



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGE (REVISION) COMMITTEE
FOR EMPLOYMENT IN
CINEMA EXHIBITION INDUSTRY

Price—50 Paise

**REPORT OF THE MINIMUM WAGE (REVISION)
COMMITTEE FOR EMPLOYMENT IN
CINEMA EXHIBITION INDUSTRY (1976)**

CONSTITUTION OF THE COMMITTEE

Chairman

Shri Rajabhau Govind Mirashi, M.L.A.

MEMBERS

Employers' Representatives

1. Shri U. S. Bhagwat
2. Shri Somnath B. Kalantri
3. Shri Rajendra Pal Sharma
4. Shri R. N. Shah
5. Shri Abdul Haq Khan

Employees' Representatives

6. Shri W. M. Kanate
7. Shri D. M. Tulpule
8. Shri Appasaheb Bramhanalkar
9. Shri R. T. Pund
10. Shri Mahantesh Pattanshetti

Member-Secretary

Shri M. V. Gaitonde

CHAPTER I

INTRODUCTION

Appointment

1.1. Government of Maharashtra in the Industries and Labour Department constituted a Committee under Resolution No. MWA. 5274/190621/Lab-III-A, dated 2nd January 1975 (Annexure 'A' to the Report). The following were the personnel of the Committee:—

COMPOSITION

Chairman

1. Shri Rajabhau Govind Mirashi, M.L.A., Devgad, Ratnagiri. 4/16, Arya Nagar, Tardeo, Bombay-34.

Representative of Employers

1. Shri U. S. Bhagwat, Proprietor, Bhagwat Theatres, Sholapur.
2. Shri Somnath B. Kalantri, Director of Executive Board, Ashok Talkies, Jalgaon, Maharashtra State (District-Jalgaon).
3. Shri Rajendra Pal Sharma, General Manager, Liberty Cinema, Nagpur.
4. Shri R. N. Shah, President, Poona Exhibitors Association, C/o Prabhat Talkies, Budhwar Peth, Poona-2.
5. Shri Abdul Haq Khan, Proprietor, Sadia Talkies, Paithan Circle, Aurangabad.

Representative of Employees

1. Shri W. M. Kanate, General Secretary, Nagpur Cinema Kamgar Union, Jamkar Bhavan, Ganeshpeth, Nagpur.
2. Shri D. M. Tulpule, General Secretary, Theatre Employees Union, Air-Conditioned Market Building, Tardeo, Bombay-34.
3. Shri Appasaheb Bramhanalkar, General Secretary, Rashtriya Theatre Kamgar Sangh, 120, Kuraji Peth, Sholapur.
4. Shri R. T. Pund, General Secretary, Poona Mazdoor Sabha, 54, Budhwar Peth, Poona.
5. Shri Mahantesh Pattanshetti, Adviser, Rashtriya Gumasta Mandal, Latur, District Osmanabad.

Shri V. M. Bhosale, Assistant Commissioner of Labour, Bombay, was appointed as a Member-Secretary of the Committee.

Terms of Reference

1.2. The Committee was appointed by the Government of Maharashtra *vide* above referred Government Resolution to hold enquiries into the conditions prevailing in the employment in Cinema Exhibition Industry and to advise Government in the matter of revising the minimum rates of wages fixed under the Minimum Wages Act, 1948 under Government Notification, Industries and Labour Department, No. MWA. 5274/181634/Lab-III-A, dated 31st August 1974.

Period for submission of the Report

1.3. The Committee was expected to submit its Report to Government within 6 months of its appointment i.e. by 1st of July 1975. But in view of the unavoidable circumstances, the Committee could not complete the task assigned to it by the Government. The Committee had, therefore, to request the Government for extension for submission of its report. The Government was pleased to extend the time limit for submission of its Report upto 2nd January 1976 *vide* Government Resolution, Industries, Energy and Labour Department, No. MWA. 5274/123329/Lab-5, dated 7th August 1975 (Annexure 'B') and again upto 2nd April 1976 by Government Resolution No. MWA. 5274/294-Lab-7, dated 19th January 1976 (Annexure 'C'). However, in the meantime Shri V. M. Bhosle, the Member-Secretary went on leave and later on retired from Government service. Government therefore appointed Shri M. V. Gaitonde, Assistant Commissioner of Labour in place of Shri V. M. Bhosle as Member-Secretary under Government Resolution No. MWA/5274/50/Lab-7, dated 24th October 1975 (Annexure 'D').

Preliminary meeting

1.4. The Committee had its first meeting in right earnest on 22nd January, 1975 at Bombay. In this meeting the members introduced each other and got acquainted with the work assigned to the Committee. The Committee took some important decisions regarding its course of action in this very first meeting.

CHAPTER II

THE PROCEDURE OF WORK

Collection of data

2.1. Before deciding upon the procedure of work to be followed, the Committee took note of the fact that the Government of Maharashtra had recently appointed a Committee, for the very purpose for which this Committee has been appointed, under the Chairmanship of Shri R. M. Pande, M.L.A. (now the Minister of State for Labour) and that after considering the recommendations of the said Committee, for interim relief which were on an *ad hoc* basis the Government had recently revised the minimum rates of wages for the employees in employment in Cinema Exhibition Industry *vide* Industries and Labour Department No. MWA. 5274/181634/Lab. III-A, dated 31st August 1974. The Committee after careful consideration decided that it should review the changes that had taken place since the Gedam Committee's report in 1966, and that the data collected by the previous Committee by way of issue of questionnaire should be made use of by this Committee and the Committee need not devote much time in framing any new questionnaires etc. This decision of the Committee helped cut short the time required for its other work.

Undertaking Spot enquiries

2.2. The Committee had to take decision regarding visit to different important centres in the State for spot enquiry and recording evidence. The Chairman impressed upon the Committee the need to curtail the expenditure on account of the tours in view of the economy drive of the State. The members of the Committee were in complete agreement with the Chairman. The Member-Secretary apprised the Committee of the tours undertaken by the Pande Committee. On going through the said information and after a good deal of discussion, the Committee decided that the Committee may confine its tours mainly to those places which the Pande Committee had not visited and also to make use of the evidence recorded by the Pande Committee. This important decision enabled the Committee to reduce its tour programme on a realistic basis.

Publicity

2.3. The Committee decided that since its tours will be limited and since it is likely that some of the members of the public from the places where it does not propose to visit, would like to record evidence before this Committee also

it should give wide publicity to its tour programme through State wide newspapers by approaching the Director of Publicity, Bombay, with a request to publish suitable press-notes. Simultaneously, it also decided to request the District publicity officer of the centre it proposes to visit for recording of evidence or spot enquiry to give publicity to Committee's visit through the local newspaper of the District concerned.

The concept of minimum wage

2.4. The Committee went through the reports of some of the Minimum Wages Committee, published in past especially the report of the Minimum Wages Committee for Cinema Exhibition Industry published in 1970. The Committee was of the opinion that the previous Committee has analysed, in detail, the concept of minimum wage and the various components that go to evolve it. It, therefore, decided that the Committee need not study in detail the concept of minimum wage and the factors that are to be considered for the same. It also decided to adopt the same concept for the purposes of its decision viz. that the minimum wage must provide for not merely the bare subsistence but also for preservation of efficiency of the workers by providing for some measure of education, medical requirements and amenities.

