, I.N.T.U.C., Maharashtra Branch, Malegaon Camp, Malegaon, District Nasik. | Member. |
2. Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay is appointed as Secretary to the Committee in addition to his own duties.
3. The terms of reference to the committee should be as under :—
- (i) To enquire into the service and working conditions of the employees engaged in the Powerloom Industry.
- (ii) To examine what measures are essential to ameliorate the service and working conditions of the above employees.
- (iii) To suggest the machinery for giving effect to such measures which may be recommended by the Committee.
- (iv) The Committee may also examine whether amendments, if any, to the present labour laws or enactment of new legislation is essential. If so, on what lines.
4. The non-official members
5. The committee should submit its Report to Government within a period of six months.
6. All correspondence intended for the Committee may be addressed to Shri H. A. Sathe, Assistant Commissioner of Labour and Secretary, Committee for employees in Powerloom Indutry, Framji Cawasji Institute Building, Dhobi Talao, Bombay-2.
7. This Resolution issues with the concurrence of the Finance Department *vide* that Department unofficial reference No. 12169/1212-XVIII dated the 8th July 1965

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

(Signed) B. V. LAUD,
Under Secretary to Government.

ANNEXURE B

No. CL/XXXI/PL/G/1830.

OFFICE OF THE SECRETARY, COMMITTEE
FOR POWERLOOM INDUSTRY,Framji Cawasji Institute Building,
Dhobi Talao, Bombay-2.

Dated 23rd June 1966.

n

Shri H. A. Sathe,

Assistant Commissioner of Labour and Secretary, Committee for Powerloom
Industry, Bombay.The Secretary to the Government of Maharashtra, Industries and Labour
Department, Sachivalaya, Bombay-32.*Subject.*—Committee appointed by the Government of Maharashtra to study
the service and working conditions of the employees engaged in
the Powerloom Industry.*Reference.*—Government Resolution, Industries and Labour Department,
No. AJP-65(3)65-LAB-II, dated 13th July, 1965.As directed by the Chairman, I have to refer the following points for favour of
necessary clarification :—

The committee has been asked to make inquiries into the service and working
conditions of the employees engaged in the Powerloom Industry in the State of
Maharashtra. In the terms of reference specific reference regarding 'Wages' however
has not been made. I have, therefore, to request Government to enlighten the
committee whether the terms of reference include "Wages" also. If so, whether the
"quantum of wages". In this connection, it may be stated that Powerloom Establish-
ments (covered by the Bombay Shops and Establishments Act, 1948) fall under
the category of commercial establishments and the revised minimum rates of wages
for the employment in Shops and Commercial Establishments have come into force
with effect from 1st May 1966.

Government is requested kindly to give early reply in the matter.

Yours faithfully,

(Signed) H. A. Sathe,

Secretary,

Committee for Powerloom Industry, Bombay.

ANNEXURE C

No. AJP. 65(3)65/116145/LAB-II.

INDUSTRIES AND LABOUR DEPARTMENT

Sachivalaya, Bombay-32, dated the 19th August, 1966.

The Secretary,

Committee for Powerloom Industry,

Framji Cawasji Institute Building, Dhobi Talao, Bombay-2.

Subject.—Committee appointed by the Government of Maharashtra to study the service and working conditions of the employees engaged in the Powerloom Industry.

Sir,

I am directed to refer to your letter No. CL/XXXI/PL/G/1830 dated the 23rd June 1966, on the above subject, and to state that the committee appointed by Government to study the service and working conditions of employees engaged in the Powerloom Industry in the State of Maharashtra can go into the question of wages also but the committee need not recommend any minimum wages. The committee may express its observations in this behalf but it may not make any specific recommendations.

Yours faithfully,

(Signed) D. V. Konkar,
Under Secretary to the
Government of Maharashtra,
Industries and Labour Department.

ANNEXURE D

*Service and working conditions of
employees engaged in the Powerloom
Industry in Maharashtra State.*

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. AJP-65(3)65/LAB. II

Sachivalaya, Bombay-32, dated the 27th January 1966

Read—

Government Resolution, Industries and Labour Department, No. AJP-65(3)65/LAB. II, dated the 13th July 1965.

Letter No. CL/XXXI/PL/4/64 dated the 7th January 1966 from the Secretary, Committee for Powerloom Industry, Bombay.

RESOLUTION.—Government is pleased to extend the period for submission of the Report of the Committee for Powerloom Industry, appointed under Government Resolution, Industries and Labour Department, No. AJP-65(3)65/LAB. II, dated the 13th July 1965, for a further period of 6 months i.e. up to 12th July 1966.

This Resolution issues with the concurrence of the Finance Department, *vide* Finance Department unofficial Reference No. 922/100/VI-A dated the 17th January 1966.

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

(Signed) B. V. LAUD,
Under Secretary to Government.

ANNEXURE E

*Service and working conditions of
employees engaged in the Powerloom
Industry in Maharashtra State.*

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. AJP-65(3)65/LAB. II

Sachivalaya, Bombay-32, dated 5th July 1966

Read—

Government Resolution, Industries and Labour Department, No. AJP-65(3)65/LAB. II, dated the 27th January 1966.

Letter No. CL/XXXI/PL/G/1711, dated the 14th June 1966 from the Secretary, Committee for Powerloom Industry, Bombay.

RESOLUTION.—Government is pleased to extend the period for submission of the Report of the Committee for Powerloom Industry, appointed under Government Resolution, Industries and Labour Department, No. AJP. 65(3)65/LAB. II, dated the 13th July 1965 for a further period of 3 months i.e. up to 12th October 1966.

This Resolution issues with the concurrence of the Finance Department, *vide* Finance Department, unofficial Reference No. 1351/VI-A dated the 21st June 1966.

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

(Signed) D. V. KONKAR,
Under Secretary to Government.

 ANNEXURE F

*Service and working conditions of
employees engaged in the Powerloom
Industry in Maharashtra State.*

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. AJP-65(3)65/LAB. II

Sachivalaya, Bombay-32, dated the 5th November 1966

Read—

Government Resolution, Industries and Labour Department, N. AJP-65(3)65/LAB. II, dated the 5th July 1966.

Letter No. CL/T/PLI/G/2924 dated the 15th October 1966 from the Chairman, Committee for Powerloom Industry, Bombay.

RESOLUTION.—Government is pleased to extend the period of submission of the Report of the Committee for Powerloom Industry, appointed under Government Resolution, Industries and Labour Department, No. AJP. 65(3)65/LAB. II, dated the 13th July 1965, for a further period up to the end of February 1967.

This Resolution issues with the concurrence of the Finance Department, *vide* Finance Department unofficial Reference No. 2257-VI-A dated the 31st October 1966.

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

(Signed) B. V. LAUD,
Under Secretary to Government.

ANNEXURE G

No. CL/XXXI/PL.
OFFICE OF THE SECRETARY, POWERLOOM
COMMITTEE,

Framji Cawasji Institute Building,
Dhobi Talao, Bombay-2.

From

Shri H. A. Sathe,
Assistant Commissioner of Labour and Secretary, Powerloom Committee,
Bombay.

To

Subject.—Committee appointed to study the Service and Working Conditions of Employees engaged in Power-loom Industry in the State of Maharashtra.

