



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGES COMMITTEE

FOR

Employment in any Industry in which Wooden
Photo or Picture Frames Making or other
Similar Work or any Work incidental
to such Process is carried on



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CHAPTER I

PRELIMINARY

1.1. We were constituted into a Committee by the Government of Maharashtra, Industries and Labour Department, *vide* its Resolution No. MWA-6668-119878-LAB-III-A, dated the 15th May 1973.

Members of the Committee were as follows :—

- (1) Shri Yadaora0 Ramchandra Desai, Nagpur, Chairman.
- (2) Shri Sardar Ajitsingh, Nanded, member.
- (3) Shri P. S. Soni, Jalgaon, member.
- (4) Shri Dayaram Wadey, Nagpur, member.
- (5) Shri Vithal Jadhav, Nanded, member.
- (6) Shri Wasant H. Tulpule, Poona, member.
- (7) Shri G. M. Khode, Nagpur, member.

Shri B. G. Jadhav, Assistant Commissioner of Labour, Nagpur, was appointed Secretary to the Committee in addition to his duties. A copy of the Government Resolution appointing the Committee is placed at Appendix I.

1.2. The task given to the Committee was to study the conditions of employment prevailing in the wooden photo/picture frames making industry and recommend to the Government on the minimum rates of wages payable to employees employed in this employment. The Committee was directed to submit its report within six months from the date of its constitution.

1.3. The scheduled employment in wooden photo/picture frames making industry was added to the Schedule of Minimum Wages Act, 1948 under Government Notification No. MWA-5269-144495-LAB-III, dated 15th December 1969, a copy of which is appended at Appendix II. The Committee met in Poona on 2nd June 1972 to consider the scope of enquiry and approve the draft questionnaires to be issued to employers as well as Trade Unions and employers' associations.

1.4-(a). The Committee further decided to study the working procedure in the industry. For this purpose the Committee met at Nagpur from 28th June to 30th June 1972 and visited a few photo frames manufacturing

units to study the process of industry so that the purview of the Committee could be decided before chalking out its detailed programme and approval of questionnaires. The process of photo frames making was in short observed to be as follows:—

1.4-(b). Process of manufacture of wooden photo/picture frames started with storage of wooden planks for natural treatment (seasoning), sawing them on saw machine thus producing wooden planks of certain cut sizes. These planks are given shape by carpenters by planing or by operating them on grooving tools. Planks are of certain length. Usual length of planks in the industry is of six feet and a dozen of such planks makes a bundle of 72 ft. Measurements of this work are described in terms of bundles. Grooved wooden strips are then given for polishing or other ornamentation work, like marbling, designing etc. The dried sticks are examined defective ones are sorted out and good ones are wrapped in thin paper and packed in bundles of 72 ft. These bundles are then sold out to various parties at different places.

1.5. Keeping in view the observations mentioned in the above para the Committee approved the drafts of questionnaires in the meeting resumed on 30th June 1972 at Nagpur. The questionnaires as approved by the Committee are reproduced at Appendix III and IV.

1.6. In view of its observations mentioned in Para 1.4 (b) above the Committee had decided to get the clarification from the Government in regard to that nature of industry which should be object of its enquiries. The Government under its No. MWA-16669-134176-LAB-III-A, dated 25th July 1972, was pleased to inform the Committee that the employment concerned to that of manufacturing wooden photo/picture frames and allied processes. Copy of this letter is produced at Appendix V.

1.7. The committee then decided to pay visits to photo frames making establishments in Bombay from 24th August 1972. Since the situation in Bombay was not peaceful to enable the committee to carry out its programme on account of the strike position in Bombay, the Committee decided to meet in Poona to pay visits to frames making establishments. The Committee accordingly paid visits on 24th August 1972 to two small establishments operating in polishing the frames sticks secured from outside stations. The Committee wished to start its next programme of spot visits from Jalgaon. However, Shri Soni, member of the Committees from Jalgaon, stated that no such industry carrying on the operations as observed by the Committee functioned at Jalgaon. It was stated by him that frames were purchased by Jalgaon frames shops from outside and they simply prepared rectangular frames or only did the work of framing photos or pictures. He stated that he had one of such shops.

1.8. Shri Soni , member of the Committee representing the employers from Jalgaon tendered his resignation from membership of the Committee from 17th November 1972 on the ground of domestic engagements. The Government was informed of the vacancy caused by Shri Soni's resignation and was requested to fill in the vacancy in the Committee. The Government was pleased to appoint Shri V. C. Shah, Manager of 'Chemould' Picture Frames Unit at Bombay as Member of the Committee in place of Shri Soni, under its Resolution No. MWA-6672-153362-LAB-III-A, dated 30th November 1972. The said Government Resolution is reproduced at Appendix VI.

CHAPTER II

SCOPE AND PROGRESS OF THE ENQUIRY

2.1. The Government of Maharashtra had set out the following terms of enquiry to be made by the Committee:—

(1) To hold enquiries into the conditions prevailing in the employment in any industry in which wooden photo or picture frames making and other similar work or other similar work incidental to such process is carried on, and

(2) Advise Government in the matter of fixation of minimum rates of wages in respect of employees in the aforesaid Scheduled employment.

2.2. Government Notification directing appointment of the Committee appended at Appendix I also contained directions that the Committee should submit its report of its enquiry within six months from the date of constitution of the Committee i.e., 15th May 1972. The Secretary to this committee was also appointed Secretary to other two minimum wages committees for wooden furniture making industry and saw milling industry. In view of the large volume of work it was not possible to complete the work within six months. The Committee, therefore, requested Government to extend the period of its tenure by six months within which the committee thought, it would be able to submit its report. For the reasons explained in Para 1.8 there arose necessity to fill the vacancy caused by the resignation of one of the Members. This also took a little time and the Committee decided to wait till the new member was appointed before continuing its enquiries. The Government Resolution appointing Shri Shah as a member was issued at the end of November 1972. Since considerable time was required for studying the conditions of workers in the employment and since the vacancy of member was to be filled in, the Committee requested extension of its tenure by another period of six months from 15th November 1972. The Government was pleased to extend the tenure up to 14th May 1973 vide its No. 6668-157103-Lab-III-A, dated 15th December 1972. When the Committee met in the month of April 1973 for finalising their recommendations, it was found that the members of the Committee could not be available for finalising the report till the beginning of June 1973. The Committee, therefore, resolved to extend the tenure of the Committee by another two months. The Government was pleased to extend the tenure up to 14th July 1973. The Committee again met for finalising recommendations on 14th and 15th June 1973. Since the Secretary of the Committee was busy with another Minimum Wages Committee which had also reached a conclusive

stage and was also required to attend to his own duties and the additional charge of Deputy Director of Regional Labour Institute at Nagpur, the Government was requested to extend the tenure of the Committee by another two month's period so that the report could be finalised and submitted to Government. Accordingly the Government was pleased to extend the tenure of the Committee up to 14th August 1973 under its No. MWA-6668-181150-Lab.-III-A, dated 30th July 1973.

2.3. The Committee noted that its scope of enquiry was limited to the employment concerning manufacture of wooden photo or picture frames. Even wooden baton manufacturing for electrical purposes, window frames etc., was not within the purview of the Committee. It was also not ruled out that a strict interpretation to the reference to the Scheduled employment could even exclude manufacture of looking-glasses frames. But, however, since the manufacturing units were not found to be classified on the basis of manufactories of frames for particular uses, the possibility of extending limitation was considered to be very remote.

2.4. As referred to in Para. 1.5 the Committee had approved the two types of questionnaires to be issued to the employers as well as Associations of employers and Unions of workers employed in this industry. It was also decided by the Committee to pay visits to some of the manufacturing units situated at some places in the State. Thus the committee adopted the method of questionnaires and spot visits to conduct its enquiry.

2.5. The questionnaires were issued in the month of August 1972. They were issued in duplicate as to enable the employers to retain a copy of the questionnaires for their record and they were requested to send one of the two copies to the Committee. The Committee advised the employers to forward their views on such a vital industrial matter concerning them so that the Committee could consider them before giving its recommendations to Government. The employers were also advised that once Government considered the recommendations of the Committee and fixed the minimum rates of wages under the Minimum Wages Act, such minimum rates of wages would become statutorily payable to the employees and this statutory obligation takes away all hitherto adopted methods of fixing minimum rates of wages by the employers of their own choice. In view of this importance, the employers were specially requested to put their views before the Committee at their earliest. However, response from the employers was disappointing. As against 148 employers to whom questionnaires were issued only five questionnaires were received back by the Committee. Out of these it was found that only one concern from Bombay had given all relevant information required by the Committee. Rest of the employers either stated that they had stopped their

business or that they had discontinued their employees or that they had switched on to different type of business and therefore no valuable information could be gathered from the replies given by employers. Similarly the response from Unions of workers was also not very large. As against 12-questionnaires issued to the Unions, only one union preferred to submit the information in the questionnaire.

2.6. The Committee visited the following places on the days shown against them and visited the number of establishments and interviewed the number of workers shown against them:—

Place	Date of visit	No. of Estts. visited	No. of workers interviewed
(1)	(2)	(3)	(4)
1. Poona	24th August 1972 ..	2	2
2. Bombay	27th August and 28th December 1972.	2	21
3. Nanded	5th February 1973 ..	1	4
4. Nagpur	1st and 2nd March 1973	16	104

CHAPTER III

OBSERVATIONS OF THE COMMITTEE

3-1. The industry of wooden photo or picture frames making is largely located at Nagpur. Intensive location of the industry at Nagpur was said to be on account of the vicinity of availability of Salai wood in the forests around Nagpur region. Other types of wood are said to be not suitable for the manufacture of wooden photo or picture frames because of one or the other reason, one of which was that after some lapse of time the sticks made of other woods give way resulting in cracks. Frames made of Salai wood are away from this defect. This industry has been in this region for nearly half a century and is one of the most prosperous centres of the said industry in the country.

3-2. It was also observed that the work of manufacturing photo frames had essentially two outstanding processes. First process was getting the sticks of cut sizes and processing them in planing and grooving. Second process was of polishing, painting, marbling, designing etc. Frame sticks are also sold by the establishments after the end of the first process. As it was seen at Poona where such sticks were purchased from out-stations and further processed by way of polishing them.