Touring Talkies

2.5. The Committee felt that the problems of the employees of the touring talkies need their attention and, therefore, decided that during its spot visits and evidence recording sessions, the touring talkies may also be included and visits may be fixed specially to one or two touring talkies at some of the centres and the condition of the touring talkies and their employees be gone into.

2.6. With these decisions, the Committee decided to have a tour programme predominantly covering Marathwada and Konkan areas. If it could be accommodated and time permitted it was decided to visit some centres in Vidarbha area. It was also decided to pay visits to Thana, Kalyan and nearby places when the Committee held its meetings at Bombay.

2.7. Accordingly the Committee for spot inquiries visited the following places:—

	Date		Place		No. of workers interviewed
1.	26th June 1975	..	Kalyan	..	10
2.	27th June 1975	..	Thana	..	6
3.	26th June 1975	..	} Bombay	..	40
	28th June 1975	..			
	27th August 1975	..			
4.			Osmañabad	..	5

	Date		Place			Number of workers interviewed
5.	18th July 1975	..	Bhir	..	..	5
6.	19th July 1975	..	Aurangabad	..	..	7
7.	26th September 1975	..	Ratnagiri	..	..	11
8.	27th September 1975	..	Chiplun	..	..	3
9.	29th November 1975	..	Nagpur	..	..	11
10.	12th December 1975	..	Jalgaon	..	..	5
11.	1st February 1976	..	Vengurla	..	..	4

The Committee in all had meetings at the following dates and places:—

Serial No.	Date		Place
1st	22nd January 1975	..	Bombay
2nd	25th June 1975	..	Bombay.
3rd	27th August 1975 } 28th August 1975 }	..	Bombay.
4th	13th September 1975 } 14th September 1975 }	..	Poona.
5th	30th November 1975	..	Nagpur.
6th	12th December 1975	..	Jalgaon.
7th	19th January 1976	..	Bombay.
8th	31st January 1976 } 1st February 1976 } 2nd February 1976 }	..	Sawantwadi.
9th	6th March 1976 } 7th March 1976 }	..	Bombay.
10th	13th March 1976 } 14th March 1976 }	..	Khandala.
11th	27th March 1976	..	Bombay

CHAPTER III

GROWTH OF THE INDUSTRY

3.1. It is now an accepted fact that the cinema theatre is a great centre of attraction not only in the bigger cities but also in the smaller towns and even in rural areas. The lure of the silver screen is growing day by day. During the last decade from 1965 to 1975, there has been a phenomenal increase of 66 per cent in the number of theatres in India. The percentage of increase in the number of theatres in Maharashtra is seen to be slightly less and stands at 62.19 per cent. The number of temporary theatres in Maharashtra has increased from 175 to 270, an increase of 54.28 per cent during the same period.

The following table shows the rising trend in the number of theatres:—

Year	Maharashtra			All India	
	Permanent	Temporary	Military	Total	Total
1965	518	175	..	693	5,350
1973	619	248	24	891	7,777
1975	829	270	25	1,124 ✓	8,900

It can be seen that there is an increase of 60 per cent in the number of permanent theatres in Maharashtra during the decade. The increase in temporary theatres has almost kept pace and not lagged far behind in the expansion in the industry.

Entertainment tax

3.2. The entertainment tax earnings are as follows:—

(In thousands)

Year	Greater Bombay	Rest of Maharashtra	Whole State
1964-65 ..	2,75,88	2,22,32	4,98,20
1971-72 ..	8,56,80	5,84,57	14,41,37
1972-73 ..	9,54,93	6,17,53	15,72,46
1973-74 ..	10,17,21	7,02,77	17,19,98
1974-75 ..	10,87,21	8,42,60	19,29,81

It is seen that over the period of 10 years, the tax collection have shown an increase of 294·0 per cent in Greater Bombay as compared to 287·35 per cent for the whole of the State. For the rest of the State including the four Corporation cities, the tax rose from 2,22,32 to 8,42,60 thousands an increase of 279 per cent only. The largest share is of Greater Bombay. It was 55·38 per cent of the whole State in 1964-65 and rose to 60·74 per cent in 1972-73 and again 1974-75 was only 56·34 per cent of the tax collection for whole state. The tax collections for 1971-72, 1972-73, 1973-74 and 1974-75 for the different regions are as follows:—

		(In thousands Rs.)			
		1971-72	1972-73	1973-74	1974-75
Greater Bombay	.. ..	8,56,80	9,54,93	10,17,21	10,87,21
Bombay Division (excluding Greater Bombay).		1,41,95	1,59,27	1,81,12	2,16,62
Poona Division	.. ..	2,70,48	2,74,09	3,13,10	3,80,26
Aurangabad Division	.. ..	38,95	40,77	51,67	55,00
Nagpur Division	.. ..	11,33,19	1,43,40	1,56,88	1,90,72
		14,41,37	15,72,46	17,19,98	19,29,81

Net earnings of the Theatres

The figures of the net earnings after deduction of entertainment tax and surcharge of about 600 cinema houses in the State, revealed that 209 i.e. a little over a third of these were on the lowest rungs of the ladder, their earnings being below Rs. 2500 per week. While another 234 theatres earned between Rs. 2500 to Rs. 10,000 per week. Only 157 of the earned theatres were each netting over Rs. 10,000 per week and were comparatively better off.

Employment

3.3. The employment position is reflected in the following table:—

		No. of Cinema Houses	Employment	Average Employment
Greater Bombay	.. ..	134	4,152	31·00
Bombay Division (excluding Greater Bombay).		225	2,380	10·58
Poona Division	.. ..	202	2,314	11·46
Nagpur Division	.. ..	180	1,993	11·07
Aurangabad Division..	.. ..	88	689	7·83
Total (State)		829	11,528	13·90

It is found that the larger the city, the cinema houses are bigger and more employees are required to man them. Thus the average employment in a theatre in Greater Bombay is 31, while in smaller towns it is hardly 7 to 8.

Touring talkies

3.4. Though exact figures of employment in touring talkies are not available, from statistics collected in respect of 25 touring talkies, it is seen that each, on an average employs between 6-7. The 270 temporary theatres are, therefore, estimated to employ about 1700 employees.

CHAPTER IV

VIEWS OF EMPLOYERS AND THEIR ORGANISATIONS

4.1. The views aired by the employers at most of the places were of a uniform nature. They could be summarised as follows:—

The nature of this trade is peculiar and it cannot be compared to a production industry wherein wages could be increased with increase in production. Any increase in maintenance costs or additional levies have to be absorbed by the exhibitor and he is unable to pass on the burden as in other industries to the customers as rates cannot be increased every now and then due to consumers resistance. Moreover, Cinema being an entertainment comes after the essential requirements, like food, clothing, shelter and education etc. are met.