Questionnaire issued by the —

Sir,

The Government of Maharashtra by Resolution, Industries and Labour Department, No. AJP. 65(3)65/LAB-II, dated 13th July, 1965 has appointed under the Chairmanship of Shri D. K. Khanvilkar, a committee consisting of 8 members with the following terms of reference :—

- (1) To enquire into the Service and Working Conditions of the Employees engaged in the Power-loom Industry.
- (2) To examine the measures essential to ameliorate the service and working conditions of the above employees.
- (3) To suggest the machinery for giving effect to such measures.
- (4) To examine whether amendments, if any to the present labour Laws or enactment of new Legislation is essential. If so, on what lines.

The Committee has decided to ascertain the views of the employers, the Associations of employers and the Unions of employees and has prepared a questionnaire for the purpose. (Copy enclosed).

The Committee will like to have your views/the views of your organisation on all points mentioned in the questionnaire.

You are, therefore, requested to send your reply i.e. (12 copies) to this office within one month of receipt of this letter.

Thanking you in anticipation.

Yours faithfully,

(Signed) H. A. SATHE,
Secretary,
Power-Loom Committee, Bombay.

क्रमांक सी.एल्.-३१-पी.एल्.-सहायक
कामगार आयुक्त आणि सचिव,
यंत्रमाग (पॉवरलूम) धंद्यातील
कामगारांसाठी नेमलेली समिती,
फ्रामजी कावसजी इन्स्टिट्यूट बिल्डिंग,
धोबीतलाव, मुंबई नं. २.

प्रेषक,

श्री. ह. आ. साठे, बी.एससी.,
सहायक कामगार आयुक्त आणि सचिव,
यंत्रमाग (पॉवरलूम) धंद्यातील कामगारांसाठी नेमलेली समिती. मुंबई क्रमांक २.

प्रति,

विषय.—महाराष्ट्र राज्यातील यंत्रमाग धंद्यातील (पॉवरलूम) कामगारांच्या
नोकरी व कामाच्या परिस्थितीची चौकशी करण्यासाठी नेमलेल्या
समितीने प्रसृत केलेली प्रश्नावली.

महाशय,

महाराष्ट्र सरकारने उद्योग व कामगार खात्याच्या ठराव क्रमांक ए.जे.पी. ६५(३)-६५,
एल.ए.बी.-२ तारीख १३ जूलै १९६५ अन्वये श्री. डी. के. खानविलकर यांचे अध्यक्षतेखाली
आठ मदस्थांची एक समिती नियुक्त केली आहे. समितीला खालील वायवीत चौकशी करण्यास
सांगण्यात आले आहे :—

- (१) यंत्रमाग (पॉवरलूम) धंद्यातील कामगारांच्या नोकरी व कामाच्या परिस्थितीची
चौकशी करणे.
- (२) वर निर्दिष्ट केलेल्या कामगारांची नोकरी व कामाची परिस्थिती सुधारण्यासाठी
उपाययोजना सुचविणे.
- (३) सुचविलेल्या उपाययोजनेची अंमलबजावणी करण्यासाठी योग्य ती यंत्रणा सुचविणे.
- (४) ह्या बाबतीत सध्या अमलात असलेल्या कामगार कायद्यांना काही दुरुस्त्या
आवश्यक असल्यास, किंवा या बाबतीत नवीनच कायदा करण्याची आवश्यकता
असल्यास, त्याबाबतीत शिफारस करणे.

समितीने चालकांचे/मालकांच्या संघटनांचे/कामगारांच्या संघटनांचे विचार ममजावून घेण्याचे
टिपविले आहे व त्याकरिता एक प्रश्नावली तयार केली आहे. (मोवत प्रश्नावलीची
एक प्रत जोडली आहे.)

समितीला ह्या प्रश्नावलीतील नमूद केलेल्या सर्व प्रश्नांवर आपले/आपल्या संघटनेचे
बिचार जाणून घेण्याची इच्छा आहे.

तरी आपण सदर प्रश्नावलीचे उत्तर हे पत्र मिळाल्यापासून एक महिन्यांचे आत पाठवावे
(कृपया उत्तराच्या १२ प्रती पाठवाव्या) अशी विनंती आहे.

आपले योग्य ते सहकार्य जरूर मिळेल अशी खात्री वाळवून आपल्या महत्कार्यावहूल आभार मानतो.

आपला विश्वासू,

(ह. आ. साठे.)

सहायक कामगार आयुक्त व सचिव,
यंत्रमाग (पॉवरलूम) धंद्यातील कामगारांसाठी नेमलेली समिती.

AN ENQUIRY INTO THE SERVICE AND WORKING CONDITIONS
OF THE EMPLOYEES EMPLOYED IN POWER-LOOM INDUSTRY
IN THE STATE OF MAHARASHTRA

महाराष्ट्र राज्यातील घंत्रमाग (पाँवरलूम) धंद्यातील कामगारांच्या नोकरी-
विषयक व कामगारांच्या कामाच्या परिस्थितीची चौकशी

Questionnaire for Associations of employers and Trade Unions

मालकांचे संघ अथवा कामगार संघटनांसाठी प्रश्नावली

I. General—

१. सामान्य —

1. Name of the Association/Union ..
१. संघाचे/युनियनचे नाव
2. Full postal address.
२. पत्रव्यवहाराचा संपूर्ण पत्ता ..
3. Date of Establishment
३. स्थापनेची तारीख
4. Registration number and date of registration.
४. नोंदणी क्रमांक आणि नोंदल्याची तारीख ..
5. Membership as on 31st March 1965 and looms covered. Give the information unitwise upto 2, 4, 9, 24, 49 and above looms.
५. ३१ मार्च १९६५ रोजी असलेली सभासद संख्या आणि किती मांगाचा (लूमचा) समावेश आहे ते सांगा. २, ४, ९, २४, ४९ आणि अधिक ह्या वर्गवारीनुसार प्रत्येक घटकाची (युनिट) माहिती द्या.
6. Categories of employers/employees represented by the Association/Union.
६. संघातर्फे/कामगार संघातर्फे प्रतिनिधित्व केल्या जाणाऱ्या मालकाची/नोकरांची वर्गवारी.

7. Is the Association/Union affiliated to any central organisation of employers/employees; if so, give particulars.
७. तुमचा संघ/कामगार संघटना कोणत्याही मध्यवर्ती संघटनेस जोडलेली आहे काय? असल्यास सविस्तर माहिती द्या.

II. Review of the industry and present condition—

(ब) घंटाचा आढावा आणि वर्तमान स्थिती

(a) Give a detailed review of the industry in your area since 1959 onwards. State the present condition of the industry, its peculiar features, financial position and position in the economy of the country, etc.

(अ) तुमच्या घंटातील परिस्थितीबाबत १९५९ नंतरच्या कालाचा संपूर्ण आढावा द्या. त्या आढाव्यात घंटाची सद्याची स्थिती, खास वैशिष्ट्ये, सांपत्तिक स्थिती आणि राष्ट्राच्या अर्थव्यवस्थेतील त्याचे स्थान ह्यांचा खुलासा करा.

(b) Total number of common sheds and number of looms in those sheds.

(ब) सामाईक निवाऱ्याची संख्या (शेड्स) आणि त्यातील मागांची (लुमची) एकूण संख्या द्या.