3-3. The striking feature of the industry was that the length of frame sticks in a bundle of sticks is measured by a unit of 72 ft. Usually a bundle contains 12 sticks of six ft. each. Seconds may be packed in different unit of measurements. Breadth of the frames has secured standardisation in this industry. Such standard breadths of frames were found to be $1/4'$ called 2 suits, $3/8''$ called 3 suits, $1/2''$, $3/4''$, $1''$, $1\frac{1}{4}''$, $1\frac{1}{2}''$, $2''$ and $3''$. Irrespective of the breadth the total length of the stick is measured as referred to above in a unit of 72 ft.

3-4. A rough assessment is that 100—establishments function at Nagpur employing roughly 2,000 employees; 3 establishments in Bombay employing about 300 employees; 2 establishments in Poona employing 2 employees only and one establishment at Nanded employing 5 employees.

3-5. There are a few companies having their trade marks and goodwill engaged in manufacture of frame sticks. Though this industry is an off-shoot of wooden industry, by peculiar processes and demands the industry has earned a viable position in the economy. Further observation of the Committee was that this was an industry which required minimum of mechanisation. It was stated that on account of easy processes of work a daring mistry could easily start his own business of manufacturing or processing frame sticks at his residence and employ a small

number of workmen. The Committee almost felt that this industry had almost reached every house just on lines with handlooms easily seen in residential localities, while it toured the Shantinagar area of Nagpur. The employers generally expressed that manufacturing photo frames sticks and their processing had almost become a cottage industry and therefore the main demand was that Government should recognise it so.

CHAPTER IV

CONDITIONS PREVAILING IN THE EMPLOYMENT

4.1. As discussed in the Chapter III, and reference made in para. 1.4(b) the processes of manufacturing photo frames started with storage of wooden planks for treatment, cutting them on saw machines and taking out certain cut sizes. These cut sizes are nothing but sticks which are gradually processed into frames. The sticks received from saw milling section are sent for planing and grooving. Sticks are usually kept of uniform length—*i.e.* six ft. each. Grooving is sometimes done on grooving machine. These machines are under the charge of a mistry and the workmen attached to these machines are concerned with feeding the machines and taking out the grooved sticks. These sticks are collected and sent for coating, polishing, ornamentation, designing, marbling etc. Depending on the demand and subsequent orders the quantum of various processes is decided by the employer. Polishing is mainly of one colour and when designs are to be used, more skill is required for that work and it consumes more time also. Similarly, marbling and ornamenting require different types of skills and also consume more time.

4.2. The workers are trained in the industry itself. As seen in the above para the process being not very difficult, the workers naturally and easily get their training in the industry itself. As days pass by, by dint of accumulation of experience, the efficiency of the erstwhile raw man naturally increases.

4.3. Both piece-rates and time rates are in vogue in this industry. Generally the employees on saw machines, supervisory staff, mechanical staff and unskilled workers were found paid time rates in Nagpur, employees in carpentry section and polishing section were found being paid piece-rates. It was also noticed that at some places some of the processes were entrusted to a contractor and employees in these processes were employed by contractors and on receipt of remuneration from the main employer, the contractors could make payments to own workmen. Piece rates depended on bundles (72 ft.) turned out by a worker in that particular process *i.e.* a person in the carpenter's section could be paid at the rates fixed for a particular breadth of the frame stick and on the turn-out of certain amount of bundles of sticks. Piece-rates were, therefore, fixed for bundles. Similarly, the polishing and other ancillary processes were also fixed piece-rates per bundle.

4.4. Another predominant feature in this industry was that the workers working in the Carpenter's Section for planing and grooving are normally called carpenters or "Sutar" and such persons always bring their own

Randhas (plaining tools) while coming to work in the establishment. The employers only supply them various types of grooving blades (Patam) and they are fitted in the Randhas by the Mistry-in-charge. In the mechanical grooving process, of course, carpenters are not engaged for this work but persons with lesser skill can also feed the grooving machines. The Polishing materials were invariably supplied by employers to those employees employed in the polishing and other ancillary processes. In this way, various workers engaged in this industry were cutter on the sawing machines, helper to the cutter, mistry in the carpenter section, carpenters, grooving machine helpers, black and brown polishers, marble-wall and ornamenters, wrapper and packers, etc. These nomenclatures, however, were not necessarily uniform throughout the industry.

4.5. The service conditions at the places visited by the Committee were amenable to Bombay Shops and Establishments Act, Payment of Wages Act, Payment of Bonus Act and Provident Fund Act. It was, however, observed by the Committee that barring one or two concerns the provisions of the above Acts were not fully and wholeheartedly implemented. The employers were found to be suffering from a notion that the piece-rated workers did not have relationship of employer-employee with them and therefore, these employers felt that they were not obliged to implement any provisions of the Labour Laws referred to hereinbefore in respect of such piece-rated employees. Working hours were found regulated in bigger establishments amenable to Factories Act. However, same was not found regulated in establishments amenable to Bombay Shops and Establishments Act. However, it was noticed by the committee during visit to an establishment at Bombay that all above Acts were being implemented including the provisions of Employees State Insurance Scheme. The biggest complaint came from piece-raters in this industry at Nagpur that they were not granted Bonus and they were not given paid holidays. There was no system of paying for a weekly off.

4.6. The Committee came across one settlement in Bombay and another settlement concerning 4 or 5 units at Nagpur. While the Bombay agreement provided for time-scales and increments, the Nagpur agreement provided for minimum guarantee of work and various piece-rates. The Nagpur agreement appears to have been arrived at to ensure a worker, whether time-rated or piece-rated, to earn not below the particular level of wages. In rest of the establishments wages were result of bargaining between the employers choice and workers.

The observations of the Committee are summarised in the following Table :

STATEMENT SHOWING EARNINGS OF A FEW SELECTED CATEGORIES OF WORKMEN

Cities/Towns	Unit	Supervisor	Cutter	Helper	Carpenter	Polisher (BB)	M/c Operator	Packer	Wrapper	Mazdoor
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Bombay	I	300 MT	229 to 281 MT.	164 to 169 MT.	5-20 to 7 DT.	294 to 300 MT.	292-70 MT.	..	..	5 DT.
	II	..	..	..	..	6 DT	4-25-5-25 DT.	150 MT	4-75 DT	..
Poona	I	..	..	..	..	150 MT	..	..	..	..
	II	..	..	..	..	120 MT	..	..	..	..
Nanded	I	200 MT	..	..	..	..	21 WT	..	..	..
Nagpur	I	95 MT	..	..	4 DP	24-35 WP 100 MT.	3-50 DT	2-50 DP	2-50 DP	..
	II	..	5-50 DT	3 DT	..	..	..	..	..	..
	III	..	6 DT	..	30 WP	6 to 7 DP	..	..	125 MT	1-60 DT.
	IV	115 MT	4-32 DT	2-87 DT	18 to 30 WP.	20 to 25 WP. 2 to 3-45 DT.	..	1-50 DT	15 to 18 WP.	1-25 DT.
	V	4 DT	..	..	20 to 25 WP.	..	2-25-2-50 DT.	..	..	..
	VI	..	..	..	..	20 to 25 WP.	..	..	..	..
	VII	..	..	..	..	..	..	..	0-20 p. bdl.	..
	VIII	..	..	..	4 to 7-50 DP.	5 to 6-50 DP.	..	..	..	..
	IX	..	5 to 25 DT.	3-87 DT	3-50 to 4 DP	4 DP 5 DT.	..	2-3 DT	2-50 DP	2 DT.
	X	..	..	..	5 to 6 DP	..	..	..	..	..
	XI	40 WT	3-25 DT	..	4 DP	115 MP	3 DT	..	3 DT	..

"D"=Daily. "W"=Weekly. "P"=Piece Rate. "T"=Time-rate.

STATEMENT SHOWING PIECE RATES PER BUNDLE AT NAGPUR

Sizes of frame sticks	Carpentry	Polishing Black and Brown
(1)	(2)	(3)
	Rs.	Rs.
1/4"	0-25	0-25
3/8"	0-31	0-26
1/2"	0-21 to 0-25	0-15 to 0-28
5/8"	0-37 to 0-44	0-20 to 0-33
1"	0-44 to 0-50	0-25 to 0-37
1 1/2"	1-00	0-40 to 0-65
1 3/4"	1-25	0-60 to 1-00
2"	1-50	

CHAPTER V

VIEWS OF EMPLOYERS

5.1. As stated hereinbefore the response from employers was disappointing. There was no organised effort on behalf of the employers to submit any memoranda to the Committee. None of the employers in Nagpur gave a complete questionnaire. Such silence on the part of the employers was un-understandable. Hardly less than 12 units were considered as big units. The number of employees employed in big units varied from 40 to 100. There were small establishments exclusively doing polishing work, grooving work and some other processes. A large number of establishments employed up to 20 employees. These small establishments were engaged in a sort of job work *i.e.* catering to the orders of other factories or such other factories or such other merchants who would give their raw material and get it processed in their establishments.

5.2. Most of the employers did not come openly before the Committee to explain their position. However, the turn-over of one unit in Nagpur was found to be to the tune of Rs. 10 lacs per annum and that of another concern was to the tune of 3.5 lacs per annum. The turn-over of a unit in Bombay was said to be to the tune of 30 lacs and its annual wage bill was Rs. 75,000. The employers from Nagpur could not also spell out various cost percentages to assess the position allotted to labour in their costing arrangements. However, in one concern having turn-over of 3.5 lacs per annum, it was stated that the expenditure on labour was approximately Rs. 20,000 per annum.