Along with the present trend in cost of living for wage earners particularly after 1974, the cost of operation for wage payers also should be taken into consideration. In particular, it was pointed out that there was a steep rise in the cost of maintenance of cinema equipment and furniture, a galloping increase in electricity tariff and duty, a normal increase in prices of carbons, increase in freight charges both rail and road, multiple octroi duties, increase in advertisement rates, increased rental for display hoardings and their making, increase in printing charges, Municipal property tax and show tax. As against these increases the admission rates have however, remained more or less the same. If any increase is there, a large chunk is taken away by Government by way of entertainment tax, e.g. in cities if there is an increase of Re. 1 in charges, 0.65 paise go to Government and the theatre owners get only 35 paise.

4.2. All these factors, they maintained made it clear that any further rise than the 30 per cent. given from 1st October 1974 in the wages of employees was not warranted. In fact, some of them even said that the rise given was itself a heavy burden which was becoming unbearable.

Some employers expressed apprehensions over the inroads the T.V. was making on the cinema industry and stated that there was marked fall in attendance in some theatres to the extent of 20 per cent. during 1973-74 and 1974-75.

Some employers pointed out that a change has been taking place in the Cinema Exhibition Industry. Formerly it was mostly the theatre owners

or the lessees who were themselves conducting the business. But during the recent years, a very large number of theatres were being controlled by weekly contractors by acquiring playing time from the owners or lessees. The owners stated that due to unprofitable business because of keen competition between the theatre owners they had to give the theatres to these contractors who acquired a number of theatres and had formed a chain of theatres throughout the State.

Thus any benefit accruing due to increase in collections or windfall profits due to exceptional success of certain pictures goes to the weekly contractor and not to the owner-exhibitor. Only a fixed weekly amount is paid to the owner or lessee who has to bear the increase cost of maintenances and the higher wages of the employees. It was worth noting that the chain-holders were able to get better terms for exhibition from the Distributors because of their bargaining strength due to control of several theatres, and the owners were left with fixed amount of hire. Hence it was stressed that any additional burden of increased wages etc. will lower their already administering profits considerably.

Some of the employers stated that except for Manager and Operators all the other employees in the Cinema Exhibition had intermittent work. They worked hardly for 1½ to 2 hours and only their presence was required for the rest of the time. Many employers also wanted the Committee to take note of the fact that many of the employees were in service elsewhere or engaged in other occupations.

Thana employers wanted their City to be put in Zone II instead of Zone I as the admission rates at Thana was much lower than in Bombay. The average share of income by way of theatre rent, or by screening pictures on percentage basis of the Thana theatres was also much less. The average income excluding entertainment tax and surcharge comes to 25 per cent. to 30 per cent. of the box office receipts.

One suggestion was that instead of the present classification townwise, theatres be classified according to the number of seats and actual receipts and their earning capacity. One other view expressed was that part-time employees who have other sources of income should be exempted. The employers were almost unanimous in voicing that the minimum wages should not be related to the consumer price index.

The employers were bitter that the Government was not considering "Cinema Exhibition", as an industry for the purpose of institutional finance, supply of electricity at concessional rate and other incentives, but was treating it as such for fixing minimum wages only. In fact, Government was according to them was a major partner patronising 55 per cent. of the income, without any participation in investment and attendant risks. It was also

stressed that over and above theatres had to offer advance security deposits without interest which have to borrow at this very high rates prevailing in the market. They therefore suggested that instead of security deposit, Government should accept Bank guarantee. It was further suggested that entertainment tax in Maharashtra State which was perhaps the highest in the country, should be reduced so as to give a fillip to the industry and the industry would be in a better position to offer fair wages and better service conditions to its employees.

4.3. The following views expressed before the Pande Committee were also noted :

Employers at Ahmednagar stated that the types of categories detailed in the 1966 Minimum Wages Notification covered all the employees and should be continued. They however, wanted that all jobs except Manager and operator be classified as unskilled. As regards zones they suggested four zones—Corporation areas, cities with population of 1,50,000 or more, cities having a population of 50,000 to 1,50,000 and cities having less than 50,000 population.

Touring talkies should form a different category altogether. They did not favour separate dearness allowance. For part timers doing work upto two hours per day ; they wanted the minimum to be prescribed at 25 per cent. of the usual rate.

At Amravati, the owners pointed out that some employers run as many as 30 theatres at different places, cities as well as mofussil places. There is a large variation in the earnings of theatres even in the same town. The higher income of some of the Cinemas should not be taken as the base for fixation of minimum wages. The capacity of Cinema goes being affected with the increase in cost of living, a large number of Cinema houses were forced to run on reduced rates which has affected their profits.

Touring talkies were specially mentioned and it was argued that their seasonal working 6 months or so in a year. Shifting from place to place, getting permission, obtaining licences, making ready the ground, period required for transportation and the necessity to arrange for food and lodging for its staff, maintenances of their own power generators, increase in prices of oil, diesel, all contributed to diminishing their already meagre profits. They cannot bear any increase in minimum wages. In fact, it was stressed minimum wages should not be made applicable to touring cinemas.

The percentages and 75 per cent. of the minimum wages allowed to part-time workers, according to them, were irrationally fixed, generally these workers worked elsewhere also. They also stated that the wages for them should be as per their working hours, proportionate to full time work of

nine hours a day. They strongly urged that there was no justification for any increase looking to the strain or responsibility of the work done.

Nagpur employers suggested zone-wise classification viz., Greater Bombay, Western Maharashtra, Marathwada and Vidarbha. Further division on income basis like 'A' Class profits above Rs. 50,000 per annum, 'B' Class profits Rs. 25,000 to Rs. 50,000 per annum, 'C' Class profits below Rs. 25,000.

Classification of staff should be technical and non-technical and separate rates be fixed as skilled, semi-skilled and unskilled for each. As regards part-time they suggested for those who works for six hours should get 2/3 and those who works for 3 hours get 1/3 of the minimum rate.

Sholapur employers stated that every town or city have its very peculiar circumstances which affects the business. However though large in population, Sholapur is economically undeveloped and due to closure of Textile Mills, the general business conditions were greatly affected for the last several years. The business is very poor due to the economic conditions and lack of development in respect of new industries etc. The rates of admission are lower than small cities like Miraj, Kolhapur, Sangli, Aurangabad, Nanded, Nasik etc. The very fact that no new Cinema theatre has come up in Sholapur for the last 10 years, clearly indicates the poor returns available by investing in Cinema theatres. The expense of maintaining Cinema theatres and Entertainment tax, Theatre tax etc., has gone up so high that it completely neutralizes any additional profit due to increase in business of the Cinema owners. They urged that the principle of taxation should not be based on mere population, but on the capacity to pay the taxes. They requested that a reasonable view is taken by the Committee and a reasonable increase in wages considering the peculiar situation of Sholapur are recommended while revising the same and Sholapur be placed in reasonable category considering the business.

