



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGES COMMITTEE
FOR
EMPLOYMENT IN PLASTIC INDUSTRY
IN THE
STATE OF MAHARASHTRA
1969

X9(F52):9527-2315
X9(F52):9527.2315.N7t
LO
132403



PRINTED IN INDIA BY THE MANAGER, GOVERNMENT CENTRAL PRESS, BOMBAY AND
PUBLISHED BY THE DIRECTOR, GOVERNMENT PRINTING AND STATIONERY,
MAHARASHTRA STATE, BOMBAY-4

1970

[Price—30 Paise]

**REPORT OF THE
MINIMUM WAGES COMMITTEE
FOR
EMPLOYMENT IN PLASTIC INDUSTRY
IN THE STATE OF MAHARASHTRA
1969**

CONTENTS

SERIAL No.		PAGE
1	Appointment of the Committee	1
2	Visits to manufacturing units	3
3	Extent of the Industry	3
4	Raw materials used in the Industry and manufacturing process ..	4
5	Wage position	8
6	Wages in Plastic Industry for Semi-skilled and Skilled employees ..	9
7	Conclusions and Recommendations	
8	Acknowledgements and Thanks	19
9	A note from Shri K. T. Sule	20
10	A note from Shri J. M. Jaising	21

ANNEXURES

A	Appointment of the Committee	22		
A-1 to A-3	} Appointment of substitute members	24		
B			Questionnaire issued by the Committee	26
C			Visits to plastic manufacturing units for on the spot enquiry ..	29
D	Recording of evidence at Bombay	29		
E	Raw materials used in the Industry and manufacturing process ..	30		
F	Units which are in production or which are likely to go in production of raw materials.	32		
G	Statement showing number of meetings held	32		

REPORT OF THE MINIMUM WAGES COMMITTEE FOR EMPLOYMENT IN THE PLASTIC INDUSTRY

Appointment of the Committee

1. The Government of Maharashtra, by Industries and Labour Department, Resolution No. MWA. 5766/80150/LAB-III, dated the 11th January 1967, issued in pursuance of clause (a) of sub-section 5 of the Minimum Wages Act, 1948 (XI of 1948) appointed a Committee of the following persons to hold inquiry into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extrusion or casting by application singly or together with heat and/or pressure or both or other similar work or work incidental to such process is carried on and advise Government in the matter of fixation of the minimum rates of wages to the employees employed in that employment.

Chairman

Shri K. R. Wazkar, Registrar, Industrial Court, Bombay.

Employers' Representatives

1. Shri Kantikumar R. Podar, C/o Podar Plastics Private Ltd., Podar Chambers, Parsec Bazar Street, Fort, Bombay-1.
2. Shri Bhogilal J. Gandhi, C/o. M/s. Gandhi Industries, Bombay-62.
3. Shri B. D. Garware, Managing Director, Garware Nylons Limited, Pimpri, Poona.
4. Shri J. M. Jaising, President, Small Scale Plastic Manufacturers' Association, 6, Thurd Bhoiwada Lane, 1st floor, Room No. 27, Bhuleshwar, Bombay-2.

Employees' Representatives

1. Shri K. T. Sule, President, Bombay Plastic Employees' Union, Ghanashyam Patil Building, Ghodbunder Road, Bombay-61.
2. Shri Indravadan Oza, President, Indian Plastics Kamgar Sangh, Mazdoor Karyalaya, 346, G. B. Road, Andheri, Bombay-61.
3. Shri Vasant Tulpule, General Secretary, Chemical Workers' Union, 327/28, Kasba Peth, Poona-2.
4. Shri Syed Ahmed Razaq Razvi, Labour Leader, at Dewan Devadi, Angwibad Road, Opp. Datta Printing Press, Aurangabad.

2. Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay, was appointed as Secretary to the Committee in addition to his own duties. The resolution is reproduced in Annexure 'A'.

3. Shri K. R. Podar, Shri B. D. Garware and Shri Indravadan Oza were not in a position to work on the Committee, and therefore they resigned. Government by Resolution No. MWA. 5766/82065-LAB-III, dated 3rd February 1967 appointed Shri S. B. Garware, Director, Garware Plastics Pvt. Ltd.,

Bombay, as a member representing employers in place of Shri B. D. Garware, Managing Director, Garware Nylons Ltd., Pimpri, Poona and by Resolution No. MWA. 5766/80150-LAB-III, dated 5th February 1968, appointed Shri Vadilal R. Shah, President, All India Plastics Manufacturers' Association, 133, Mahatma Gandhi Road, Bombay-1, as a member representing employers in place of Shri Kantikumar R. Podar, C/o Podar Plastics Pvt. Ltd., Podar Chambers, Parsee Bazar Street, Fort, Bombay-1 and Shri A. D. Sawant, General Secretary, Indian Plastic Kamgar Sangh, Mazdoor Karyalaya, 346, Ghodbunder Road, Andheri, Bombay-61. By Government Resolution No. MWA. 5766/116444/LAB-III, dated the 3rd April 1968, Shri Vitalrao Jadhav, General Secretary, Marathwada Rashtriya General Machinery Mazdoor Sangh, Mills Road, Nanded, was appointed as a member representing employees in place of Shri Syed Ahmed Razaq Razvi (Annexures A-1 to A-3).

4. The terms of the reference of the Committee contained in the Resolution No. MWA. 5766/80150-LAB-III, dated 11th January 1967, are as follows :

(i) to hold enquiries into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extrusion or casting by application singly or together with heat and/or pressure or both or other similar work or work incidental to such process is carried on; and

(ii) to fix the minimum rates of wages payable to the employees in the said employment.