5.3. The employers from Nagpur which is the cradle of the industry in the State did not give anything in writing, nor did they give any memoranda etc. They, however, stated that the prosperity of the frames industry in Nagpur had been very much dwindling in the past 10 to 15 years. They stated that the frames were not an essential commodity. Demand for frames also did not come from cross-sections of the people. Though there was scientific assessment of the consumption pattern of frames, it was generally stated that frames did not get attractive market. Two decades back the industry in Nagpur had reached its fine position which was because the competition from other States was completely missing. Nagpur had secured a monopolistic position in supply of frame sticks to almost all corners of the country. In the last 20 years the supply of salai wood has gone down in Maharashtra forests. This was required to be imported from neighbouring forests or far away forests in Mysore State. Since the processes are not very

difficult to take up practically so many units have also come in other States like Mysore, Kerala, Assam. The entrepreneurs in those States have built up big industries and markets thus taking away the lion's share contributed by Nagpur. The frames being not essential commodity and the building-up of competition by units in other States and their local markets, has affected the growth of the industry in Nagpur. It was generally stated that 10 to 15 years back the employment in this industry at Nagpur was nearly 10,000 workers which has now gone down to 20 per cent of it in 10 years. The additional reasons advanced by employers were that good quality workers were not available. As a result the reputed concerns in this industry could not maintain the standard achieved by them in their glorious past. In addition to fall in quality, another menace of mushroom establishments set up by past mistries resulted in an unhealthy competition to secure orders from merchants from here and there. This cut-throat competition had almost back-gearred the industry. Some of the employers were forced down to close down their big units and to adopt other modes of business. Some of them were forced to switch on from frames industry to other industries like dolls making. Many of them were forced to close their business. The general view that was given by employers was one of pessimism.

5.4. In spite of dull position of the industry, the employers claimed that the industry was predominantly personal intensive industry and was able to employ a large number of employees in the industry. The poor industry itself, it was stated generally, could afford to pay high wages to its workers. In accordance with the efforts made by employers to somehow continue their industry, there was also a tendency to guard the workers from absolute unemployment, and give them a guarantee of minimum remuneration. In this context the agreement signed in 1965 was quoted where it was stated that while giving 15 per cent increase on the prevalent wages, an undertaking was given that sufficient work as to enable the worker to earn at least Rs. 4 per day would be given to them. Of course, this rate was applicable to carpenters and polishers on piece-rates.

5.5. The employers did not give any suggestions in respect of wage-rates for their employees in the industry. However, from their statements made before the committee individually at the time of visits, gave an impression to the Committee that the industry was not in a position to pay any additional wage-rates. It was also aired that if additional burden is imposed, the industry, as reluctant it was, would be eliminated from Nagpur or would defuse from organised character to an unorganised character and implementation of such rates would almost become difficult.

CHAPTER VI

VIEWS OF EMPLOYEES

6.1. The Committee observed that the workers in Nagpur were organised under a few trade unions. The workers of a Unit in Bombay also were organised under a trade Union. That was not the position in Poona and Nanded because the number of persons employed in this industry at those places was very very negligible. Trade union consciousness was far away from the stretch of imagination also. As stated in Para. 2.5 only one union gave its questionnaire duly filled in and forwarded it to the Committee and that union was from Nagpur. That union also submitted its written memoranda to the committee while it met at Nagpur. The representation of this Union is further discussed in Para. 6.4. The Committee found that the workers in this industry were largely illiterate and were also found to be unconscious of their rights at the work-place. Labour problems were not properly understood by the workers. Though a few unions conducted their activities, yet the workers gave an atmosphere of unorganised class of workers. This was attributed to lack of understanding the labour problems, shortage of resources and union workers and lack of education gains. The workers, however, were very much imploring for bettering their wage-rates as could be observed by the Committee at its interviews with the workers.

Classification of Workers :

6.2. For the purpose of understanding the classification of workers the frames manufacturing concern was broadly divided into sawing section, shaping or carpenters section, grooving or Patam section, simple polishing, wrapping and packing sections. The plastering division and ornamenting division were additional works or processes and wherever they existed, they stood as separate sections. Generally coolies and badh-coolies were considered as unskilled in this industry. The employers stated that grooving machine helpers were also unskilled. However, the present position appears to be as could be seen from the statements made by workers before the Committee, that the helpers, grooving feeders, packers, wrappers etc. considered themselves to be doing job which involved some part of skill. Carpenters or Sutars who were doing the work of grooving or planing or shaping were considered as separate class. The Supervisors of carpenters almost stood as in-charge of the Carpentry shop or he was sometimes the head mistry combining supervision of more than one section. The cutters on the machines also treated themselves as separate class. In the polishing section black and brown polishing was supposed to be lower type of skilled workers. The white polishers, plasterers or Marble-wallas and ornamenters consider themselves to be doing work involving

good amount of skill. The office staff also considered themselves different from operational staff, though there was no much difference between wages of unskilled worker and the lowest categories of office staff like peons, chowkidars etc.

Statements of Workers :

6.3. As stated earlier the interviews with the workers were necessary to gather good information about their conditions of living, essential requirements of life, wage rates which they were paid, and other matters concerning the interests of workers. Some of the workers, however, were not aware of the purchases made for their living and they could not therefore throw much light upon their living conditions. The piece-rated carpenters from one of the units at Nagpur stated that he was getting about Rs. 4 per day and he was working since last 20 years. He stated that he has his own house about a mile away from Nagpur and he is the only earner in his family of two daughters and wife. He stated that the weekly requirements of foodgrains were $6\frac{3}{4}$ Kg. of wheat from ration shop, $6\frac{3}{4}$ Kg. of wheat from open market, and 1 Kg. of rice, bring the expenditure to about Rs. 14 per week. He stated that he could not afford to take milk for tea. His clothing requirements per annum were two shirts, two pajamas, two underwears, two banians, two sarees for wife and two blouses, two pairs of frocks and school dresses each. He asked the committee to imagine whether his earnings were sufficient to meet the said expenditure. Another carpenter also working for 20 years in the same unit and with equal number of family members stated that for bare needs of his life he required Rs. 300 per month. A polisher stated that he was earning Rs. 4 per day but he said he should get Rs. 6 per day and also said that the piece-rates should be converted into time rates. A packer from the same concern said that he was getting Rs. 2.25 per day and that there were six members in his family and that he owned a house. He said that it was very difficult to adjust his life within the income. He expected minimum Rs. 6 to 7 per day. A cutter from another unit stated that he had a four-member family and his weekly expenditure on foodgrains came to Rs. 25. He said that he paid Rs. 10 as house rent and also that he could not afford to purchase milk for tea or vegetables. Since some of his family-members were ill, he was required to spend Rs. 40 p.m. on medicines. He also stated that his clothing requirements were of Rs. 50 per annum and that his wife required clothing of Rs. 50 per annum. His two children required clothing of Rs. 10 per annum. A grooving machine operator getting Rs. 3.50 per day stated that his weekly rationing expenditure was about Rs. 50 and vegetables and kirana required Rs. 6 per week. He also said that the wages were not sufficient. A polisher stated that he earned about Rs. 35 per week. His weekly expenditure was Rs. 25.30 for rationed articles per week, kirana of Rs. 10.15 per week, medical expenditure of Rs. 15

per month and clothing expenditure of Rs. 150 per annum. While he expected to get Rs. 8 per day, the cutter expected increased wage rate by about Rs. 5.50 per day. In one of the units where carpenters were earning on an average Rs. 6 per day, one stated that the wages were not sufficient and that they should be increased proportionately in view of the rising cost of living. A female worker operating the grooving machine getting Rs. 1.60 per day stated that the wages were quite insufficient for even bare requirements of life. She expected 1 rupee more per day in her wages. Helper from another unit stated that he was working since 8 years and he was earning Rs. 2.87 per day. He had 3 children and wife in his family and he stated that it was not possible absolutely to live in the wages and he was living on advances and loans. An unskilled worker working for 50 years had been getting Rs. 2 per day and he stays in his Zopdi. His weekly expenditure was Rs. 25 per week. From this he could not save a single pie. A carpenter from another unit getting Rs. 5 per day on an average and stated that his weekly expenditure on rationing was Rs. 25 and Rs. 10 for kirana. Monthly house rent paid by him was Rs. 10. He could not afford to purchase milk etc. He had a six member family. Two children were schooling and one of them was studying in S. S. C. Another Sutar stated that his weekly expenditure was Rs. 30 and that he is helped by his son who earns about Rs. 60/70 p.m. He said that he should get at least Rs. 300 p.m.

A contractor in one of the units stated that there was a written agreement with the employer and he employed about 3 workers. He undertook polishing work. He charged the employer from Rs. 2 per bundle of $\frac{1}{2}$ " frames to Rs. 5 per bundle of 2" frames. After paying wages to his workers, he gets Rs. 40 per week. He said that he had to pay for the polishing material like Chandras, Rajan, Safeda, Sutli etc. Another contractor doing same work employing six workers said that he earns Rs. 60 per week after paying his workers. A clerk in the same unit working for last 14 years was paid Rs. 86.25 per month. He had two children and a wife. He stated that he had adjusted his living to the utmost economy and starvation. He paid Rs. 20 p.m. for house rent, the burden of expenditure is shared by advances given by employer. A packer from one unit getting Rs. 3 per day stated that he should be paid at least Rs. 4.50 per day. A female worker said that she should be paid Rs. 125 p.m. A carpenter getting Rs. 3.50 on piece-rates, said his wages should be Rs. 8 per day. One more carpenter earning Rs. 3.50 per day had six members in his family and his weekly rationing expenditure was Rs. 25 per week and he required kirana and vegetables of Rs. 15 per week. He has own house. Even then he cannot afford to purchase milk for tea. He required Rs. 120 per annum for his clothing, Rs. 100 for his wife's clothing and Rs. 50 for his children's clothing per annum. He stated

that a carpenter must get Rs. 10 per day. A polisher from the same unit said that he had six-member family and his rationing expenditure was Rs. 35 per week. He had own house. He purchase milk of 10 paise per day for preparation of tea. For clothing expenses he requires Rs. 50 per annum. He said that his wages should be Rs. 200 per month.