CHAPTER V

VIEWS OF WORKERS AND THEIR ORGANISATIONS

5.1. Some workers organisations stressed that the paying capacity of the employer should not be taken into consideration, and pointed out to the Supreme Court rulings that “an industry which is incapable of paying the minimum wage has no right to exist” or the Labour Appellate Tribunals observation that “paying capacity was irrelevant in the matter of minimum wage fixation”. They also wanted the minimum wages to be fixed as per the decisions of the 15th Indian Labour Conference (July 1957)—a need based wage on the food requirements as per Dr. Akrod’s formula, per capita clothing requirements of 18 yards per annum, Housing norm based on charges for low income group subsidized Housing Scheme in the area, and fuel lighting and other miscellaneous items constituting 20 % of the total minimum wage. The Cinema Employers Union, Thana District, calculated that this would come to Rs. 525-72 for a family of 3 consumption units.

Workers and their organisations stated that the attraction of cinema was increasing and houses went full, the cinemas are unlikely to incur losses. The minimum wages as at present is not enough for two meals to the family. With the increase in cost of living and the index shooting up, their real wages have declined. It is necessary to protect the real wages which are being laid down as minimum. They, therefore, strongly urged that the wages should be linked to the Consumer Price Index.

As regards Zones, the workers organisation wanted that their number should be reduced to 3. Quite a few had suggested Zones as follows: (1) Corporation areas, (2) Municipal areas, (3) Remaining areas. Some suggested 2 zones viz. Corporation areas and rest of Maharashtra. They wanted the touring talkies to be grouped separately as a zone. Thana union firmly contended that Thana District cities should be considered as suburbs of Bombay as the cost of living and dearness at these places as well as admission rates were paralled to Bombay.

As regards wages, the workers stated that their minimum wages should at least be in tune with other employments like Engineering, Shops and Establishments etc. Looking to the present level of the cost of living the barest minimum wage for the last zone unskilled worker, suggested was between Rs. 200 to Rs. 250.

The employees also stressed the fact that there was no security of service, and full time employers had to put in mostly night hours throughout, affecting their health. They pointed out extra shows were increasing, but there was no increase in the strength of the workers, thus the burden of work had been increasing on the workers and there had been no commensurate increase in wages.

All the unions contended that the number of shows per week has increased throughout Maharashtra and the capacity of Exhibitors to pay higher minimum wages has vastly improved.

CHAPTER VI

WAGE LEVEL

6.1. The Pande Committee had issued questionnaires but the response from employers and their organisation was not at all encouraging only 57 replies were received. Out of these 17 did not give any details about the wages for the various categories of their employees. Thus wage data was available in respect of 40 theatres only as follows :—

Greater Bombay 8, Sholapur 7, Sangli 6, Nagpur 3, Poona, Kolhapur and Ratnagiri 2 each and 1 each from Thana, Pachora, Raver, Chopda, Miraj, Parbhani, Sailu, Amravati, Wardha and Satara Annexures E and E2.

ANNEXURE E

Categories

Centre	Manager		1st Operator		Assistant Operator		Booking Clerk		Door Keeper		Watchman		Sweeper	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
Greater Bombay ..	445	1,050	259	913	243	547	287	620	235	370	235	370	245	493
Poona ..	250	475	225	240	120	144	125	195	95	132	106	112	85	110
Nagpur ..	100	200	110	160	70	120	70	120	60	60	50	60	55	53
Sholapur ..	175	300	100	143	98	130	89	92	78	92	79	79	69	77
Kolhapur ..	230	253	164	200	90	....	100	150	90	126	100	100	80	113
Satara ..	315	315	110	190	80	Appr.	90	85	140	70	105	....	....	80
Sangli ..	265	375	171	290	80	219	90	171	75	160	100	100	60	80

Appr.—Apprentice; P—Part-time.

ANNEXURE E-2

Other Centres

Centre	Manager	1st Operator	Assistant Operator	Booking Clerk	Door Keeper	Sweeper
1. Ulhasnagar ..	375	140	..	Part-time	75	85
2. Ratnagiri ..	740	540	320	208 75 P.	225 180 P.	165
3. Pachora, (District Dhulia).	250	175	80	75	55	50
4. Raver (District Dhulia).	110	110	50	40 P.	24 P.	20 P.
5. Chopda (District Dhulia).	..	150	75	91	55	..
6. Miraj ..	200	120	100	100	60	..
7. Parbhani ..	125	125	75	100	60	..
8. Sailu ..	150	125	75	100	60	..
9. Amravati ..	170	100	40 P.	35 P.	35 P.	..
10. Wardha ..	325	95	80	70	60	70

.. P—Part-time.

6.2. This was supplemented by information gathered through personal interviews of the employees during the spot visits to theatres at various centres visited first by the Pande Committee and later on by this Committee (Annexure F).

The wages prevailing in 25 touring talkies were also obtained through personal interviews of employees by the Investigators from the Commissioner of Labour's Office (Annexure G).

ANNEXURE

Employees Interviewed

Centre (Date of spot visit)	Manager		Assistant Manager		Head Operator 1st Operator		Assistant Operator	
	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum	Mini- mum	Maxi- mum
1. Nagpur .. 27th December 1973.	260	..	135	..	250	290	120	250
2. Akola .. 21st January 1974.	..	..	100	..	127	175	..	..
3. Chandrapur .. 23rd January 1974	..	..	..	..	..	..	90	..
4. Amravati .. 24th January 1976	385	..	..	..	105	150	65	..
5. Latur .. 4th March 1974	200	..	..	..	110	195	..	..
6. Halana .. 8th March 1974	..	..	..	..	115	..	80	..
7. Jalgaon .. 15th April 1974	250	365	150	..	150	245	..	..
8. Dhulia .. 16th April 1974	200	..	..	..	140	150	..	..
9. Malegaon .. 17th April 1974	200	360	235	..	100	Rs. 40 per week	..	..
10. Ahmednagar .. 18th April 1974	350	365	..	..	205	210	..	..
11. Deolali .. 9th July 1974	325	..	..	..	..	..	..	..
12. Nasik .. 9th July 1974	225	325	..	..	135	223	105	..
<i>Interviewed by Present</i>								
13. Thana .. 27th June 1975	420	..	..	..	375	400	..	..
14. Kalyan .. 26th June 1975	..	..	..	..	140	200	..	..
15. Osmanabad .. ..	..	..	..	125	..	..	..	..
16. Bhir .. 18th July 1975	..	..	..	..	125	150	..	..
17. Aurangabad .. 19th July 1975	..	..	..	..	136.50	180	..	..
18. Bombay .. 26th June 1975, 28th June 1975, 27th August 1975.	700	..	570	..	512	635	250	325
19. Nagpur .. 29th November 1975	300	..	..	..	175	240	..	..
20. Ratnagiri .. 26th September 1975	200	..	..	..	110	..	..	..
21. Chiplun .. 27th September 1975	..	..	..	..	175	..	..	..