III. Employment of Labour—

(क) नोकर भरती व नोकरी विषयक माहिती

1. What is the present method of recruitment of Labour?

१. तुमच्या माहितीप्रमाणे कामगाराना कामावर ठेवण्याची कोणती पद्धत प्रचलित आहे? ..

(i) whether directly

(अ) खुद्द मालकातर्फे

(ii) Through contractors

(ब) ठकेदारातर्फे

(iii) As out-workers (i.e. employees who work at their homes).

(क) बाहेर काम करणारे कामगार (बाहेर काम करणारे म्हणजे आपल्या घरी नेऊन काम करणारे असा होय.)

2. What are the categories of workers employed? State the different categories of workers employed, and the nature of work being done by each category.

२. नोकरीवर ठेवलेल्या कामगारांच्या निरनिराळ्या वर्गवारींची माहिती द्या? वर्गवारी सांगा व त्या वर्गवारीतील कामगारांच्या कामाचे स्वरूप सांगा.

3. Are the workers in the industry classified as :

३. तुमच्या घंटातील कामगारांचे खालीलप्रमाणे वर्गीकरण करण्यात आले आहे काय ?

- | | |
|-------------------------|----|
| (i) Permanent | .. |
| (१) (स्थायी) कायम | .. |
| (ii) Temporary | .. |
| (२) अस्थायी (तात्पुरते) | .. |
| (iii) Badli | .. |
| (३) बदली | .. |
| (iv) Casual | .. |
| (४) नैमित्तिक | .. |
| (v) Apprentice | .. |
| (५) उमेदवार | .. |

4. What are the categories of workers employed through contractors?

४. ठेकेदारातर्फे ठेवलेल्या कामगारांच्या वर्गवारी सांगा ?

IV. *Hours of work etc.*—

४. कामाचे तास इत्यादी—

- (i) What is the existing position regarding hours of work, rest interval, spreadover, weekly holiday ?
- (१) कामाचे तास, विश्रांतीच्या वेळा, स्प्रेड ओव्हर, आठवड्याची सुट्टी, याबाबत सध्याची परिस्थिती काय आहे ?
- (ii) Are you in favour of regulation of the hours of work, rest interval, spreadover, weekly holiday etc. ? If not, give reason.
- (२) कामाचे तास, विश्रांतीच्या वेळा, स्प्रेड ओव्हर, आठवड्याची सुट्टी, ह्याबाबत काही निश्चित नियंत्रण असावे असे तुम्हाला वाटते काय ? नसल्यास, कारणे द्या.

V. *Wages paid*—

५. विद्यमान वेतन—

1. What is the system of payment of wages ?
१. पगार देण्याची प्रचलित पद्धत काय आहे ?
- (i) Whether on piece rate or
- (१) आंगावरील कामाचे दराप्रमाणे किंवा . .
- (ii) Fixed rate (detailed categorywise rates may be given).
- (२) ठराविक दराने (ठराविक दराप्रमाणे नमूद करावे.)
2. How are the rates of wages fixed ?
२. पगाराचे दर कसे ठरले गेले आहेत ?
- (i) Whether by agreement, settlement or award; if so, give a copy.
- (१) एखाद्या तडजोडीने, समझोत्याने अथवा निवाड्याने, तसे असल्यास त्याची एक प्रत सोबत जोडा.

(ii) By understanding between the employers and the employees.

(२) मालक व कामगार यांच्यामध्ये परस्पर विचारविनिमय होऊन.

(iii) By employers independently . . .

(३) मालकातर्फे स्वतंत्रपणे

3. Is dearness allowance paid separately in addition to basic wage? Is the dearness allowance linked with the cost of living index? If so, give details.

३. मूळ पगाराशिवाय तुम्ही वेगळा महागाई भत्ता देता काय? महागाई भत्ता राहाणी-मानाचे निर्देशांकाशी (इंडेक्स) निगडित आहे काय? असल्यास माहिती द्या.

(i) Are the wages paid in consolidated form (including basic and dearness allowance)?

(१) तुम्ही एकत्रित वेतन देता काय? (एकत्रित वेतन म्हणजे मूळ पगार अधिक महागाई भत्ता)

(ii) Are there any additional allowance given?

(२) काही अधिक भत्ते देण्यात येतात काय?

4. What is the system of payment of wages to workers?

४. कामगारांना पगार देण्याची पद्धत कशी आहे?

(i) Daily

(१) दररोज

(ii) Weekly

(२) दर आठवड्याला

(iii) Fortnightly

(३) दर पंधरवड्याला

- (iv) Monthly
 (४) दर महिन्याला

If by weekly, fortnightly or monthly which day is the usual pay day ?

जर आठवड्याला, पंधरवड्याला अथवा महिन्याला असेल तर पगाराचा सर्वसाधारण दिवस कोणता असतो ?

5. What are the average earnings per day, per week, per fortnight or per month of each of the category of workers employed in the industry in your area ?
५. तुमच्या विभागातील प्रत्येक वर्गवारीतील कामगारांचे दर दिवशी, दर आठवड्याला, दर पंधरवड्याला, अथवा दर महिन्याला, मिळणारे सरासरी वेतन सांगा.

VI. Overtime—

६. अधिक कामाबद्दल मिळणारा भत्ता—

- (i) Are the workers required to work overtime ?
- (१) कामगारांना ठरलेल्या वेळेपेक्षा अधिक काम करावे लागते काय ?
- (ii) If so, what is the overtime rate as compared to normal rate ?
- (२) जर असे जादा काम करावे लागत असल्यास त्याबद्दल मिळणाऱ्या वेतनाच्या दराची व सर्वसाधारण वेतनाचे दराशी तुलना करा.

VII. Leave and Holidays—

७. रजा व सुट्या—

- (a) What is the existing system of grant of—
- (अ) खालील सुट्या देणेबाबत प्रचलित पद्धत काय आहे ?
- (1) Privilege leave with wages
- (१) पगारी हक्काची रजा

- (2) Earned leave
 (२) पगारी रजा
 (3) Casual leave/whether with pay or without pay.
 (३) नैमित्तिक (किरकोळ) रजा (पगाराशिवाय अथवा पगारी).
 (4) Sick leave/whether with pay or without pay.
 (४) आजारी रजा (पगारी अथवा पगाराशिवाय).

Please give the quantum of each such leave granted.

कृपया देण्यात येणाऱ्या रजांची संख्या द्या.

- (b) Number of paid holidays.
 (ब) पगारी सुट्यांची संख्या.

VIII. *What is the existing position of welfare conditions regarding—*

८. कामगार कल्याण संबंधित खालील गोष्टीबाबत काय परिस्थिती आहे :—

- (1) Ventilation and humidification
 (१) खेळती हवा व ह्यमिडिफिकेशन
 (2) Arrangement for preventing accidents.
 (२) अपघात टाळण्यासाठी यंत्रणा ..
 (3) Latrines ..
 (३) मुतऱ्या ..
 (4) Washing tank ..
 (४) आंघोळ करण्यासाठी टाक्या ..
 (5) Drinking water ..
 (५) पिण्याच्या पाण्याची सोय ..
 (6) Canteen/tea shop ..
 (६) उपाहारगृह/चहाचे दुकान ..