A mistry from Nanded stated that he was working since 5 years and was getting Rs. 200 per month. He had four children and wife and was the only earner in family. His monthly expenditure was Rs. 150 per month. He paid Rs. 20 as house rent. He experienced difficulties for clothing annually and for vegetables in daily use. He takes loans from the employer. He expected to get Rs. 250 per month. A machine-man paid Rs. 3 per day was given a small room without rent by the employer at Nanded. He lives there alone and he spent Rs. 4 for wheat, Rs. 4 for rice, Rs. 2.50 for vegetables and Rs. 1.18 for oil and Rs. 5 for kirana. All these amounts are of weekly expenditure. Miscellaneous expenditure was Rs. 2 per week. He was somehow adjusting with his receipts and expenditure. He required at least Rs. 50 per annum for clothing. Another machine-man having wife and three children stated that he was also given a rent-free quarter and he required 10 Kg. of wheat per week, vegetables of Rs. 2, one Kg. of Daal and milk of Rs. 2 per week. Weekly kirana expenditure was Rs. 5. He spent Rs. 40 on his annual clothing, Rs. 50 for clothing of his wife and Rs. 20 on clothing of children. A carpenter from Bombay unit getting Rs. 7 per day had a four-member family. He paid Rs. 10 as house rent, 15 Rs. per week on food articles, Rs. 12 on vegetable items and other expenditure is made within the limits. A four cutter-operator working since 10 years was getting Rs. 9.50 per day and dearness allowance of Rs. 34 per month. He had 5 children and wife and he was the only earner in his family. Expenditure was Rs. 40 on rationing articles, Rs. 3 on milk, Rs. 22 on vegetables, Rs. 15 on house rent, and Rs. 100 on clothing. A cashier from the same unit stated that he was getting Rs. 430 per month plus Rs. 34 dearness allowance. His expenditure was Rs. 100 for rationing, 100 Rs. milk etc., Rs. 120 vegetables and Kirana, Rs. 50 house-rent and Rs. 15 conveyance. This expenditure is monthly. He spends Rs. 500 on clothing per annum. A peon from the same unit stated that he was receiving Rs. 190 + Rs. 34 D. A. per month and his monthly expenditure was Rs. 11.18 house rent, Rs. 70 ration, Rs. 35 kirana etc., Rs. 17 conveyance, Rs. 20 school-fee of children, clothing Rs. 200 per annum, books, stationery etc. Rs. 60 per annum. His wife is also working in the same factory with him who earns Rs. 130 + Rs. 34 per month.

6.4. The only union that gave statement and memoranda to the committee at Nagpur was of the opinion that the wage-rates prevailing in the photo frames industry at Nagpur were even lower than starvation

level. There was a very wide discontent among the workers employed in this industry and that was mainly due to very poor wage-rates paid to the workers. He also stated that there were industries which came in the purview of the Minimum Wages Act who paid Rs. 10 to 12 per day to their skilled worker and in comparison with these rates, it was unfortunate that skilled workers in this industry were being paid Rs. 4 per day at some places. This variation of wages in the same town differing from industry to industry was disastrous and increased frustration among the workers. It was stated by the same union that certain employers were adopting different types of marking attendance of piece-rated workers. Sometimes there were miscalculations and piece-rated workers got less than what they ought to have been paid at the prevalent rates. It was demanded by the union that there should be regularisation of making entries in the muster roll.

The Union requested the committee to take into account the high cost of living at present in Nagpur and requested the committee for proper fixation of the minimum rates of wages payable to the workers in Photo/Picture frames making industry. The Union also requested that a special allowance linked to the consumer price index number may be paid to workers along with the wages per month. It was denied by the Union that the frames industry was in crisis. The Union stated that most of the frame-employers who closed their factories, did so not because they found it uneconomic to run this industry, but because they found better methods of increasing their profits with very little investment and that was black-marketing of the spirit quota they have obtained from Government under representation to Government that they were engaged in frames manufacturing industry. In the opinion of the union the key to regulate this industry at Nagpur lay with Government and that was regularisation of the spirit quota. It was also pointed out by him that some of the newly started units were not having spirit quota and they were purchasing their requirement of spirit quota from those who had the quota but who were not manufacturing the frames. This they got at higher price. Small establishments could do so because the wage-rates were low. And in this way they were competing with big houses of the frames manufacture and yet run the business successfully. In the opinion of the Union the quality of frames turned out by Nagpur workers was very high and commanded a good demand in the country. The Union's sincere plea was that proper minimum wages should be fixed by the Committee scientifically and as dealt with in various judgments of Courts. The union, however, did not give its own recommendations.

CHAPTER VII

APPROACH TO THE PROBLEM OF MINIMUM WAGES

7-1. The discussion of the Committee on Fair Wages was referred to by this Committee. It noted the three stages outlined by the Committee on Fair Wages viz. minimum wage, fair wage and living wage. The Committee considered the minimum wage as irreducible amount considered necessary for sustenance of the worker and his family and for the preservation of his efficiency to work. The concept of living wage, as outlined by the Committee on Fair Wage, also in the considered view of this Committee, was an ideal which would enable the wage-earner to provide for himself and his family not merely essentials of life but also a measure of comfort. This committee was in full agreement with the view that between the limits of irreducible level and the ideal i.e. minimum wage and the living wage respectively, there lay the fair wage, the floor for which is set by the minimum wage and the ideal wage being limited by the capacity of the industry to pay. The Committee found in its discussion that these three concepts were absolutely not rigid. The object of the Committee was to recommend to the Government the minimum rates of wages payable to employees engaged in the wooden photo or picture frames industry and ancillary processes. Having studied the prevalent conditions of service in the employment the committee took stock of the position prevalent in this industry. It was the considered view of the Committee that the general labour in this industry was poorly paid. It was felt by the Committee that the level of wages prevalent in the industry required its decent increase so that the labour in this industry could be in a position to live a life and not struggle for it. The Committee, however, did not mean in this assessment that the workers are to be recommended what can be considered as a fair wage. The Committee was aware of its limitation of recommendations and that was the minimum rates of wages. The Committee was of the considered view that the capacity of the industry was irrelevant to fix the minimum rates of wages payable to the employees. It was also of the considered view that the earnings of more than one member of a worker's family should not be claimed to calculate the details of the contents of minimum wage. The Committee had the benefit of going through a few reports and it was fully in agreement with the view that the Committee should always take a unit of five members in a family of a worker i.e. husband, wife and three adolescent children depending on the earning member. Having considered the unit of family of a worker for measurement of its requirements, the Committee considered as to what should form the contents of minimum wage.

7.2. The Committee was of the opinion that the Minimum Wages Act, 1948 did not set out the contents or the components of minimum wage to be recommended to Government. The Committee had the benefit of going through the I. L. O. Convention of 1928 and it was ratified after 25 years by our country after it came into force. The I. L. O. convention of 1928, the committee's opinion was, also did not elaborate the components of the minimum wage. The Committee, therefore, had to adopt its own method of calculating the minimum wages. The Committee had the benefit of going through the discussions and observations of a few judgments of the Supreme Court in respect of fixation of minimum rates of wages. In the case of *New Bhopal Textiles Ltd. versus State of M. P.* 1960 (1) FIR 499, certain observations were made regarding fixation of minimum wage. It was stated that the principles governing fixation of minimum wages were based on ethical considerations and not on any economic grounds. It has no reference either to the value of the work done by a worker or the capacity of the industry to pay. It is that that minimum which must be paid in any case to the worker if a particular industry is unable to pay it, it must shut down. It has to be determined on the cost of living and normal or reasonable needs of the worker and his family on the basis of subsistence level. The minimum wage principle based as it is primarily on the cost of living necessarily involves different minimum in different places. The Supreme Court had observed in *U Unichoyi versus State of Kerala* 1961(I-LLJ-631) that sometimes the minimum wage is described as bare minimum wage only to distinct it from the wage structure which is "subsistence plus" or fair wage, but too much emphasis on the adjective "bare" in relation to the minimum wages is apt to lead to the erroneous assumption that the maintenance wage is a wage which enables the worker to cover his bare physical needs and can keep himself just above starvation. That clearly is not intended by the concept of minimum wage. On the other hand, since the capacity of the employer to pay is treated as irrelevant, it is but right that no addition should be made to the components of the minimum wage which would take the minimum near the lower level of the fair wage, but the contents of this concept must ensure for the employee not only his sustenance and that of his family but must also preserve his efficiency as a worker. The Act contemplates that minimum wage-rates should be fixed in the scheduled industries with the dual object of providing sustenance and maintenance of the worker and his family and preserving his efficiency as a worker.

The Committee, therefore, was clear in its assessment of the components of minimum rates of wages which it has to recommend. That the capacity of the industry should not be considered for recommending the minimum rates of wages was fully accepted and was supported by

illustrious judgments of the Supreme Court in *Crown Alluminium Works versus Their workmen* (AIR 1958-SC-30). That was a case where the industrial adjudication was faced with a problem of wage-reduction. Their Lordships stated "in dealing with this question it is essential to bear in mind the main objectives in fixing the wage structures in a welfare State. With emergence of welfare State, collective bargaining between capital and labour has come into its own and has received statutory recognition through labour welfare legislations such as Minimum Wages Act and Industrial Disputes Act. . . . There is, however, one principle, which admits of no exception and that is that no industry has a right to exist unless it is able to pay its workmen at least bare minimum wages and that employment of labour on starvation wages is ruled out in modern welfare State." Oral statements of the employers before the Committee that the industry was not at all in a position to bear any burden of increase in wages payable to their workers was, therefore, not to be seriously considered by the Committee. The Committee, therefore, considered the cost of monthly requirements of hypothetical workers family from amongst its observations as a yardstick for recommending the minimum wage rates. The Committee also considered that certain requirements considered essential for the maintenance of the workers' efficiency should also find their place in composition of the minimum wage rates. It was, however, not possible for the committee to consider the entire needs of the family. With its observations in the industry and considerations of various judgments of the Supreme Court of India, the Committee considered its job onerous one to fix the wage rates a little higher than a starvation level but it could not be the need-based wage for a worker. The consumer price index numbers of the seven centres from January 1970 to December 1972 were of great use to the Committee to find out the gradual rise in the cost of living of the workers. In the view of the Committee, the workers in the wooden photo or picture frames making industry were not exempted from the general class of working-class on the study of which the consumer price index number for working class is reckoned and published. The table showing the consumer price index number of the seven important industrial centres of Maharashtra State from January 1970 to December 1972 is reproduced as Appendix VII to this report. The Committee also had the benefit of going through various minimum rates of wages fixed by Government of Maharashtra under different scheduled industries from 1969 or so. This comparative table of 13 industries is reproduced and appended to this report as Appendix No. VIII. The Committee also had the benefit of going through the extract of interim report of the Expert Committee of the Planning Commission giving out the outlines of the National Wage Policy which should ensure minimum wage payable to a worker. This extract was published in *Times of India*, dated the 25th March 1973,

which is reproduced as Appendix IX. In considering the element of preservation of the efficiency of the worker the Committee thought that it was not possible to accept *in toto* the scientific recommendations of caloric input in a person to maintain his efficiency.