₹

by Pande Committee

Rewinder		Booking Clerk		Door keeper		Watchman		Sweeper/Peon	
Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
80	..	125	150	95 60 (p)	155	..	..	108	115.50
..	..	60	83	60	75	..	..	..	..
..	60	..	..	..	..	..
..	..	80	85	70	..	..	..	63	..
..	..	105	..	70	85	..	..	..	..
70	..	110	120	60	60	..	..	..	..
..	..	70	80	70	80	..	..	..	..
..	..	70	..	75	..	..	..	..	..
..	..	100	150	70	25 per week	..	..	..	..
..	..	120	..	75	130	..	..	50 (p)	..
..	..	50	..	50	..	50	..	..	..
..	..	125	135	100	101	..	..	..	..
<i>Committee</i>	215	220	..	..	100	..
..	..	170	175	75	130	100	..	95	..
..	75	80	..	..	..	..	..
..	80	..	..	..	..	..
..	..	104	..	91	..	..	..	..	..
..	..	275	379	244	410	240	..	345	..
..	..	120	160	95 (Lady)	..	..	..	125.50	..
..	..	105	..	80	105	..	..	90	..
..	..	100	..	63	..	..	..	..	..

ANNEXURE ' G '

Touring Talkies (Summary of 111 workers interviews)

Serial No.	Category	Existing	
		Minimum	Maximum
1	Manager	140·00	400·00
2	Assistant Manager	200·00 + meals.	250·00
3	Operator	65·00 + meals.	150·00 + meals.
4	Assistant Operator	55·00 + meals.	125·00 + meals.
5	Booking Clerk	50·00 + meals.	125·00 + meals.
6	Gate keeper	30·00 + meals.	90·00 + meals.
7	Gate keeper (Ladies)	00·75 + per day	....
8	Engine Driver	100·00 (without meals)	140·00 + meals.
9	Watchman	83·00	91·00
10.	Accountant	200·00	....
11	Cook	50·00	....
12	Publicity man	45·00	91·00
13	Tambu Master (Tent Man)	40·00	....

When scanning this data it has to be borne in mind that after the Pande Committee's visits, Government has revised Minimum Wage rate on the basis of the interim recommendations of the Pande Committee. The result was, wherever, the wages were lower, they were brought upto the level of Minimum Wages so fixed and at some places the wages had been revised as a result of negotiations and settlements reached between managements and Unions.

6.3. Wage levels obtained through collective agreements can be summarised as follows:—

A. *Greater Bombay*.—The theatres in Bombay have been divided into three categories—

- (1) 'A-1' Class Air conditioned theatres exhibiting first releases i.e. premier houses.
- (2) 'A' Class theatres i.e. supporting theatres and
- (3) 'B' Class

The Minimum Wage levels obtaining in some of the theatres are as follows:—
Basic Wage scales (52 theatres).

*As per existing settlements applicable to 52 theatres in Greater Bombay
1967 onwards
Basic Wage Scale*

Category	Wages common to theatres								
	Class A-1			Class A			Class B		
	Rs.			Rs.			Rs.		
Manager ..	500	750	900	307	400	630	250	355	505
Assistant Manager ..	225	425	550	175	250	400	160	215	355
Head Operator ..	225	425	550	165	250	360	150	215	330
1st Assistant Operator ..	175	355		130	265		110	215	
Booking Clerk ..	110	290		110	230		100	205	
				(Advance)			(Advance)		
				90	195		85	175	
				(Current)			(Current)		
Door-keeper (Usher) ..	70	190		65	155		55	130	
Watchman/Footman ..	70	190		65	155		55	130	
Sweeper/Hamal/Cleaner ..	50	125		50	110		50	95	

Dearness Allowance

Basic salary	From 1st April 1974 to 31st March 1975			From 1st April 1975 to 31st March 1976			From 1st April 1976 to 31st December 1976		
	A-1 class	A class	B class	A-1 class	A class	B class	A-1 class	A class	B class
	Rs. 1—100 ..	260	240	225	275	250	235	290	260	245
Rs. 100—150 ..	265	245	230	280	255	240	295	265	250
Rs. 150—200 ..	270	250	235	285	260	245	300	270	255
Rs. 200—250 ..	275	255	240	290	265	250	305	275	260
Rs. 250—300 ..	280	260	235	295	270	255	310	280	265
Above Rs. 300 ..	285	265	250	300	275	260	315	285	270

B. Poona Centre.—By settlements in conciliation in respect of Alka Talkies and other theatres the following wage scales and dearness allowance were brought into effect from 1st January 1973. The settlements however took note of the fact the Minimum Wage Committee was to submit its report and therefore a provision was made that in case the Minimum Wages fixed by Government were higher, the Minimum Rates would prevail, however if they were lower the wages laid down in the agreement would continue.

POONA

Alka Talkies

(Settlement dated 28th July 1974)

Basic Wage Scales (Effective from 1st January 1973)

Categories	Wage and Scales
Head Operator	100—7—205
Operator, Wireman, Booking Clerk, Accounts Clerk, General Clerks, Carpenter, Painter.	65—6—155
Doorkeeper, Watchman	45—5—120
Sweeper, Office Boy, Gardner etc.	35—4—95
<i>Dearness Allowance</i>	
<i>Basic Pay</i>	<i>D.A.</i>
1—45	90
46—100	99
101—150	108
151—200	117
201 onwards	126

C. *Sholapur Centre.*—In respect of Bhagwat Chitra Mandir and 7 other theatres at Sholapur also there was a settlement signed on 6th October 1975 which, also provided that in case the Minimum Wages fixed are more, the minimum rates should be given effects to otherwise the consolidated wages fixed by the settlements were to be force.

SHOLAPUR

Bhagwat Chitra Mandir

(Settlement dated 6th October 1975)

Consolidated Wage Scales (Effective from 1st July 1975)

Categories	Wage and Scales
Head Operator, Supervisor	150—7—220
Operator, Wireman	130—7—200
Carpenter, Painter	130—5—180
Booking Clerk	120—5—170
Doorkeeper	110—3—140
Sweeper etc.	95—3—125

Note.—Existing staff were to be given a wage rise of 35% and then to fitted in the above scales.

Rise in Cost of Living

6.4. The cost of living has been increasing in the recent years. Those with fixed incomes feel the impact more. The working classes whose earnings are near subsistence level are especially hit hard in times of rising prices. The following table gives the comparative rise in the level of prices as revealed in the Consumer Price Index for various centres in Maharashtra State:—

Centre	Base year	1966	1968	1970	1972	1975	Dec. 1975
Bombay	1960 = 100	143	166	180	198	303	296
Sholapur	1960 = 100	145	167	183	207	352	338
Nagpur	1960 = 100	144	166	186	200	336	329
Poona	1961 = 100	139	156	168	187	299	298
Jalgaon	1961 = 100	155	171	183	203	345	322
Aurangabad	1961 = 100	151	173	184	211	364	327
Nanded	1961 = 100	153	173	193	220	340	337

Since November 1975 however the Consumer Price Indices have been showing a generally downward trend. Even so the Indices for December 1975 were more than double of those in 1966 for each of the seven centres.

The wages of the employees have not correspondingly risen between these years so as to neutralise cent per cent the effect of rising prices.