(7) Medical/aid/first aid/alternate medical facility.

(७) वैद्यकीय मदत/प्रथमोपचाराची सोय/किंवा पर्यायी वैद्यकीय मदत.

IX. Registers maintained—

९. ठेवलेली पत्रक

Which of the following registers are maintained in respect of the workers employed.

कामावर ठेवलेल्या कामगारांसंबंधी असलेली खालील-पैकी कोणती रजिस्टरे (पत्रके) आपण ठेवली आहेत.

(1) Muster roll	..	..
(१) हजेरी पत्रक	..	..
(2) Register of wages	..	..
(२) वेतन पत्रक	..	..
(3) Register of overtime	..	..
(३) अधिक काम केल्याचे नोंदणी पत्रक.	..	..
(4) Attendance cards	..	..
(४) हजेरी कार्ड	..	..
(5) Wage slips/ticket	..	..
(५) वेतन पत्रिका/तिकीट	..	..
(6) Register of leave	..	..
(६) रजेचे पत्रक	..	..
(7) Leave cards	..	..
(७) रजा नोंदणी कार्ड	..	..

X. Please state what is the existing system of payment of—

१० खालील गोष्टी कामगारांना देण्याची प्रचलित पद्धत काय आहे ?

(1) Bonus	..	..
(१) बोनस	..	..

(2) Provident fund	..	..
(२) भविष्य निधी	..	..
(3) Gratuity	..	..
(३) ग्रॅच्युइटी	..	..
(4) E.S.I.	..	..
(४) कामगार विमा	..	..
		..

XI. *Labour Acts applicable—*

११. लागू असलेले कामगारविषयक कायदे—

(a) Please state which of the following labour Acts are applicable to the employees employed in the industry :—

(अ) खालील नमूद केलेल्या कामगार कायद्यांपैकी तुमच्या घाटातील कामगारांना कोणते कायदे लागू आहेत :—

(1) Shops and Establishments Act	..	..
(१) दुकाने व व्यापारी संस्थाविषयक कायदा	..	..
(2) Factories Act	..	..
(२) कारखान्यांविषयीचा कायदा	..	..
(3) Minimum Wages Act	..	..
(३) किमान वेतन कायदा	..	..
(4) Workmen's Compensation Act	..	..
(४) कामगारांना नुकसान भरपाई देण्याबाबतचा कायदा	..	..
(5) Payment of Wages Act	..	..
(५) पगार देण्याविषयीचा कायदा	..	..
(6) Industrial Disputes Act	..	..
(६) औद्योगिक कलह कायदा	..	..
(7) Bombay Industrial Relations Act	..	..
(७) मुंबई औद्योगिक कामगार संबंध कायदा	..	..
(8) Employees' State Insurance Act	..	..
(८) कामगार विमा संरक्षण कायदा	..	..

(9) Employees' Provident Fund Act

(९) कामगार भविष्यनिधीविषयक कायदा

(b) Whether standing orders are applicable, if so please supply a copy.

(ब) कामगारविषयक स्थायी आदेश लागू आहेत काय ? असल्यास त्याची एक प्रत जोडा.

XII. Difficulties experienced in implementation of the Acts —

१२. कायद्याच्या अंमलबजावणीबाबत येणाऱ्या अडचणी—

What are the difficulties experienced in the enforcement of the Act? What are the amendments you think necessary should be made in the various labour Acts section-wise so as to extend full benefit of the labour Acts to the employees employed in the industry ?

कायद्याची अंमलबजावणी करताना तुम्हाला येणाऱ्या अडचणीचे स्वरूप काय आहे ? धंद्यामधील कामगारांना पूर्ण लाभ होईल ह्या हेतूने तुम्ही प्रचलित कामगार कायदांना क्रमवार आवश्यक त्या दुरुस्त्या सुचवा.

XIII. Industrial relations—

१३. औद्योगिक संबंध—

Were there any strikes or lock-outs during last five years in the industry in your area ? If so, give the reasons for the same. Please state how disputes are resolved ?

तुमच्या विभागातील तुमच्या धंद्यात गेल्या ५ वर्षांत काही संप अथवा टाळेबंदी झाली आहे काय ? असल्यास त्यांची कारणे द्या. औद्योगिक तंटे निर्माण झाल्यास ते मिटविण्याची काय पद्धत आहे ?

Are you in favour of special legislation in respect of the employees in the industry to effectively regulate the service and working conditions of the employees

employed ? If so, give your suggestions in details.

तुमच्या घंटातील कामगारांसाठी नोकरी व तद्विषयक शर्ती ह्यासाठी विशिष्ट तऱ्हेच्या कायद्याची जरूरी आहे असे तुम्हाला वाटते काय? असे असल्यास, सदरहू कायद्याची रूपरेषा कशी असावी ते सांगा.

Any other suggestions—

आणखी काही सूचना असल्यास—

Signature of the Office-bearers
of the Association/Union.

संघाच्या अथवा कामगार संघाचे
पदाधिकाऱ्यांची सही.

ANNEXURE H

No. CL/XXXI/PL.
 OFFICE OF THE SECRETARY, POWERLOOM
 COMMITTEE,
 Framji Cawasji Institute Building,
 Dhobi Talao, Bombay-2.

From

Shri H. A. Sathe,
 Assistant Commissioner of Labour and Secretary, Power-loom Committee,
 Bombay.

To

Subject.—Committee appointed to study the service and working conditions of employees engaged in Power-loom Industry in the State of Maharashtra.

Questionnaire issued by the

Sir,

The Government of Maharashtra by Resolution, Industries and Labour Department, No. AJP. 65(3)65/LAB-II, dated 13th July, 1965 has appointed under the Chairmanship of Shri D. K. Khanvilkar, a committee consisting of 8 members with the following terms of reference :—

- (1) To enquire into the service and working conditions of the employees engaged in the power-loom industry.
- (2) To examine the measures essential to ameliorate the service and working conditions of the above employees.
- (3) To suggest the machinery for giving effect to such measures.
- (4) To examine whether amendments, if any, to the present labour Laws or enactment of new Legislation is essential. If so, on what lines.

The Committee has decided to ascertain the views of the employers, the Associations of employers and the Unions of employees and has prepared a questionnaire for the purpose. (Copy enclosed).

The Committee will like to have your views/the views of your organisation on all points mentioned in the questionnaire.

You are, therefore, requested to send your reply i.e. (12 copies) to this office within one month of receipt of this letter.

Thanking you in anticipation.

Yours faithfully,

(Signed) H. A. SATHE,
 Secretary,
 Power Loom Committee, Bombay.

क्रमांक सी. एल्.-३१-पी. एल्. सहाय्यक कामगार आयुक्त आणि सचिव, यंत्रमाग (पॉवरलूम) धंद्यातील कामगारांसाठी नेमलेली समिती. फ्रामजी कावसजी इन्स्टिट्यूट बिल्डिंग, धोबी तलाव, मुंबई नं. २.

प्रेषक

श्री. ह. आ. साठे, बी. एस्.सी.,
सहाय्यक कामगार आयुक्त आणि सचिव, यंत्रमाग
(पॉवरलूम) धंद्यातील कामगारांसाठी नेमलेली
समिती, मुंबई क्रमांक २.