7.3. The Committee felt that the workers requirements were food-grains about 60 kg. per month, 3 kg. of pulses, 2kg. of edible oils, some essential vegetables and groceries like salt, bare species, expenditure on clothing (annually), shelter and fuel. Though the Employees State Insurance Scheme was enforced in one of the units at Bombay, almost all units employed less than 20 workers and therefore, the medical expenses was considered necessary for these workers, especially for the preservation of workers efficiency. The Committee was well aware that by the time it had set on to finalise the recommendations the State of Maharashtra had been in the grip of the worst drought conditions and the abnormal increase in costs during these months, therefore, was not a tool for calculation of wages required for sustenance of the efficiency of a worker. However, in the view of the Committee the cost of living expressed through consumer price index number from 1970 to the end of 1972 should be considered as satisfactory ground for putting wage proposals. With all this discussion the Committee set on to recommend the minimum rates of wages as discussed in the next chapter.

CHAPTER VIII

RECOMMENDATIONS

8.1. The Committee had found in the industry two types of payments, viz., (1) time-rate and (2) piece-rate. This can be seen in Chapter III—Observations of the Committee. The Committee thought that, in view of the standard products of the industry, it was not impossible to recommend piece-rates and also time-rates as could be observed by the Committee, being paid to all types of workers in some units and certain types of workers in other units. According to the Committee's consensus it would be denying justice if piece-rates are not recommended by it in such traditional processes wherein the workers in the industry are being paid piece-rates. The Committee also thought that it would not be illegal or invalid to recommend piece-rates for some of the processes. The Committee, however, also decided to recommend time-rates for all the categories and recommend piece-rates to certain categories to which time-rates were also recommended. This decision was taken to enable such of the units in the industry traditionally paying certain categories on piece-rates and certain categories of workers on time-rates to continue to do so. It was also the consensus of the committee that it was heard from all corners of the country that production should not be given good-bye altogether, though a particular quantum of work has been decided as irrelevant for earning the minimum wage. The Committee considered that quantification of the workers as far as unskilled worker was concerned was not necessary for taking into consideration while recommending the minimum rates of wages. But in considering the minimum plus skill differentials it would be doing justice to the industry and also serve the nation by calling upon the workers not to let down the production only because the committee has recommended certain amount of minimum rates of wages to them which would be secured as a legal right and once it is done, they should not neglect the production. In view of this feeling of the committee, it has also laid down certain norms of work for certain categories of workers, irrespective of whether time-rates or piece-rates have been recommended by the Committee for such workers.

8.2. Based on the observations of the Committee and the evidence brought before it, the committee classified the employees as follows :—

Unskilled worker was found to be doing both light and heavy types of work. Generally it was observed by the Committee that light unskilled work was given to female employees and adolescents. Their work was to collect sawn cut-sizes of frame sticks carry them to the departments, collect and carry the processed frame sticks to polishing section, collect

and carry the polished sticks to the store room. Such of the workers should be classified as *unskilled light*. The heavy unskilled type of work involves in piling of wooden planks, lifting heavy packages, loading and unloading, hand-sawing called "Badh"—such type of coolies should be considered as *unskilled heavy*.

In the consideration of the Committee the work of Pullers on grooving machines were also classified as unskilled heavy. The committee was of the opinion that that in the entire frame sticks manufacturing industry there were a few necessities of skilled workers. In other words, the major portion of the work was done by semiskilled category of workers. The Committee recommended that grooving machine feeders, helpers in packing departments, wrappers and packers should be classified as *Semiskilled "C"*. The Committee further classified the Randhawalls, plainers or shapers, polishers of black and brown frames as *Semiskilled "B"*. In the view of the Committee the cadre of saw machine cutter, mistry in carpenters section, white polishers, marblewalla, plasterer and design ornamenter should be classified as *Semiskilled "A"*.

The Committee recommended that the supervisors and head mistries should be classified as *skilled employees*. The Committee also recommended and classified Sepoys, Peons, office-boys, chowkidars as unskilled heavy employees; the accounts Clerk, the typists, clerks as semiskilled "A" employees; and Munimji, Manager, Diwanji, Head Clerk, Mehtaji as skilled employees.

8.3. Having benefitted from the discussion on consumer price index numbers of various centres in the State, the Committee decided to divide the State of Maharashtra in three Zones and recommended that three sets of minimum rates of wages should be recommended for these three Zones. In the view of the Committee the areas within the limits of Municipal Corporation of Bombay should be classified as Zone I. The committee considered that rest of the Corporation City Areas other than Bombay corporation should be considered as Zone II and it was decided to include the areas within municipal limits of Thana, Ulhasnagar, Kalyan, Pimpri and Chinchwad in Zone II. Rest of the area in the State of Maharashtra was classified as Zone III.

8.4. After these discussions the recommendations of minimum wages rates for various classes of workers and for various Zones of the State were recommended by the Committee as follows :—

TIME RATES

Minimum Rates of Wages.

Category	Zone I Rs. per month	Zone II Rs. per month	Zone III Rs. per month
(1)	(2)	(3)	(4)
<i>Unskilled light—</i>			
Collecting sawn cut-sized frame sticks, carrying them to departments, collect and carry the processed frame sticks to Polishing Section and collect and carry the polished sticks to store room.	150	120	105
<i>Unskilled Heavy—</i>			
Piling of wooden planks, lifting heavy packages, loading and unloading, hand-sawing called 'Badh' and pullers on grooving machines.	165	135	120
<i>Semiskilled ' C '—</i>			
Grooving machine feeders, helpers in packing department, wrappers and packers.	180	150	135
<i>Semiskilled ' B '—</i>			
Randhawallas, plainers or Shapers, polishers of black and brown frames.	195	165	150
<i>Semiskilled ' A '—</i>			
Cutterson Saw machines, mistries in Carpenter Section, White polishers, Marblewallas, plasterers and design ornamenters.	210	180	165
<i>Skilled—</i>			
Suprevisors, Head Mistries	290	235	220

N.B.—Sepoys, Peons, Office-boys, Chowkidars have been included in unskilled heavy category; Accounts Clerks, Typists, Clerks have been included in Semiskilled ' A ' category and Munimji, Manager, Diwanji, Head Clerk, Mehtaji have been included in Skilled category.

8.5. The recommendations of the Committee in terms of piece-rates were for certain types of processes *i.e.* for Randhawallas, Groovers or Shapers and Plainers—Polishers—both black and brown, white marbalwallas, designers and ornamenters. The Committee has recommended these piece-rates as an alternative to the time-rates of wages, subject to

the provisions of Sections 15 and 17 of the Minimum Wages Act, 1948. The Committee did not wish to recommend piece-rates for work of wrapping and packing etc.

Category	Size of frames	Rates per bundle of 72 ft. of frames		
		Zone I	Zone II	Zone III
(1)	(2)	(3)	(4)	(5)
		Rs.	Rs.	Rs.
Randhawalla	1"	0.47	0.40	0.37
	$\frac{3}{4}$ "	0.84	0.70	0.65
	1"	1.08	0.90	0.83
	$1\frac{1}{4}$ "	1.50	1.30	0.97
	$1\frac{1}{2}$ "	1.87	1.60	1.16
	2"	2.50	2.10	1.45
	$2\frac{1}{2}$ "	3.00	2.55	2.35
	3"	3.50	3.18	2.90
	$\frac{3}{8}$ " (Double side).	1.08	0.90	0.83
$\frac{1}{4}$ " (Double side).	0.50	0.43	0.38	
Polishers	Upto $\frac{1}{4}$ " and $\frac{1}{2}$ "	0.40	0.35	0.30
	$\frac{3}{4}$ "	0.45	0.40	0.35
	1"	0.50	0.45	0.40
	$1\frac{1}{2}$ "	1.00	0.90	0.75
	2"	1.28	1.06	0.90
	3"	2.55	2.12	1.80
White Marbling and Ornamentation.	$\frac{1}{4}$ "	0.85	0.70	0.65
	$\frac{3}{4}$ "	0.95	0.80	0.70
	1"	1.25	0.95	0.80
	$1\frac{1}{4}$ " and $1\frac{1}{2}$ "	2.05	1.73	1.20
	2"	2.70	2.30	2.05
	3"	4.10	3.46	3.00

The Committee also recommended norms of work for the Randhawalas and the Polishers as the table shown on the page indicates.

Size of work (1)	Randhawalas (2)	Polishers				
		Black and brown (3)	White and marbling (4)	Plasterers		
				Rubbling and painting (5)	Pulling (Khinchwalla) (6)	
	Bundles	Bundles	Bundles	Bundles	Bundles	
½"	16	20	10	25	25
¾"	9	18	9	20	20
1"	7	16	8	18	18
1½"	6	8	4	12	12
1¾"	5	8	4	10	10
2"	4	6	3	8	8
2½"	2½	..	..	..	..
3"	2	3	2	..	..
3/8"	7	..	..	..	..
2/8"	30	..	..	..	..

8.6. The Committee recommended that apprenticeship in this industry was not to be more than a year. In the opinion of the Committee the apprenticeship shall, however, not be governed by piece-rates and norms of work. The apprentices shall be paid @70 per cent of the wages of the respective categories. There shall not be apprenticeship for unskilled workmen.

8.7. All the preceding recommendations were unanimously recommended by the Committee. In addition to the minimum rates of wages recommended in the preceding pages, the Committee also recommended that in view of the rising prices which could place the workers in great discomfort resulting in general unrest the preceding recommendations should be linked to the consumer price index number (old series) for the month of June 1973 and for every rise of ten points in the consumer price index number (old series) the Committee recommended that the workmen should be paid in addition to the minimum rates of wages a special payment at the rate of Rs. 2.00 in Zone I, Rs. 1.50 in Zone II and Rs. 1.00 in Zone III per month.

All the above recommendations were made unanimously by the Committee.