CHAPTER VII

RECOMMENDATIONS

7.1. Views placed before the Committee either individually or through their Unions and Associations by employers and employees were carefully considered. The Committee examined the existing employment conditions in the exhibition industry and carefully analysed the evidence oral and documentary placed before it. Having regard to the recent trends in the fixation of Minimum Wages in comparative trades and categories, the Committee has arrived at the following conditions :

Wage-level

7.2. Due to the disparity in the conditions obtaining in the industry, the level of income and cost of living in different centres and different regions as well as the habits and tastes of the people, the Committee divided to adopt the industry-cum-region principle which is now well accepted.

Classification of Zones

7.3. Various suggestions were made in this regard. While some wanted classification to be based on income, some others wanted it on the basis of population. A third suggestion was to go by the administrative status i.e. Corporation cities, District places, etc. All these suggestions, it was found had also been urged before the Madan Committee in 1966. That Committee has considered the various criteria for classification and decided on a multiple criteria of population-cum-industrial commercial importance and vicinity as the basis for classification of localities into ones. This Committee also sees no need or compelling reasons to depart from that criterion. The classification of localities into Zones recommended by the Committee is as follows:—

Recommendation No. 1—Zones :

The whole of the State should be divided into following Zones:—

- Zone I ... Areas within the Limits of—
- (i) Municipal Corporation of Greater Bombay.
 - (ii) Thana Municipal Council.

- Zone II** ... Areas within the limits of—
- (i) Municipal Corporation of the Cities of Poona, Nagpur and Kolhapur.
 - (ii) Poona and Kirkee cantonments.
 - (iii) Pimpri — Chinchwad.
- Zone III** ... Areas within the limits of the following cities or as the case may be, towns:—
- (i) In Thana District:—Ambernath, Bhiwandi, Dombivali, Ulhasnagar, Kalyan and Kalyan Camp.
 - (ii) In Nasik District:—Nasik, Nasik Road, Deololi, Cantonment, Malegaon.
 - (iii) In Dhulia District:—Dhulia.
 - (iv) In Jalgaon District:—Jalgaon.
 - (v) In Ahmednagar District:—Ahmednagar. Shirampur, Kopergaon.
 - (vi) In Sangli District:—Sangli, Miraj.
 - (vii) In Kolhapur District:—Ichalkaranji.
 - (viii) In Sholapur District:—Municipal Corporation of Sholapur.
 - (ix) In Aurangabad District:—Aurangabad, Jalna.
 - (x) In Nanded District:—Nanded.
 - (xi) In Amravati District:—Amravati.
 - (xii) In Akola District:—Akola.
 - (xiii) In Satara District:—Satara.
 - (xiv) In Osmanabad District:—Latur.
 - (xv) In Bhandara District:—Gondia.
 - (xvi) In Chandrapur District:—Chandrapur.
 - (xvii) In Ratnagiri District:—Ratnagiri.
- Zone IV** ... Areas within the limits of the following cities or as the case may be, towns:—
- (i) In Nasik District:—Manmad.
 - (ii) In Dhulia District:—Nandurbar.
 - (iii) In Ahmednagar District:—Sangamner.
 - (iv) In Jalgaon District:—Amalner, Chalisgaon, Bhusawal.

- (v) In Satara District:—Karad, Phaltan.
- (vi) In Sholapur District:—Barsi, Pandharpur.
- (vii) In Parbhani District:—Parbhani, Hingoli.
- (viii) In Bhir District:—Bhir.
- (ix) In Osmanabad District:—
- (x) In Amravati District.—Achalpur.
- (xi) In Buldhana District:—Khamgaon, Buldhana, Shegaon.
- (xii) In Akola District:—Akot, Karanja.
- (xiii) In Yeotmal District:—Yeotmal.
- (xiv) In Wardha District:—Hinganghat, Wardha.
- (xv) In Nagpur District:—Kamptee.
- (xvi) In Bhandara District:—Bhandara, Tumsar.
- (xvii) In Chandrapur District:—
- (xviii) In Thana District.—Bassein.
- (xix) In Poona District:—Dehu Road, Lonavala, Baramati.

Zone V ... Areas not included in Zones I, II, III, and IV above.

Categorisation of Employees

7.4. The Committee after examining the various categories of employees and the nature of work carried on by them that no change was necessary in the present classification of employees in six categories viz:—

Recommendation No. 2.—Categorisation of Employees:

- Category I ...
 1. Manager.
 2. Publicity Officer/Manager.
 3. Employees by whatever name called but doing work of the nature done by person falling under this category.
- Category II ...
 1. Assistant Manager.
 2. Head Operator/Chief Operator/First Operator.
 3. Head Air-conditioning Operator.
 4. Supervisor.
 5. Stenographer.
 6. Employees by whatever name called but doing work of the nature done by person falling under this category.

- Category III ...**
1. Assistant Operator.
 2. Assistant Air-conditioning Operator.
 3. Wireman.
 4. Booking Clerk (in Zone I and II).
 5. Carpenter/Tinsmith/Upholsterer.
 6. Clerk/Account Clerk/Publicity Assistant.
 7. Typist.
 8. Oil Engine Driver.
 9. Telephone Operator.
 10. Car or Van Driver.
 11. Cooling plant in-charge.
 12. Employees by whatever name called but doing work of the nature done by persons falling under this category.

- Category IV ...**
1. Booking Clerk (Zone III, IV and V).
 2. Painter/Artist.
 3. Winder/Rewinder/Cabin-boy.
 4. Store-Keeper.
 5. Fireman.
 6. Assistant Cooling Plant In-charge.
 7. Tent-Master.
 8. Employees by whatever name called but doing work of the nature done by persons falling under this category.

- Category V ...**
1. Door-keeper/Usherman/Care-taker/Reliever/
House Checker.
 2. Liftman.
 3. Watchman/Chowkidar.
 4. Head Hamal/Mukadam.
 5. Oilman.
 6. Employees by whatever name called but doing work of the nature done by persons falling under this category.

- Category VI ...
1. Matron/Aya/Reja.
 2. Hamal/Helper/Battery-boy/Begari.
 3. Sweeper/Mehtar/Cleaner.
 4. Cartman/Posterman/Rickshaw Driver.
 5. Mali/Gardener/Cook.
 6. Peon/Office boy/Hand bill boy/Attendent/
House boy/Cycle Stand boy/Messenger.
 7. Announcer/Polishwala.
 8. Employees by whatever name called but doing
work of the nature done by persons falling under
this category.

Wage fixation

7.5. The Committee took into consideration the various representations made by employers, employees and their organisation and also noted the principle and propositions as expounded by the International Organisation, the 15th Indian Labour Conference and the Supreme Court. The Committee in keeping with its view that the minimum wages must provide not merely for the bare subsistence but also for the preservation of the efficiency of the workers by providing for some measure of education, medical requirements and amenities, gave careful consideration to the question of minimum wage rates for various categories and zones, and noting the very peculiar nature of the industry decided to recommend on all inclusive rate with no separate cost of living allowance.