प्रती

विषय :—महाराष्ट्र राज्यातील यंत्रमाग धंद्यातील (पॉवरलूम) कामगारांचे नोकरी व कामाच्या परिस्थितीची चौकशी करण्यासाठी नेमलेल्या समितीने प्रसृत केलेली प्रश्नावली.

महाशय,

महाराष्ट्र सरकारने उद्योग व कामगार खात्याच्या ठराव क्रमांक ए. जे. पी. ६५ (३) ६५ एल्. ए. बी.-२, तारीख १३ जुलै १९६५ अन्वये श्री. डी. के. खानविलकर यांचे अध्यक्षतेखाली आठ सदस्यांची एक समिती नियुक्त केली आहे. समितीला खालील बाबतीत चौकशी करण्यास सांगण्यात आले आहे.

(१) यंत्रमाग (पॉवरलूम) धंद्यातील कामगारांच्या नोकरी व कामाचे परिस्थितीची चौकशी करणे.

(२) वर निर्दिष्ट केलेल्या कामगाराची नोकरी व कामाची परिस्थिती सुधारण्यासाठी उपाय योजना सुचविणे.

(३) सुचविलेल्या उपाय योजनेची अंमलबजावणी करण्यासाठी योग्य ती यंत्रणा सुचविणे.

(४) ह्या बाबतीत सध्या अंमलात असणाऱ्या कामगार कायदांना काही दुस्त्या आवश्यक असल्यास किंवा त्याबाबतीत नवीनच कायदा करण्याची आवश्यकता असल्यास त्याबाबतीत शिफारस करणे.

समितीने चालकाचे-मालकाच्या संघटनांचे - कामगारांच्या संघटनांचे विचार समजावून घेण्याचे ठरविले आहे. व त्याकरिता एक प्रश्नावली तयार केली आहे. (सोबत प्रश्नावलीची एक प्रत जोडली आहे).

समितीला ह्या प्रश्नावलीतील नमूद केलेल्या सर्व प्रश्नावर आपले-आपल्या संघटनेचे विचार जाणून घेण्याची इच्छा आहे.

तरी आपण सदर प्रश्नावलीचे उत्तर हे पत्र मिळाल्यापासून एक महिन्यांचे आत पाठवावे (कृपया उत्तराच्या १२ प्रती पाठवाव्यात) अशी विनंती आहे.

आपले योग्य ते सहकार्य जरूर मिळेल अशी खात्री बाळगून आपले सहकार्याबद्दल आभार मानतो.

आपला विश्वासू,

(ह. आ. साठे)

सहाय्यक कामगार आयुक्त व सचिव, यंत्रमाग
(पॉवरलूम) धंद्यातील कामगारांसाठी नेमलेली समिती.

AN ENQUIRY INTO THE SERVICE AND WORKING CONDITIONS
OF EMPLOYEES EMPLOYED IN POWERLOOM INDUSTRY
IN THE STATE OF MAHARASHTRA

महाराष्ट्रातील यंत्रभाग (पाँवरलूम) उद्योगधंद्यातील कामगारांच्या
नोकरी व कामाच्या परिस्थितीची चौकशी

Questionnaire

प्रश्नावली

(Issued by the Committee appointed to study the service and working conditions
of employees engaged in Power-loom Industry in Maharashtra)

महाराष्ट्रातील यंत्र-भाग (पाँवरलूम) उद्योग धंद्यातील कामगारांच्या नोकरी
व कामाच्या परिस्थितीची चौकशी करण्यासाठी नेमलेल्या समितीने
प्रसृत केलेली

QUESTIONNAIRE TO ESTABLISHMENTS

संस्थाकरिता प्रश्नावली.

I. General :—

सर्वसाधारण माहिती.

1. Name and address of the concern.....
.....
१. १. संस्थेचे नाव व पत्ता
.....
2. Whether Proprietary, Partnership, Pvt.
Ltd., Public Ltd., Co-operative or
any other.
२. संस्था-मालकीची, भागिदारीची, प्रायव्हेट
लिमिटेड, पब्लिक लिमिटेड, सहकारी किंवा इतर.
3. Date of Establishment of the concern.
३. संस्थेच्या स्थापनेची तारीख.
4. Standing of present management.
४. संस्था सध्याच्या चालकांच्या ताब्यात किती वर्षे
आहे.

5. No. of Looms installed.

५. बसविलेल्या भागांची संख्या.

(i) Self-operated

(१) स्वतः चालविलेले.

(ii) Operated by employees

(२) कामगारांनीच चालविलेले.

6. Whether your looms are situated in separate shed or common shed. If in common shed, No. of other looms in that shed.

६. तुमचे भाग सामाजिक निवाऱ्यात अथवा वेगवेगळ्या निवाऱ्यात बसविलेले आहेत? जर सामाजिक निवाऱ्यात असतील तर तेथील इतर भागाची संख्या द्या.

7. Date of Registration. Under Shops Act, Under Factories Act, Central Excise, (L4 Licence) or B.I.R. Act.

७. खालील कायद्याखालील नोंदणीची तारीख सांगा. दुकाने व व्यापारी संस्था विषयक कायदा, कारखाने विषयक कायदा, मध्यवर्ती उत्पादन शुल्क खाते (एल्. ४ लायसेन्स) अथवा मुंबई औद्योगिक संबंध कायदा.

8. (i) Tex Mark, No. and date ..

८. (१) टेक्स मार्क नोंदणीचा नंबर आणि तारीख.

(ii) L4 No. and date ..

(२) एल् ४ क्रमांक आणि तारीख

II. *Financial position* :—

आर्थिक परिस्थिती.

(a) Capital investment.

(अ) गुंतविलेले भांडवल.

1. Capital invested in fixed assets.

१. स्थावर मालमत्तेत गुंतविलेले भांडवल.

2. Working capital.

२. खेळते भांडवल.

Total.

एकूण.

(b) Profit and loss and excise duty :—

(ब) नफा-तोटा आणि उत्पादन शुल्क.

	1960	1961	1962	1963	1964
	१९६०	१९६१	१९६२	१९६३	१९६४

1. Profit or loss.

१. नफा अथवा तोटा.

2. Excise duty paid.

२. देण्यात आलेले उत्पादन शुल्क.

II. (a) Employment :—

(अ) नोकरी विषयक.

Classificatory Character	60	61	62	63	64	Total.
निरनिराळ्या प्रकारानुसार वर्गीकरण	६०	६१	६२	६३	६४	एकूण.

According to rate of wages :—

तनाच्या दरानुसार.

1. No. of fixed rates workers (category-wise).

१. ठरलेल्या दरानुसार वेतन मिळणाऱ्या कामगारांची संख्या (निरनिराळ्या वर्गवारीनुसार).

2. No. of piece-rate workers (category-wise).

२. आंगावर काम करणाऱ्या कामगारांची संख्या (निरनिराळ्या वर्गवारीनुसार).

Total

एकूण.

According to nature of Employment :—

व्यवसायातील प्रकारानुसार.

1. No. of permanent workers.
१. कायम कामगारांची संख्या.
2. No. of temporary workers.
२. तात्पुरत्या कामगारांची संख्या.
3. No. of Badli.
३. बदली कामगारांची संख्या.
4. No. of casual.
४. तात्कालिक कामासाठी नेमलेले कामगारांची संख्या.
5. No. of apprentices.
५. शिकाऊ कामगारांची संख्या.
6. No. of employees employed through contractors.
६. कंत्राटदारांमार्फत नेमलेल्या कामगारांची संख्या.