CHAPTER IX

SUGGESTIONS

9. On the experience of working of the Committee, the Committee thinks that it would fail in its duties if it does not give some suggestions for better performance and better disposal of the work entrusted to the Committees to be appointed by Government in future. The Committee recommends that the following suggestions may be considered by the Government :—

(1) It is recommended that Government should bring the daily allowances of the members of the committee on par with those paid to the legislative Assembly members since the present rates were too inadequate.

(2) The Government may guarantee of reservation of accommodation for the committee members whenever the committee visits places in the State and conveyance facilities to the committee may also be made available.

(3) The Committee suggests that for effective implementation of the Minimum Wages Act, 1948 there should be appointed at least one Minimum Wages Inspector for each district.

(4) The Secretary to the Committee should be a Member-Secretary so that he also can acknowledgingly give to the Committee the benefits of his legal and practical experience and reflect the Government policies and views.

(5) The Government should give a minimum staff of one Stenographer, one Clerk, and one Peon for the efficient and prompt functioning of the Minimum Wages Committees for, without any staff, as now, the Committee faces a lot of bottlenecks.

(6) It was felt by the Committee that splitting up of various employments involved in wood and timber may be not advantageous to work certain processes may not fall in purview of the four scheduled employments *i.e.*, saw milling, wooden furniture making or similar work, photo or picture frames making and similar work and Khoka manufacturing. The Forest Department has been making adhoc decisions on wage rates to timber logging workmen etc. The Committee, therefore, feels that all operations from wood falling and logging to manufacture of wooden finished articles should be brought under only one scheduled employment under the Minimum Wages Act.

(7) The Government should allot French Polish and Spirit quota to all units manufacturing photo frame sticks and not to those units who have stopped production of frame sticks. In this respect Government should call for a report from the Labour Department to verify whether a particular management has really stopped production or it continues to work.

CHAPTER X

ACKNOWLEDGMENT AND ASSENT

10. The Committee is grateful in acknowledging the help and co-operation which various persons and authorities have given to it for successfully completing the work of the Committee and thanks all of them for the same. The Committee also thanks the Deputy Commissioner of Labour, Nagpur for loaning the services of a Stenographer of his office for the work of the Committee. The Committee also puts on record its appreciation of the efforts of the Regional Publicity Officer, Nagpur to give wide publicity to the committee's programmes in Nagpur. The Chairman of the Committee also thanks all the members of the Committee for extending all co-operation to him in successfully completing the work allotted to the Committee.

Sd./-

(Yadaorao Deogade)

Chairman

Sd./-
(Sardar Ajitsingh)
Member, Nanded.

Sd./-
(V. C. Shah)
Member, Bombay.

Sd./-
(Dayaram Wadey)
Member, Nagpur.

Sd./-
(Vithal Jadhav)
Member, Nanded.

Sd./-
(Wasant H. Tulpule)
Member, Poona.

Sd./-
(G. M. Khode)
Member, Nagpur.

Sd./-

(B. G. Jadhav)

Secretary.

Minimum Wages Act, 1948.
Appointment of a Committee under the—

APPENDIX I

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA-6668-119878-LAB.-III-A

Sachivalaya, Bombay-32, dated the 15th May 1972.

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 any industry in which wooden photo or picture frames making and other similar work or any work incidental to such process is carried on in the State of Maharashtra and to advise Government in the matter of fixation of the minimum rates of wages in respect of employees in the said employment :—

Chairman :

Shri Yadaorao Ramchandra Deogade,
Lal Gunj, Near Itwari Railway Station, Nagpur.

Employers' Representatives :

1. Shri Sardar Ajitsingh,
Proprietor,
B. B. Metal Works,
10, Industrial Estate, Nanded.
2. Shri P. S. Soni,
Fine Framing Works,
Polan Peth, Jalgaon.
3. Shri Dayaram Wadey,
Managing Partner,
Nagpur Picture Frame Works (Wade Company),
Mehdibagh Road,
Nagpur-2.

Employees' Representatives :

1. Shri Vithal Jadhav,
General Secretary,
Marathwada Rashtriya General Machinery Mazdoor Sangh,
Mazdoor Manzil, Mills Road, Nanded.

2. Shri Wasant H. Tulpule,
General Secretary,
The Poona General Employees' Union,
327-28, Kasba Peth, Poona-11.

3. Shri G. M. Khode,
President,
Rashtriya Lakud Kamgar Sangh,
Ayachit Mandir Ward, Itwari,
Nagpur.

2. Shri B. G. Jadhav, Assistant Commissioner of Labour, Nagpur, should be appointed as a Secretary of the above mentioned 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 (i), (b) in Appendix XLII-A, Section I to the Bombay Civil Services Rules as amended from time to time.

5. The expenditure should be debited to the Demand No. 108, budget head " 38-Labour and Employment-A-Labour-A-12-Special Committee for Enquiry " and met from the grants sanctioned thereunder for the current financial year.

6. Shri B. G. Jadhav, Secretary to the Committee should be the controlling authority in respect of the travelling allowance bill of the non-official members of the Committee.

7. 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.

8. This Resolution issues with the concurrence of the Finance Department vide that Department unofficial reference No. 921-72-F-11, dated the 12th April 1972.

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

(Sd.) S. D. SULE,
Section Officer.

To

The Chairman and Members of the Committee.

The Commissioner of Labour, Bombay.

The Chief Inspector of Factories, Bombay.

The Deputy Commissioner of Labour, Poona/Nagpur.

Shri B. G. Jadhav, Assistant Commissioner of Labour, Nagpur.

All other Assistant Commissioners of Labour.

All Government Labour Officers.

All Divisional Commissioners.

All Collectors.

The Accountant-General, Maharashtra, Bombay.

The Additional Accountant-General, Maharashtra, Nagpur.

The Pay and Accounts Officer, Bombay.

The Resident Audit Officer, Bombay.

The Finance Department (F.-11).

All other Departments of Secretariat.

The Director of Publicity, Bombay with a request to issue a suitable press-note in the matter.

The Budget Branch, Industries and Labour Department,
Select File.

APPENDIX II

INDUSTRIES AND LABOUR DEPARTMENT

Sachivalaya, Bombay-32, the 15th December 1969

MINIMUM WAGES ACT, 1948

No. MWA-5269/144495/LAB.-III.—In exercise of the powers conferred by Section 27 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Maharashtra, after giving notice of its intention so to do as required by the said section, hereby adds to Part I of the Schedule to the said Act, the following employments in respect of which it is of the opinion that minimum rates of wages should be fixed under the said Act, namely :—

30. * * * *

31. * * * *

32. Employment in any industry in which wooden photo or picture frames making and other similar work incidental to such process is carried on.

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

M. HASHIM,
Under Secretary to Government.

APPENDIX III

MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN
WOODEN PHOTO/PICTURE FRAMES MAKING
INDUSTRY

No. Dy.C.L./MWC/PFI/Q/
Office of the Deputy Commissioner of
Labour, Liberty Cinema Building,
Sadar, Nagpur-1,
dated the

FROM

B. G. JADHAV,

Assistant Commissioner of Labour and Secretary, Minimum Wages
Committee (Photo Frames Industry), NAGPUR.

To :

.....
.....
.....
.....

SUBJECT.—*Minimum Wages Committee for employment in Wooden
Photo/Picture Frames Making Industry—Issue of questionnaire*

DEAR SIR,

I am herewith enclosing two copies of questionnaire issued by the
Minimum Wages Committee for employment in Wooden Photo/Picture
Frames Making Industry.

2. The Government of Maharashtra, as you probably know by this
time, has appointed a Committee under the Chairmanship of Shri Yadao-
rao Deogade, Ex-M.L.A, Nagpur and consists of six members, viz. Shri
Sardar Ajitsingh, Nanded, Shri P. S. Soni, Jalgaon, Shri Dayaram Wadey,
Nagpur, Shri Vithal Jadhav, Nanded, Shri Wasant H. Tulpule, Poona
and Shri G. M. Khode, Nagpur. The task given to the Committee is to
hold enquiries into the conditions prevailing in the employment in any
industry in which wooden photo or picture frames making and other
similar work or any work incidental to such process is carried on in the

State of Maharashtra. The Committee is also required to advise the Government in the matter of fixation of minimum rates of wages in respect of employees in the said employment. As and when recommendations of the Committee are submitted to the Government and after taking them into consideration when the Government fixes the minimum rates of wages, they are legally enforceable under the provisions of Minimum Wages Act. Since, this will bring upon the concerned employer a statutory liability, the Committee desires to know the view of the employers before giving any such recommendations to the Government. In view of this importance concerning you and your employees in respect of wages I have to request you to fill in the questionnaire and send it to the undersigned on the address given at the top of this letter at your earliest convenience. The information supplied should be duly signed by the employer or his officer who sends the information.

3. The second copy of the questionnaire is meant for your office record. Hope you will extend all co-operation to the Committee for discharging its task.

Yours faithfully,

B. G. JADHAV,

Assistant Commissioner of Labour and Secretary,
Minimum Wages Committee, Nagpur.

Encl: Referred to (in duplicate).

MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN
ANY INDUSTRY IN WHICH WOODEN PHOTO OR
PICTURE FRAMES MAKING AND OTHER SIMILAR
WORK OR ANY WORK INCIDENTAL TO
SUCH PROCESS IS CARRIED ON.

QUESTIONNAIRE

(For the Employers of the Establishments)

[*Note.*—Please give full information on each item listed below. Please strike out the items which are not applicable to your concern].

1. Name of the Establishment and Address in full.
2. Name of the owner/partner/Managing Director with full address.
3. Postal address of correspondence ..
4. Telephone number, if any ..
5. Please state the nature of ownership. Whether Proprietary/Partnership/Co-operative Society, etc.
6. Please state whether the establishment is registered under the Societies Act/Bombay Shops and Establishments Act/Factories Act.
7. (a) Whether any part of working in the establishment is entrusted to a contractor.
(b) If “Yes” at (a) above, name and address of the contractor.
8. (a) Whether manufacture of photo/picture frames is the only work or are there ancillary or other jobs done by your concern.