Recommendation No. 3—Consolidated Wage :

The consolidated wage was decided to be fixed with reference to the conditions of living at the price level as obtaining in December 1975.

7.6. The Committee noted carefully the wages prevailing in various cinema theatres located in Maharashtra State, so also the minimum wages fixed for various other industries. The Committee also took into consideration the fact that the present minimum wages were fixed in 1974 on the basis of an interim recommendation made by the Pande Committee, the Pande Committee had recommended on an *ad hoc* basis an increase of 30 per cent. in the wages fixed in 1966. The Committee, therefore, decided to review the changes that had taken place since 1966, before finalising their recommendations. The decision not to have a separate cost of living allowance, but to fix an all inclusive rate was also given due weight when fixing the minimum rates of wages for various categories. It was also unanimously agreed that in no case a minimum rate of less than Rs. 100 should be fixed looking to the present level of the Consumer Price Index.

It was noted that the Consumer Price Index Numbers had doubled in December 1975 as compared to those in August 1966 on which Gedam Committee had based its recommendations. After debating various suggestions and formulas, the Committee unanimously came to the conclusion that the minimum consolidated wages for various categories in the different zones, should be roughly on the basis of 80 per cent. increase in the 1966 minimum rates with marginal adjustments. The Committee, therefore, unanimously recommends the following consolidate wages for permanent theatres as distinguished from touring talkies or mobile cinema theatres.

Recommendation No. 4—Minimum Consolidated Wage :

(a) Permanent Theatres.—Consolidated Minimum Wages per month—

Category	Zone I Rs.	Zone II Rs.	Zone III Rs.	Zone IV Rs.	Zone V Rs.
I	450	305	235	215	200
II	360	250	190	170	155
III	315	215	160	145	125
IV	270	200	145	125	115
V	245	175	125	115	110
VI	220	155	115	110	105

6.6. As regards touring talkies or mobile cinema theatre the Committee after taking the views of employers, employees and their organisations and going through the conditions obtaining therein and the wage-data obtained through the investigators of the Labour Commissioner's Office has un-animously prescribed the same rates of consolidated minimum wages per month as recommended for Zone V, irrespective of the area where they are operating viz.

Recommendation No. 4 (b)—Touring Talkies or Mobile Cinema Theatres :

Category	Consolidated Minimum Wage per Month
	Rs.
I	200
II	155
III	125
IV	115
V	110
VI	105

Part-time Employees

7.7. The Committee noted that an employee who works for less than 5 hours per day was to be considered as a part-time employee and discussed their problem at length. Various suggestions had been placed before the Committee. Some wanted that part-time employees should be exempted entirely, for the purpose of minimum wages as a large number of them were engaged elsewhere or had other means of earning. Some urged for a *pro-rata* rate for hours worked in proportion to 9 hours for a full day. The Committee considered the wages being paid to part-timers and weighed the need of the industry to employ part-time employees, against the necessity to put a curb on the tendency to employ part-timers in place of full timers and thought it best to retain the present percentages of wages for full timers, which have served as sufficient deterrents and which have stood the test of time. The Committee, therefore, unanimously recommends as follows:—

(a) *Recommendation No. 5—Part-time employees.*—Part-time employees who are required to work for more than 4 hours but not exceeding 5 hours daily provided their hours of work are not split into more than two periods of work should be paid 75 per cent. of rate fixed for the zone and for the category to which the part-time employees belong.

(b) Where such part-time employees are required to work for four hours or less daily provided their hours of work are not split in more than two periods of work, should be paid 60 per cent. of the rate fixed for the zone and for the category to which the part-time employees belong.

(c) An employee in a touring talkies or a mobile cinema theatre, who move from place to place with the touring talkies or mobile cinema should not be deemed to a part-time employee.

Other Matters

7.8. *Daily Wages.*—The Committee recommends that in case an employee is employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rates of monthly wages fixed for the category to which he belong, by 26, the quotient being stepped up to the next higher paisa.

Young Persons.—The Committee recommends that the employees in the age group 12 to 17 years shall be paid 2/3rds of the monthly wages payable to the category to which the employee belongs provided the working hours of the said employees are restricted to 6 hours on account of the operation of the Bombay Shops and Establishments Act, 1948.

CHAPTER VIII

ACKNOWLEDGEMENTS

The Committee acknowledges with pleasure the co-operation given by the various Employers, Unions of Employees and Associations of Employers through their memoranda and evidences. Committee also expresses thanks to Government officials and offices of Municipal Councils and other organisations who have all helped them and offered their services to them at all places during its tours where the members of the Committee halted for visiting the theatres and recording evidence. Their willing co-operation enabled the Committee to go through its scheduled programmes in time.

The Chairman and the Member-Secretary take this opportunity to record their grateful thanks to all the members of the Committee for the whole hearted co-operation extended by them during the tenure of this Committee.

All the members of the Committee are extremely thankful to the Chairman, Shri Rajabhau G. Mirashi, M.L.A. whose able guidance became available to them throughout the deliberations.

The Committee places on record its high appreciation of both Assistant Commissioners of Labour, who were associated with the Committee as Member-Secretaries, Shri V. M. Bhosle and Shri M. V. Gaitonde.

They arranged the meetings and conducted the tours and steered the Committee meetings most ably.

The Committee also thanks Sarvashri K. T. Joglekar, Senior Clerk, Kadam, Clerk-Typist and the Peons from the office of the Commissioner of Labour, Bombay for their willing assistance.

RAJABHAU G. MIRASHI,
Chairman, M.L.A.

Members

1. Shri U. S. BHAGWAT.
2. Shri SOMNATH B. KALANTRI.
3. Shri RAJENDRA PAL SHARMA.
4. Shri R. N. SHAH.
5. Shri ABDUL HAQ KHAN.

Members

1. Shri W. M. KANATE.
2. Shri D. M. TULPULE.
3. Shri APPASAHEB BRAMHANALKAR.
4. Shri R. T. PUND.
5. Shri MAHANTESH PATTANSHETTY.

Place: Bombay.
Dated 2nd April, 1976.

M. V. GAITONDE,
Member-Secretary.

ANNEXURE 'A'

Minimum Wages Act, 1948:

Appointment of Committee under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA 5274/190621/Lab-III-A

Sachivalaya, Bombay 400 032, dated the 2nd January 1975

RESOLUTION

In pursuance of clause (a) of sub-section (i) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Maharashtra hereby appoints the following Committee to hold enquiries into the conditions prevailing in the employment in Cinema Exhibition Industry and to advise Government in the matter of revising the minimum rates of wages fixed under the said Act under Government Notification, Industries and Labour Department, No. MWA. 5274/181634/Lab-III-A, dated 31st August 1974.

Chairman

Shri Rajabhau Govind Mirashi, M.L.A., 4/16, Arya Nagar, Tardeo, Bombay-400 034.