एकूण.

Total

Average Daily Employment :—

दररोजची सगसरी कामगारांची संख्या.

III. (b) Labour Turnover :—

३. (ब) संस्था सोडून गेलेल्या कामगाराविषयी माहिती

No. of workers who left the concern during (category-wise).	1962	1963	1964
संस्था सोडून गेलेल्या कामगारांची संख्या (वर्गवारी नुसार).	१९६२	१९६३	१९६४

एकूण.

Total

(c) *Distribution of employees according to their length of Services.*

(क) कामगारांची नोकरीच्या कालमानानुसार विभागणी.

Length of service	No. of workers
नोकरीचा काल	कामगारांची संख्या
Less than one year.	
एक वर्षपेक्षा कमी.	
More than 1 year but less than 5 years.	
एक वर्षपेक्षा जास्त पण पांच वर्षपेक्षा कमी.	
More than 5 years but less than 10 years.	
पांच वर्षपेक्षा जास्त पण १० वर्षपेक्षा कमी.	
10 years and more.	
१० वर्षे आणि अधिक.	
एकूण	
Total	

Average daily No. of workers (men, women and children) employed shiftwise.

नोकरीवर ठेवलेल्या कामगारांची (पुरुष, स्त्रिया व मुले) पाळीनुसार दररोजची सरासरी संख्या.

Year	1st shift	2nd shift	3rd shift	General shift
	M. W. C. T. पहिली पाळी	M. W. C. T. दुसरी पाळी	M. W. C. T. तिसरी पाळी	M. W. C. T. जनरल पाळी
वर्ष	पु. स्त्रि. मु. एकूण	पु. स्त्रि. मु. एकूण	पु. स्त्रि. मु. एकूण	पु. स्त्रि. मु. ए.
1960				
१९६०				
1961				
१९६१				
1962				
१९६२				
1963				
१९६३				
1964				
१९६४				
1965				
१९६५				

V. (a) *Weekly hours of work (in the last week of December) for men, women and children.*

५. (अ) आठवड्याचे कामाचे तास (डिसेंबर शेवटच्या आठवड्यातले) पुरुष, स्त्रिया व मुले यांसाठी.

Category प्रकार	1961 १९६१	1962 १९६२	1963 १९६३	1964 १९६४
1. Men १. पुरुष				
2. Women २. स्त्रिया				
3. Children ३. मुले				

V. (b) Shifts and days worked :—

५. (ब) पाळ्या व कामाचे एकूण तास.

Items	1962	1963	1964
बाब	१९६२	१९६३	१९६४

1. No. of days worked

१. काम केलेल्या दिवसांची एकूण संख्या.

2. No. of shifts worked

२. पाळ्यांची एकूण संख्या.

V. (c) Rest interval and spreadover :—

५. (क) विश्रांतीचे तास व स्प्रेड ओव्हर.

Items	1960	1961	1962	1963	1964	1965
बाब	१९६०	१९६१	१९६२	१९६३	१९६४	१९६५

Rest-interval :—

विश्रांतीची वेळ.

1. Men

१. पुरुष

2. Women

२. स्त्रिया

3. Children

३. मुले

Spreadover :—

स्प्रेड ओव्हर :—

1. Men

१. पुरुष

2. Women

२. स्त्रिया

3. Children

३. मुले

VI. Absenteeism :—

६. गैरहजेरी :—

Year	Rate of absenteeism	With wages	Without wages	Sickness	Accidents	Social and religious causes	other causes	Total
वर्ष	गैरहजेरीचे प्रमाण	वेतनासह	वेतनाशिवाय	आजारीपणामुळे	अपघातामुळे	सामाजिक अथवा धार्मिक कारणामुळे	इतर कारणामुळे	एकूण

1960

१९६०

1961

१९६१

1962

१९६२

1963

१९६३

1964

१९६४

1965

१९६५

VII. *Wages payments* :—

७. पगाराची वाटणी.

Items	Fixed-rated	Piece-rate Workers
बाबी	ठराविक वेतनानुसार	अंगावरील काम नेमलेले कामगार

1. Method of wage fixation.
१. पगार ठरविण्याची पद्धत.
2. System of wage payment.
२. पगार देण्याची पद्धत.
3. Method of fixation of Dearness allowance.
३. महागाई भत्ता ठरविण्याची पद्धत.
4. Method of calculating Dearness allowance.
४. महागाई भत्ता आकारण्याची पद्धत.
5. Wage period.
५. वेतन काल.
6. Usual pay day.
६. नेहमीचा पगाराचा दिवस.
7. Method of overtime payment.
७. जादा कामाबद्दल भत्ता देण्याची पद्धत.

VIII. *Wage rates of employees during the month of January 1965 :-*

८. कामगारांचे जानेवारी १९६५ मधील पगाराचे दर.

Serial No.	Category	Fixed-rated	Piece-rated	
		ठरलेल्या दरानुसार	अंगावरील कामाचे पगारानुसार	
		Amount Rs. 0.00	per day/Week/ Fortnight/ Month	Average daily earnings.
अनुक्रमांक	प्रकार	रक्कम रुपये	प्रत्येक दिवशी/ आठवड्याला/ पंधरवड्याला/ महिन्याला	दिवसाची सरासरी मिळकत

IX. *Earnings for the month of January 1965 :-*

९. कामगारांचे जानेवारी १९६५ मधील उत्पन्न.

Serial No.	Category	Basic wage	Dearness Allowance	Other Allowances	Total	Av. daily earnings.
अनुक्रमांक	व्यवसाय प्रकार	मूल पगार	महागाई भत्ता	इतर भत्ते	एकूण	दिवसाची सरासरी मिळकत

X. *Holidays and Leave facilities :-*

१०. सुट्ट्या व रजेच्या सवलती :-

Item	Fixed-rated	Piece-rated
बाब	ठरलेल्या दरानुसार	अंगावरील कामाचे पगारानुसार
1. Grant of paid weekly off ..		
१. आठवड्याची पगारी सुट्टी. ..		
2. No. of days of privilege leave with wages.		
२. एकूण हक्काची भरपगारी रजा. ..		
3. No. of days earned leave ..		
३. एकूण भरपगारी रजा. ..		
4. No. of days casual leave/with or without pay.		
४. एकूण किरकोळ रजा (पगारासहित अथवा पगाराशिवाय.		
5. No. of days of sick leave/with or without pay.		
५. एकूण आजारपणाची रजा (पगारासहित आणि पगाराशिवाय.		
6. No. of days of any other leave.		
६. इतर रजा		
7. No. of paid holidays ..		
७. भरपगारी सणाच्या सुट्ट्या. ..		