- | | | Shifts | | | |
|-----|--|--------------------------|----------------------------|-----|-------|
| | | I | II | III | Total |
| 8. | (b) Number of employees employed by you.— | | | | |
| | (i) Male : Adults .. | | | | |
| | Adolescents .. | | | | |
| | (ii) Females : Adult .. | | | | |
| | Adolescents .. | | | | |
| | (c) Employed by the contractor : | | | | |
| | (i) Male : Adults .. | | | | |
| | Adolescents .. | | | | |
| | (ii) Females : Adults .. | | | | |
| | Adolescents .. | | | | |
| 9. | Classification of employees mentioned in Col. 8 above. | Employed by the employer | Employed by the contractor | | |
| | (i) Unskilled .. | | | | |
| | (ii) Semiskilled .. | | | | |
| | (iii) Skilled .. | | | | |
| | (iv) Highly skilled .. | | | | |
| | (v) Supervisory .. | | | | |
| | (vi) Clerical .. | | | | |
| 10. | Please give details of designations or categories and your classification of those designations. A separate sheet may please be enclosed. | | | | |
| 11. | Please give the details of wages being paid to the employees of the designations mentioned above. This information may be included in the same sheet requested at question No. 10 above. | | | | |
| 12. | Whether the wage-scales are fixed by yourself or by a settlement or Award? Please give details. | | | | |
| 13. | If there is a system of piece-rates, kindly furnish details of wages payable by the employer and the contractor. Kindly enclose a separate sheet. | | | | |
| | (b) If piece-rate system is prevalent, are the hours of work regulated ? | | | | |

13. (c) Is there a system of giving homework ? If "Yes", at what rates ? Kindly give details.
- (d) How many workers are given homework ? Are they employees of your Factory ? Kindly give details.
14. In addition to the above wage-rates, whether allowances are paid ? If so, at what rates ?
- (i) Dearness Allowance ..
 - (ii) Personal Allowance ..
 - (iii) Special Allowance ..
 - (iv) Incentive Allowance ..
 - (v) Festival Allowance ..
15. Is overtime work taken regularly ? If yes, what overtime allowance are paid each week/month. Please give figures for last one year, monthwise and the number of employees benefitted by such overtime. Please attach a separate sheet.
16. Are you required to pay bonus according to Payment of Bonus Act ? or by a Settlement ?
- (b) Kindly state at what rates bonus is paid for years 1969, 1970 and 1971.
- | | | | |
|--|------|------|------|
| | 1969 | 1970 | 1971 |
|--|------|------|------|
17. Please furnish following information :
- (i) Annual leave with wages as per Shops Act/Factories Act.
 - (ii) Sick leave, if any, per year .. With full wages .. days
With half wages .. days
 - (iii) Casual leave with full wages per year.
 - (iv) Paid holidays in a year ..

18. Whether you are providing welfare facilities to the workmen? If yes, please give details. Just as supply of tea/milk during work, quantity supplied, grant of festival advance, marriage advance, Co-operative Society, personal loan system without interest, provision of medical facilities, sports, etc.
19. Kindly give information for years 1969, 1970 and 1971.
(This information will not be utilised except for purposes of this Committee's work).
- (a) Annual turn-over in terms of money. (a)
- (b) Annual Export, if any, in terms of money. (b)
- (c) Annual Sales in terms of money. . (c)
- (d) Position of raw material stocks. . (d)
- (e) Position of finished goods .. (e)
20. What should be, in your opinion, minimum rates of wages for the various categories? If possible, give reasons (Enclose a separate sheet).
- (b) Do you propose to consolidate the wages?
- (c) Or do you propose system of basic minimum rates and a special allowance linked to the Consumer Price-Index Number?
21. Would you suggest piece-rates should be recommended by the Committee?
22. Can you suggest norms of work to the various categories for payment of minimum wages suggested by you? Please give details.

23. You are wel-comed to furnish below any information or details which in your opinion this Committee should take into consideration before recommending minimum rates of wages for employees employed in this Industry.

Place.

Date

Signature :

Designations :

APPENDIX IV

MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN ANY INDUSTRY IN WHICH WOODEN PHOTO OR PICTURE FRAMES MAKING AND OTHER SIMILAR WORK OR ANY WORK INCIDENTAL TO SUCH PROCESS IS CARRIED ON

QUESTIONNAIRE FOR EMPLOYERS' ASSOCIATIONS AND EMPLOYEES' TRADE UNION ORGANISATIONS

1. Name of Employers' Association/
Trade Union Organisation.
2. Postal address
3. Year of starting the Association/
Union.
4. Please state, whether the Association/
Union is registered under:—
 - (a) Societies Registration Act ..
 - (b) Trade Unions Act, 1928 ..
 - (c) Any other Act under which
registered.
 - (d) Year of Registration
5.
 - (a) Total Membership
 - (b) Area of operation
 - (c) Affiliation to Central Organisa-
tion.
 - (d) Is the Union exclusively en-
rolling employees in Photo
Frames Industry ?
6. Are there any Agreement/Settle-
ment/Award in regard to the
employees of this Industry ? If so,
please give full particulars.
7. Please give your views.—
 - (a) What should be the principle
for fixing the minimum rates
of wages ?
 - (b) Do you favour a consolidated
minimum wage (*i.e.* inclusive
of basic wages and dearness
allowance) ?

- (c) Should separate dearness allowance be linked up with Consumer Price-Index Number.
8. What should be the criteria for creating zones ?
- (a) Zones on population basis ..
 (b) Zones on regional basis ..
 (c) Any other basis
- Please give your suggestions with justifications.
9. What are the categories in the Industry which could be classified and included in :—
- (a) Highly skilled
 (b) Skilled
 (c) Semi-skilled
 (d) Unskilled
10. Please give information on the steps taken by Association/Union for :—
- (a) Standardisation of minimum wages/pay-scales.
 (b) Standardisation of categories ..
 (c) Introduction of beneficial Schemes for employees such as :—
- (i) Provident Fund
 (ii) Gratuity
 (iii) Medical aid
 (iv) Other benefits
11. Any other constructive suggestion which could be useful to the Minimum Wages Committee in recommending the fixation of minimum rates of wages for the employees in the Industry.

Place :
 Date :

Signature :
 Name of the signatory :
 Designation :

APPENDIX V
INDUSTRIES AND LABOUR DEPARTMENT
No. MWA-6669134176-LAB.-III-A
Sachivalaya, Bombay-32, Dated the 25th July 1972

To :

The Assistant Commissioner of Labour and
Secretary Minimum Wages Committee,
NAGPUR.

Minimum Wages Act, 1948

SUBJECT. _____

Appointment of a Committee for enquiries in the employment
in any Industry in which wooden photo or picture frames
making and similar work or any work incidental to such
process is carried on.

SIR,

With reference to your letter No. Dy-C-L-MWC-PFI-93930, dated
the 17th June 1972, I am directed to state that the scheduled " employ-
ment in any Industries in which wooden photo or picture frames making
and other similar work or any work incidental to such process is carried
on " does not include framing of photos or frames.

Yours faithfully,

(Sd.) S. D. SULE,
Section Officer.

Minimum Wages Act, 1948.

Appointment of a Member on the Committee under the—

APPENDIX VI

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

RESOLUTION No. MWA-6672-157362-LAB-III-A

Sachivalaya, Bombay-32, dated the 30th November 1972.

READ.—Government Resolution, Industries and Labour Department, No. MWA-6669-119878-Lab-III-A, dated 15th May 1972.

Letter, dated 17th November 1972, from Shri P. S. Soni, Jalgaon.

Resolution.—Government is pleased to appoint Shri V. C. Shah, Manager, Chemical Moulding Manufacturing Company Private Limited, Shapoor Baug, Marol, Bombay-59, as a Member representing employers, in place of Shri P. S. Soni, Jalgaon, resigned on the committee appointed under Government Resolution, Industries and Labour Department No. MWA-6669-119878-Lab-III-A, dated 15th May 1972, to hold enquiries into the conditions prevailing in the employment in any industry in which wooden photo or picture frames making and other similar work or any work incidental to such process is carried on in the State of Maharashtra and to advise Government in the matter of fixation of the minimum rates of wages in respect of employees in the said employment.

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

(Sd.) S. D. SULE,
Section Officer.

To

The Chairman and members of the Committee,
Shri P. S. Soni, Fine Framing Works, Polan Peth, Jalgaon,
Shri V. C. Shah, Manager, Chemical Moulding Manufacturing Company Private Limited, Shapoor Baug, Marol, Bombay-59,
The Commissioner of Labour, Bombay,
The Assistant Commissioner of Labour and Secretary to the Committee, Nagpur,
The Accountant General, Maharashtra, Bombay,
The Accountant General, Maharashtra, Nagpur,
The Pay and Accounts Officer, Bombay,
The Resident Audit Officer, Bombay,
The Finance Department, Sachivalaya, Bombay.

APPENDIX VII

Consumer Price Index for Working Class for Certain Industrial Centres in Maharashtra

Year and month	Bombay	Sholapur	Nagpur	Jalgaon	Nanded	Auranga-	Poona
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1970							
January	175	181	181	179	191	181	165
February	175	180	180	170	190	180	163
March	180	181	179	189	180	180	164
April	179	180	181	179	189	179	166
May	180	182	184	179	190	181	168
June	182	182	185	181	195	183	170
July	183	183	185	185	195	184	170
August	181	183	187	186	192	184	169
September	182	185	191	186	196	186	170
October	183	188	190	186	198	187	169
November	183	185	191	186	195	191	171
December	183	187	191	188	195	191	174
1971							
January	181	187	188	189	197	189	174
February	182	187	185	185	193	185	173
March	184	187	183	183	193	185	171
April	186	186	184	185	193	184	172
May	186	185	184	184	193	185	171
June	188	191	187	185	197	187	173
July	180	197	189	187	193	180	173
August	190	203	193	189	196	191	175
September	192	206	194	189	198	193	175
October	193	204	194	187	196	192	179
November	194	201	196	187	197	192	178
December	191	207	197	188	195	191	181
1972							
January	190	205	196	189	197	192	181
February	191	195	194	191	209	189	177
March	193	194	194	196	207	199	178
April	195	194	195	196	209	198	180
May	196	192	197	198	211	198	181
June	201	200	201	203	218	205	183
July	203	206	203	205	227	212	186
August	199	211	204	208	230	223	192
September	203	214	204	209	232	225	193
October	203	218	204	211	234	228	194
November	202	224	205	216	234	229	197
December	204	..	205	218	233	232	201