Employers' Representatives

1. Shri U. S. Bhagwat, Proprietor, Bhagwat Theatres, Sholapur.
2. Shri Somnath B. Kalantri, Director of Executive Board, Ashok Talkies, Jalgaon, Maharashtra State, (District-Jalgaon).
3. Shri Rajendra Pal Sharma, General Manager, Liberty Cinema, Nagpur.
4. Shri R. N. Shah, President, Poona Exhibitors Association, C/o, Prabhat Talkies, Budhwar Peth, Poona-2.
5. Shri Abdul Haq Khan, Proprietor, Sadia Talkies, Paithan Circle, Aurangabad.

Employees' Representatives

1. Shri W. M. Karate, General Secretary, Nagpur Cinema Kamgar Union, Jamkar Bhavan, Ganeshpeth, Nagpur.
 2. Shri D. M. Tulpule, General Secretary, Theatre Employees Union, Air-conditioned Market Building, Tardeo, Bombay-34.
 3. Shri Appasaheb Branahalkar, General Secretary, Rastriya Theatre Kamgar Sangh, 120, Kuraji Peth, Sholapur.
 4. Shri B. T. Pund, General Secretary, Poona Mazdoor Sabha, 54, Budhwar Peth, Poona.
 5. Shri Mahentesh Pattanshetty, Adviser, Rashtriya Gumasta Mandal, Latur, District Osmanabad.
2. Shri V. M. Bhosle, Assistant Commissioner of Labour, Bombay, should be appointed as Member-Secretary of the abovementioned Committee in addition to his own duties.
3. The Committee should submit its detailed report to Government in the matter within six months from the date of this Resolution.
4. The non-official members of the Committee should be paid travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with Scale I specified in Rule 1 (1) (b) in Appendix XLII-A, Section I to the Bombay Civil Service Rules, Vol. II as amended from time to time.

Shri R. M. Pande, M.L.A., shall be paid travelling allowance and daily allowance in accordance with the Government Resolution, Finance Department, No. TPA 1470/131/XVIII, dated the 27th January, 1971.

5. The local members of the Committee should also be allowed to draw actual conveyance charges limited to Rs. 5 only for every day of the meeting of the said Committee.

6. The expenditure should be debited to the Budget Head, "287-Labour and Employment—A-Labour-b-Industrial Relation—(b) IV-Special Committees for enquiry" (Demand No. 123), and met from the grants sanctioned thereunder for the current financial year.

7. Shri V. M. Bhosle, Member-Secretary to the Committee should be the controlling authority in respect of the travelling allowance bill of the non-official members of the Committee.

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

9. This Resolution issues with the concurrence of the Finance Department, *vide* that Department unofficial reference No. 113/F-18, dated the 6th November 1974.

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

(Signed) A. D. DESHMUKH,
Section Officer,
Government of Maharashtra.

ANNEXURE A-2

Minimum Wages Act, 1948:

Appointment of Committee under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Corrigendum No. MWA 5274/190621/Lab-III-A

Sachivalaya, Bombay-400 032, dated the 7th January 1975

Read—Government Resolution, Industries and Labour Department, No. MWA 5274/190621/Lab-III-A, dated 2nd January 1975.

Corrigendum.—In Government Resolution, Industries and Labour Department, No MWA 5274/190621/Lab-III-A, dated 2nd January 1975, for the words "Shri R. M. Pande, M.L.A." appearing in sub-para 2 of para. 2, the words "Shri Rajabhau Govind Mirashi, M.L.A." shall be substituted.

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

(Signed) A. D. DESHMUKH,
Section Officer,
Government of Maharashtra.

ANNEXURE ' B '

Minimum Wages Act, 1948:

Appointment of a Committee under the —
for employment in Cinema Exhibition
Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 5274/123329/Lab-5

Sachivalaya, Bombay-400 032, dated the 7th August 1975

Read—

Government Resolution, Industries and Labour Department, No. MWA. 5274/190621/
Lab-III-A, dated 2nd January 1975.

Corrigendum, Industries and Labour Department, No. MWA-5274/190621/Lab-III-A,
dated 7th January 1975.

Letter No. CL/MWC/1175/Cinema/G/M, dated 28th June 1975 from Shri Rajabhau G.
Mirashi, Chairman, Minimum Wages Committee for Cinema Exhibition Industry, Bombay.

Resolution.—The Committee appointed under Government Resolution, Industries and
Labour Department, No. MWA. 5274/190621/Lab-III-A, dated 2nd January 1975 to hold
enquiries into the conditions prevailing in the employment in Cinema Exhibition Industry
and to advise Government in the matter of revising the minimum rates of wages in respect
of employees in the said employment, is granted extension of time upto 2nd January 1976
for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department *vide* its
unofficial reference No. 1521/F-18, dated the 17th July 1975.

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

(Signed)

Under Secretary to Government.

ANNEXURE ' C '

Minimum Wages Act, 1948:

Appointment of a Committee under the —
for employment in Cinema Exhibition
Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 5274/294-LAB. 7

Sachivalaya, Bombay 400 032, dated the 19th January 1976

Read—

Government Resolution, Industries and Labour Department, No. MWA. 5274/190621-
LAB-III-A, dated the 2nd January 1975.

Corrigendum, Industries and Labour Department, No. MWA-5274/190621/Lab-III-A,
dated the 7th January 1975.

Government Resolution, Industries, Energy & Labour Department, No. MWA. 5274/123329-LAB. 5, dated the 7th January 1975.

Letter No. CL/MWC/Cine Exhib/M, dated the 12th December 1975 from the Assistant Commissioner of Labour and Member-Secretary to Minimum Wages Committee for Cinema Exhibition Industry, Bombay.

Resolution.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA. 5274/190621-LAB. III-A, dated the 2nd January 1975 to hold enquiries into the conditions prevailing in the employment in Cinema Exhibition Industry and to advise Government in the matter of revising the minimum rates of wages in respect of employees in the said employment, is granted extension of time upto 2nd April 1976 for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department *vide* its unofficial reference No. 992/R/75/Exp-16, dated the 30th December 1975.

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

(Signed) V. B. KHODKE,
Section Officer,
Government of Maharashtra.

ANNEXURE ' D '

Minimum Wages Act, 1948:

Appointment of Committee under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA. 5274/50/Lab. 7

Sachivalaya, Bombay-400 032, dated the 24th October 1975

Read—

Government Resolution No. MWA. 5274/190621/Lab-III-A, dated the 2nd January 1975.

Letter No. CL/MWA/1075/Cin-Ex/M, dated the 16th October 1975 from the Commissioner of Labour, Bombay.

Resolution.—Government is pleased to appoint Shri M. V. Gaitonde, Assistant Commissioner of Labour, Bombay, in place of Shri V. M. Bhosle, Assistant Commissioner of Labour, Bombay, as Member-Secretary of the Committee appointed under Government Resolution No. MWA. 5274/190621/Lab-III-A, dated the 2nd January 1975 to hold enquiries into the conditions prevailing in the employment in cinema exhibition industry and to advise Government in the matter of revising the minimum rates of wages fixed under Government Notification, Industries and Labour Department, No. MWA. 5274/181624-Lab-III-A, dated the 31st August 1974.

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

(Signed) V. B. KHODKE,
Section Officer,
Government of Maharashtra.