XI. Equipment and Production—

११. साधनसामुग्री व उत्पादन :—

1. Give the number of looms installed and worked and spacewise, classified as belows :—

१. खालील दिलेल्या तक्त्यानुसार बसविलेल्या मागांची एकूण संख्या प्रत्येक रिडने व्यापलेल्या जागेनुसार सांगा :—

Year	Width of the Loom	Plain Looms	Dobby	Drop box	Jacquard	Fast reed looms	Any other type	Total
वर्ष	मागाची लांबी	साधे माग	डॉबी	ड्रॉप बॉक्स	जॅकवार्ड	फास्ट रिड माग	इतर प्रकारचे	एकूण
१	२	३	४	५	६	७	८	९
1964								
१९६४								
1965								
१९६५								

2. Give the average daily production of cloth in 8 hours shift in the following table for the year 1965 :—

२. आठ तासांच्या पाळीमध्ये दररोज सरासरी काढलेल्या कापडाच्या उत्पादनाची १९६५ सालाकरिता खालील तक्त्यांत माहिती द्या :—

Sort	Reed	Pick	Warp count	Weft count	Average production per shift	Rate of wages
प्रकार	रिड	पिक	वॉर्प काउंट	वेफ्ट काउंट	दर पाळीचे सरासरी उत्पादन	पगाराचे दर

XII. *Applicability of labour laws* :—

१२. कामगार कायदे लागू असल्याविषयी माहिती :—

Sr. No.	Name of the Act	Applicability yes/no
अनुक्रमांक	कायद्याचे नाव	लागू असल्यास, होय/नाही
(a) 1.	The Factories Act .. ..	.. ..
(अ) १	कारखाने विषयक कायदा .. ..	.. ..
2.	The Bombay Shops and Establishments Act.	.. ..
२	दुकाने व व्यापारी संस्था विषयक कायदा.	.. ..
3.	The Minimum Wages Act .. ..	.. ..
३	किमान वेतन कायदा.	.. ..
4.	Workmen's Compensation Act .. ..	.. ..
४	कामगाराना नुकसान भरपाई देण्यासंबंधीचा कायदा .. ..	.. ..
5.	Payment of Wages Act .. ..	.. ..
५	वेतन विषयक कायदा. .. ..	.. ..
6.	Industrial Disputes Act .. ..	.. ..
६	औद्योगिक कलह कायदा. .. ..	.. ..
7.	Bombay Industrial Relations Act .. ..	.. ..
७	मुंबई औद्योगिक संबंध कायदा. .. ..	.. ..
8.	Employees' State Insurance Act .. ..	.. ..
८	कामगार राज्य विमा योजना विषयक कायदा. .. ..	.. ..
9.	Employees' Provident Fund Act .. ..	.. ..
९	कामगार भविष्य निधि विषयक कायदा. .. ..	.. ..
(b)	Whether standing orders are applicable. If so, please supply a copy.	
(ब)	स्थायी आदेश लागू आहेत काय ? असल्यास त्याची एक प्रत सोबत जोडावी.	

XIII. *Maintenance of records—*

१३. निरनिराळी पत्रक ठेवणे विषयी—

Sr. No.	Record	Whether maintained yes/no
अनुक्रमांक	पत्रके	ठेवत असल्यास होय/नाही
1. Muster Roll
१ हजेरी पत्रक
2. Register of wages
२ वेतन पत्रक
3. Register of O. T. Wages
३ जादा कामाच्या भत्यावद्दलचे पत्रक
4. Register of leave
४ रजेचे पत्रक
5. Leave cards
५ रजेचे नोंदणी पत्रक
6. Time register
६ वेळ नोंदण्याचे पत्रक.

XIV. *Housing and Fair price shop—*

१४. घरे व स्वस्त धान्याची दुकाने—

Item	Information
बाब	माहिती
1. Whether housing provided	.. yes/no.
१. राहाण्याच्या जागा देण्यांत येतात काय ?	.. होय/नाही.
2. If yes, No. of quarters & No. of workers.	No. of quarters No. of workers
२. देत असल्यास खोल्या व कामगारांची संख्या.	.. खोल्यांची संख्या कामगारांची संख्या
3. Rent charged	.. ..
३. भाकरले जाणारे भाडे	.. ..

4	Floor area of the quarter	..	..
४	जागेचे एकूण क्षेत्रफळ	..	..
5	Existence of fair price shop	..	Yes/No.
५	स्वस्त धान्याचे दुकान	..	होय/नाही.

१५. कामगार कल्याणाच्या सोयी :-

XV. Welfare facilities:—

Sr. No.	Welfare facility	Information
अ. क्रमांक	कामगार कल्याणविषयक	माहिती
1	Ventilation and lighting satisfactory/not satisfactory/ no comment.	
१	हवा व उजेड यांची समाधानकारक व्यवस्था आहे—समाधान- कारक नाही—कुठलाही शैरा नाही.	
2	Existence of special measures for preventing accidents, or for protecting the workers from dust, glare etc.	Yes/No.
२	कामगारांचा अपघातापासून बचाव करण्यासाठी खास व्यवस्था अथवा धूळ, उजेडाचा त्रास थापपासून बचावाची उपाय योजना.	
3	No. of latrines	.. .. .
३	मुताऱ्यांची संख्या	.. .. .
4	No. of washing tanks	.. .. .
४	धुण्यासाठी पाण्याच्या टाक्या	.. .. .
5	No. of drinking water taps	.. .. .
५	पिण्याच्या पाण्याच्या टोट्या	.. .. .
6	Existence of canteen or tea shop	.. .. . Yes/No
६	उपहारगृह—वहाचे दुकान	.. .. . होय/नाही
7	Whether run by contract	.. .. . Yes/No
७	कंत्राटदारांमार्फत चालविलेले	.. .. . होय/नाही
8	No. of shades for rest	.. .. .
८	विश्रांतिसाठी निवाऱ्यांची संख्या	.. .. .

9	Existence of dispensary	.. .. .	..	Yes/No
९	दवाखाना	.. .. .	..	होय/नाही.
10	Alternative medical facility or first aid		..	Yes/No
१०	इतर औषधाची अथवा प्रथमोपचाराची सोय	..	..	होय/नाही.
11	Specify safety provisions	.. .. .	..
११	सुरक्षिततेसाठी असलेल्या इतर बाबींची माहिती जागा		..	

XVI. Social Security :—

१६. सामाजिक हक्क :—

Sr. No. अनुक्रमांक	Social Security सामाजिक सुरक्षितता	Information माहिती
1	Existence of any bonus system	.. .. . Yes/No
१	बोनस देण्याचा पद्धत	.. .. . होय/नाही.
2	Existence of provident fund scheme	.. .. . Yes/No.
२	भविष्य निर्वाह सोय	.. .. . होय/नाही.
3	Existence of gratuity scheme	.. .. . Yes/No
३	ग्रॅच्युइटीची सोय	.. .. . होय/नाही.
4	Existence of Employee's State Insurance Scheme	.. .. . Yes/No
४	कामगार विमा योजना	.. .. . होय/नाही.
5	Existence of Fine fund	.. .. . Yes/No
५	दंड निधी	.. .. . होय/नाही.
6	Amount of Fine fund	.. .. .
६	दंडा निधीची रक्कम	.. .. .

Please furnish the details about the Social Securities if they are in existence.
सामाजिक सुरक्षिततेच्या इतर काही सवलती आपण देत असल्यास त्यांची माहिती द्या.

Signature of the owner or occupier or
Manager of the Concern.

संस्थेच्या मालकाची/ताबेदाराची/प्रशासकांची सही.