APPENDIX VIII
STATEMENT I

Serial No.	Name of the Scheduled Employment in which wages are fixed/rev. sed from 1969	Number and date of Notification	Date of Effect and Remarks
1	Employment in Shops and Commercial Establishments.	MWA/4266/90053/Lab. III, dated 24-3-71.	1-5-71 Plus special allowance.
2	Employment in Residential Hotels and Restaurants.	MWA/2467/122016/Lab. III, dated 24-6-69.	1-8-69 Zones 110-81-25-70.
3	Employment in Automobile Repair Works.	MWA/6168/112302/Lab. III, dated 27-4-71.	1-5-71 Wages fixed for Gen. Staff separately.
4	Employment in Public Motor Transport.	MWA/2067/150386/Lab. III, dated 26-9-70.	1-0 10-70 Only two zones.
5	Employment in Oil Industry ..	MWA/1667/150455 (II)/Lab. III, dated 26-9-70.	1-10-70 Only three zones Skilled wages for clericals Zones 115-86-25-75.
6	Employment in Canteens and Clubs.	MWA/6368/101287/Lab. III, dated 27-7-70.	Do.
7	Employment in Brick and Tile Manufactory.	MWA/5269/156052/Lab. III, dated 25-11-69.	1-12-69 Brick Sec. according to Categories Piece rate of Admn.
8	Employment in Glass Industry	MWA/4067/134571/Lab. III, dated 21-11-69.	1-12-69 3 Categories in Skilled 2 Categories in Semi-skilled Supervisor, clerical separate.
9	Employment in Powerloom Industry.	5071/151437/Lab. III, dated 28-9-72.	1-10-71
10	Employment in Transforming Plastics.	MWA/5769/155678/Lab. III, dated 18-11-69.	1-12-69 Only 3 zones, 2 categories in Semiskilled.
11	Employment in Cotton Ginning and Pressing.	MWA/2566/107639/Lab. III, dated 18-6-71.	1-7-71
12	Employment in Buffaloes and Cows Keeping.	MWA/6268/105328/Lab. III, dated 2-4-71.	1-5-71 No. 4th zone. Two groups of Skilled.
13	Employment in Stone Breaking	MWA/5271/107355(i)/Lab. III, dated 21-1-73.	26-1-72 Only 3 zones. Two categories in Unskilled.

APPENDIX VIII--contd.

STATEMENT II

Serial No.	Monthly minimum rates of wages for adults Skill and Zonewise as on 31-1-1973															
	Zone I			Zone II			Zone III			Zone IV						
	S.	SS.	US	S.	SS.	US	S.	SS.	US	S.	SS.	US				
1	200	160	120	175	140	105	160	125	92	150	110	80				
2	140	111-25p	100	130	101-25p	30	180-25	92-25	180	115-25p	88-25	75				
3	350 HS	230 S1	185 S2 US	140 S3 120	325 HS	210 S1	165 S2 US	130 S3 110	300 HS	190 S1	145 S2 US	110 S3 95	275 HS	180 S1	130 S2 US	100 S3 85
4	170 6-55	150 5-80	130 5-0	165 6-35	145 5-50	125-M .. 4-80-Day	..	..	..	..	..	..	..	..	..
5	150	125	A-110 B-104	130	110	A-95 B-88	120	100	A-85 B-78	..	..	..	..	..	..
6	145	116-25p	105	135	106-25p	95	125	96-25p	85	120	91-25p	80				
7	140	115	98	90 B-80	120	90	80	80 B-60	115	85	78 B	78 58	..	..	..
8	A 162	B 149 122	C 142 115	S SS	139	125 100	118 93	S SS	115	100 75	95 69	S SS	..	..	..
9	A 205	B 175	108 132	US 120	A 195	B 165	86 122	US 110	A 170	B 140	65 157	US 95	A 130	B 125	95	85
10	M. 143	106-60	98-80	93-60	140-40	104	96-20	91	137-80	101-40	93-60	68-40
	D. 5-50	4-10	3-80 3-60	5-40	43-70	3-50	137	3-90	3-60 3-40	..	..	..	..	..	..

APPENDIX—contd.

STATEMENT II

Serial No.	Monthly minimum rates of wages for adults Skill and Zonewise as on 31-1-1973												
	Zone I			Zone II			Zone III			Zone IV			
	S.	SS.	US	S.	SS.	US	S.	SS.	US	S.	SS.	US	
11	157-50	122-50	3-70	140	115	2-30	122-50	100	2-05	..	..	..	..
	to	to	to	to	to	to	to	to	to	..	..	..	..
	262	140	5-50	210	132	4-00	192-50	125	3-60	..	..	..	..
12	Gr. I		Gr. II	Gr. I		Gr. II	Gr. I		Gr. II	..	..	..	..
	160		135	140		120	110		090				
13	208	156	123-50	169	136-50	104	156	123-50	91				
			B-117			B-91			73-B				

Sr. Nos. in this statement indicate the Scheduled Employments in which wages are fixed/revised from 1969, as specified in Statement I.

APPENDIX IX

EXPERT PANEL FOR NEED- BASED WAGE

A national wage policy which will ensure to the workers not only the minimum consumption in terms of goods and services but a definite share in the growth and profits of industrial enterprises has been urged by an expert Committee of the Planning Commission. This minimum wage is to be worked out on the basis of the commission's finding that in the fifth plan, the minimum per capita consumption can be met only by Rs. 40 a month at October 1972 prices. This compares with Rs. 20 per capita a month visualised in the Fourth plan. According to the interim report of the Committee headed by Prof. S. Chakravarty, member of the Planning Commission, the total wage receivable by a worker should comprise minimum wage, skill differential, compensation for exceptional hazards or disadvantages, growth dividend, dearness allowance and share in profits. The Committee's report relates only to the wage and salary earners in the organised sector, accounting for 10.7 million but leaving out government employees now covered by the Third Pay Commission. In its subsequent reports it will deal with the employees in unorganised sector and those engaged in agriculture. The Committee, which was set up last month for suggesting a policy frame-work for labour for inclusion in the fifth plan, is still continuing its work. Besides Mr. Chakravarty, the Committee consists of Mr. B. D. Pande, cabinet secretary, Mr. P. M. Nayak, secretary for Labour, Mr. M. G. Kaul, secretary for economic Affairs, Mr. M. Narasimhan, Additional Secretary, ministry of finance, Mr. S. S. Marathe, Chairman, bureau of industrial costs and prices, Mr. S. C. Choudhri, chief executive officer, national sample survey, Mr. M. K. K. Nayar, joint secretary, Planning Commission, Dr. K. S. Gill, adviser, perspective planning division, and Mr. K. K. Bhatia, director, labour bureau, Ministry of Labour and Employment. For implementing its wage policy, the expert committee has proposed the immediate creation of a national wage board, which will ultimately merge into a national wage commission attached to the ministry of labour and employment. In the committee's view, it will take a decade or so to put into effect a national wage structure and the prime task now is to initiate this evolution.

It will be the duty of the national wage board to ensure that wage fixation in all sectors harmonised with the national wage policy. According to the Committee, the national wage board will have a superintending authority over wage boards for specific industries, especially in case of sharp differences, and its final finding will be given effect to by the

Government. Modifications in the wage board scheme have also been suggested by the Committee, the most important of these being that the chairman should be empowered to make recommendations on behalf of the board in the event of differences among its members. The Government should arm itself with statutory powers to enforce such recommendations. Envisaging a major role for the state in regulation and fixation of wages, the expert committee points out that any self-discipline by workers in this respect is possible only if similar restraint are placed on non-wage incomes, including those from property and enterprise. The committee says: "There must be a reasonable balance between wages, salaries and entrepreneurial incomes as well as wages in the organised and unorganised sectors... Wage policy must be conceived and implemented within the frame-work of an appropriate income policy." The Committee has also counselled against unlimited increases in the wages and salaries in the organised sector on a variety of grounds. The Committee feels that emoluments for highly-skilled labour are often disproportionate. They are not only due to inadequate professionalisation of management but also partly to the form of ownership and control of the enterprise. Opportunities for advanced education not being equitable to all sections, the high-salaried persons generally came from the well-to-do classes.

Salaries in private sector should not also be allowed to remain out of line with those in the public and a greater balance has to be restored, according to the Committee. The Committee also says that labour in the organised sector is above "the poverty-line" and that the whole nation has sacrificed in the erection of key and basic industries not only by way of payment of internal taxes through savings and high prices but also by shouldering the burden of external loans. The fruits of this effort cannot be allowed to be appropriated exclusively by the workers and employers in these sectors, the committee observes. The committee has gone into great detail regarding the components of wage and the manner in which these should be calculated.

Minimum Wage: The entire organised sector should be obliged to pay the wage by 1978-79 and even marginal units should not enjoy exemption beyond this date. The wage should be worked out taking into account variations in the cost of living indices in different centres and regions.

Skill differential: Excessive differentials have to be avoided and the need to bring down disparities progressively should be kept in view. Compensation for hazards and inconveniences should be increased and

incorporated in the wage, such as for persons in arduous jobs, in remote areas, minors facing difficult conditions of work and those employed in infectious disease hospitals.

Growth dividend : The fifth plan visualising a 5.5 per cent, rate of growth of gross domestic product at factory cost should ensure that the wages contain a certain percentage of growth dividend to enable workers to function enthusiastically. The stipulated percentage may decline progressively, from say, 60 per cent for the workers at the minimum wage level to 20 per cent for the better-paid categories. But the extra amount should be so fixed as to leave room for enhancement of minimum wages and for a share in profits later. Besides, the amount should not be allowed to be spent in consumption but be deposited in savings account.

Dearness allowance : It should be fixed as a percentage of the basic pay and on a slab basis, those earning above Rs. 1,000 not getting any at all. It should be linked with the regional indices and not to the all-India index. There should be two indices—for those earning below Rs. 250 and others, between Rs. 250 and Rs. 1,000. D. A. should be reviewed after a five-point rise in terms of a three month moving average with 1970-71 index as the base. Share in profits should be assured to the worker, in addition to wages and growth dividend so that enough incentive would exist for enabling higher productivity.

The Committee has avoided detailed discussion of the subject since the bonus review committee was already seized of the matter.

("Times of India", dated the 25th March 1973)

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