ANNEXURE I

Localities in the State of Maharashtra to which the provisions of Bombay Shops and Establishments Act, are applicable.

Serial No.	Name	District
1	Bombay Municipal Corporation	... Greater Bombay.
2	Nagpur Municipal Corporation	... Nagpur..
3	Poona Municipal Corporation	... Poona.
4	Sholapur Municipal Corporation	... Sholapur.
5	Kolhapur Municipality	... Kolhapur.
6	Amraoti Municipality	... Amraoti.
7	Nasik Municipality	... Nasik.
8	Malgaon Municipality	... Nasik.
9	Ahmednagar Municipality	... Ahmednagar.
10	Akola Municipality	... Akola.
11	Ulhasnagar Municipality	... Thana.
12	Thana Municipality	... Thana.
13	Dhulia Municipality	... Dhulia.
14	Aurangabad Municipality	... Aurangabad.
15	Nanded Municipality	... Nanded.
16	Jalgaon Municipality	... Jalgaon.
17	Bhusawal Municipality	... Jalgaon.
18	Sangli Municipality	... Sangli.
19	Kalyan Municipality	... Thana.
20	Jalna Municipality	... Aurangabad.
21	Poona Cantonment	... Poona.
22	Kirkee Cantonment	... Poona.
23	Gondia Municipality	... Bhandara.
24	Miraj Municipality	... Sangli.
25	Chandrapur Municipality	... Chanda.
26	Ichalkaranji Municipality	... Kolhapur.
27	Barsi Municipality	... Sholapur.
28	Wardha Municipality	... Wardha.
29	Bhiwandi Municipality	... Thana.
30	Amalner Municipality	... Jalgaon.
31	Yeotmal Municipality	... Yeotmal.
32	Pandharpur Municipality	... Sholapur.
33	Khamgaon Municipality	... Buldhana.
34	Satara Municipality	... Satara.

ANNEXURE I—contd.

Serial No.	Name	District
35	Nandurbar Municipality	... Jalgaon.
36	Latur Municipality	... Osmanabad.
37	Kamptee Municipality	... Nagpur.
38	Nasik Road Deolali Municipality	... Nasik.
39	Deolali Cantonment	... Nasik.
40	Hinganghat Municipality	... Wardha.
41	Parbhani Municipality	... Parbhani.
42	Achalpur Municipality	... Amraoti.
43	Ambarnath Municipality	... Thana.
44	Chalisgaon Municipality	... Jalgaon.
45	Karad Municipality	... Satara.
46	Bhir Municipality	... Bhir.
47	Manmad Municipality	... Nasik.
48	Akot Municipality	... Akola.
49	Ratnagiri Municipality	... Ratnagiri.
50	Malkapur Municipality	... Buldhana.
51	Akluj Grampanchayat	... Sholapur.
52	Pulgaon Municipality	... Wardha.
53	Bhandara Municipality	... Bhandara.
54	Washim Municipality	... Akola.
55	Chopada Municipality	... Jalgaon.
56	Karanja Municipality	... Akola.
57	Tumsar Municipality	... Bhandara.
58	Badnera Municipality	... Amraoti.
59	Hingoli Municipality	... Parbhani.
60	Shrirampur Municipality	... Ahmednagar.
61	Umrer Municipality	... Nagpur.
62	Bassein Municipality	... Thana.
63	Anjangaon Municipality	... Amraoti.
64	Sangamner Municipality	... Ahmednagar.
65	Lonawala Municipality	... Poona.
66	Shegaon Municipality	... Buldhana.
67	Arvi Municipality	... Wardha.
68	Akkalkot Municipality	... Sholapur.
69	Baramati Municipality	... Poona.
70	Yeola Municipality	... Nasik.

ANNEXURE I—contd.

Serial No.	Name	District
71	Shripur-Warwade Municipality	... Dhulia.
72	Parli Municipality	... Bhir..
73	Murtizapur Municipality	... Akola.
74	Phaltan Municipality	... Satara.
75	Udgir Municipality	... Osmanabad.
76	Pachora Municipality	... Jalgaon.
77	Wani Municipality	... Yeotmal.
78	Panvel Municipality	... Kolaba.
79	Pusad Municipality	... Yeotmal.
80	Malvan Municipality	... Ratnagiri.
81	Wai Municipality	... Satara.
82	Nandura Municipality	... Buldhana.
83	Chiplun Municipality	... Ratnagiri.
84	Sinnar Municipality	... Nasik.
85	Kopargaon Municipality	... Ahmednagar.
86	Balapur Municipality	... Akola.
87	Buldhana Municipality	... Buldhana.
88	Dondaicha-Warwade Municipality	... Dhulia.
89	Basmath Municipality	... Parbhani.
90	Digras Municipality	... Yeotmal.
91	Daryapur Municipality	... Amraoti.
92	Sawantwadi Municipality	... Ratnagiri.
93	Degloor Municipality	... Nanded.
94	Katol Municipality	... Akola.
95	Manwath Municipality	... Parbhani.
96	Warora Municipality	... Chandrapur.
97	Sailu Municipality	... Parbhani.
98	Vaijapur Municipality	... Aurangabad.
99	Kurduwadi Municipality	... Sholapur.
100	Nandgaon Municipality	... Nasik.
101	Tirora Municipality	... Bhandara.
102	Satana Municipality	... Nasik.
103	Dhamangaon Municipality	... Amraoti.
104	Vengurla Municipality	... Ratnagiri.
105	Mehekar Municipality	... Buldhana.
106	Dharwaha Municipality	... Yeotmal.

ANNEXURE I—concl'd.

Serial No.	Name	District
107	Karmala Municipality	... Sholapur.
108	Mahad Municipality	... Kolaba,
109	Jaisingpur Municipality	... Kolhapur.
110	Maindargi Municipality	... Sholapur.
111	Purna Municipality	... Parbhani.
112	Uran Municipality	... Kolaba,
113	Saoner Municipality	... Nagpur.
114	Aurangabad Cantonment	... Aurangabad.
115	Murud Municipality	... Kolaba.
116	Dharmabad Municipality	... Nanded.
117	Alibag Municipality	... Kolaba,
118	Pen Municipality	... Kolaba.
119	Khed Municipality	... Ratnagiri.
120	Umri Municipality	... Nanded.

ANNEXURE J

Minimum rates of wages applicable to Shops and Commercial Establishments in certain Centres in the State of Maharashtra

Serial No.	Centre	Zone	Skilled	Semi-skilled]	Unskilled,
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Bombay	.. (i)	170 p. m.	125 p.m.	90 p.m.
2	Bhiwandi	.. (iv)	120 p.m.	90 p.m.	60 p.m.
3	Malegaon	.. (iii)	140 p.m.	100 p.m.	70 p.m.
4	Sholapur	.. (ii)	150 p.m.	110 p.m.	80 p.m.
5	Ichalkaranji	.. (iv)	120 p.m.	90 p.m.	60 p.m.
6	Nagpur	.. (ii)	150 p.m.	110 p.m.	80 p.m.
7	Aurangabad	.. (iii)	140 p.m.	100 p.m.	70 p.m.
8	Poona	.. (ii)	150 p.m.	110 p.m.	80 p.m.
9	Sangli	.. (iv)	120 p.m.	90 p.m.	60 p.m.

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