5. The Committee as originally constituted held its first meeting on 28th January 1967 and decided that a brief questionnaire should be issued for collecting statistical and other information pertaining to the wage rates, number of employees, financial condition etc. in the units in the Plastic Industries. Accordingly the questionnaire was drafted and after it was finalised it was circulated to the units in the Plastic Industries, and to the unions of employees in these industries. The questionnaire is reproduced in Annexure 'B'. The time-limit to send the replies to the questionnaire was extended from time to time. The response to the questionnaire had not been very encouraging and the number of replies received to the questionnaire are indicated in the following table:

	No. of questionnaire issued					No. of replies received				
	Bombay	Ulhas-nagar	Poona	Wal-chand-nagar	Nagpur	Bombay	Ulhas-nagar	Poona	Wal-chand-nagar	Nagpur
Establishments.	159	37	10	1	11	16	..	1	1	..
Associations	1	..	..	..	..	1	..	..	..	..
Unions	.. 1	..	1	..	..	1	..	1	..	..
Total	.. 161	37	11	1	11	18	..	2	1	..

Visits to the manufacturing units

6. With a view to getting an insight into the processes of manufacturing, the Committee decided to visit establishments in Bombay and Poona. The list of concerns visited is given in Annexure 'C'.

Thereafter the Committee decided to hear the representatives of employers and trade unions and they were heard in Bombay on 18th June 1968 in the Committee Room, Old Secretariat Building, Bombay-32 (Annexure 'D'). The Committee held number of meetings (Annexure 'G') for deliberations before arriving at conclusion regarding minimum rates, classification, etc.

Extent of the Industry

Although the oldest concern in this industry was started sometime in 1930, there were not many establishments or the industrial units upto the end of the second world war. In the State of Maharashtra, the industry is spread over in Greater Bombay, Poona, Kirkee and Walchandnagar, few units in Nagpur; and outside the State of Maharashtra there are units in Calcutta, Delhi, Madras, Kerala, Bangalore and Kanpur. There are about 1,900 plastic processing units in large and small-scale sectors all over India employing about 12,000 persons in large-scale sector and 30,000 persons employed in the cottage and small-scale sectors. According to the list of member units supplied by the All India Plastic Manufacturers' Association, the units are spread over the country as follows:

Bombay	..	..	..	..	..	207
Poona	..	..	..	..	..	4
Badnera	..	..	..	..	..	1
Thana	..	..	..	..	..	1
				Maharashtra State	..	213
Calcutta	..	..	..	..	..	37
Delhi	..	..	..	..	..	13
Gujarat State	..	..	..	..	..	12
Other States	..	..	..	..	..	32
				Total	..	307

8. The following table shows the variations in the complement of employees in the factories in the Plastic Industry, in Greater Bombay, Thana and Poona as registered with the office of the Chief Inspector of Factories:

Table

(1) Employing 10 or less than 10	..	..	15
(2) Employing 11 to 20	..	..	82
(3) Employing 21 to 50	..	..	66
(4) Employing 51 to 100	..	..	26
(5) Employing 100 to 300	..	..	16
(6) Employing 301 to 500	..	..	3
(7) Employing 501 and above	..	..	3
Total			211*

9. The industry cannot be said to be homogeneous industry because (i) there are some big industrial units employing on an average 500 employees and over, (ii) there are medium size units employing between 50 and 300 and (iii) there are a large number of small units employing less than 10 to 20 persons. We were told that there are quite a large number of units in which members of a family work on a single or duplicate machines in the outer room of the residence. We are informed that there are approximately 37 small household units in Ulhasnagar, Thana district and therefore a section of the industry can as well be described as a cottage industry.

Raw materials used in the Industry and Manufacturing Process

10. Broadly speaking there are two major groups of plastics, viz. (a) thermosetting plastics and (b) thermo-plastics materials. Thermosetting materials will not soften these materials when heat and pressure are applied. Reheating will not soften these materials. Thermoplastics materials become soft when heated and harden when cooled. This process may be repeated.

Thermosetting Plastics Materials.—This group consists of the following raw materials:

- (a) Phenolic resins.
- (b) Urea formaldehyde resins.
- (c) Melamine formaldehyde resins.
- (d) Polyester resins.
- (e) Epoxy resins.

Thermosetting plastics industry suffers from various deficiencies and drawbacks such as high wastage during the manufacturing operation which is not usable, higher specific gravity, lower production cycle, more finishing operations, limited range of colours, short life particularly in case of urea and melamine moulding powder and batch process of production and so on.

*According to the latest information available, it is estimated that there are approximately 243 units employing about 13,000 workmen.

11. *Thermoplastic materials.*—This group includes raw materials like—

- (a) Polystyrene resin.
- (b) Polyethylene resin.
- (c) Polyvinyl chloride resin.
- (d) Polyvinyl acetate and copolymers.
- (e) Cellulose acetate.
- (f) Polyamide resin.

12. The raw materials which are used for manufacture of various articles differ, although every year new raw materials and new processes are being developed in the advanced countries. In the beginning, the production in India was in the infant stage. The articles produced were mostly for domestic use in the household. Plastic possesses varied properties such as lightness, toughness, transparency, translucency, flexibility, rigidity, resistance to corrosion, insulation against heat and electricity and so on. The plastic articles are gradually replacing articles of wood, metal, glass, ceramics and rubber. It has been aptly described as "wonder child" of the chemical technology. Nearly 2,000 articles are said to be turned out from plastics for various industrial and domestic use. The use of articles of plastics is now-a-days noticeable in building construction, engineering, electronics, packaging, automobile, telephone equipment etc. It is also used in the manufacture of large variety of industrial, chemical, agricultural and defence stores. Even fishing nets made of nylons are being gradually used by fishermen. In foreign countries we were told that research is going on to replace concrete on road by plastic material. The industry is enjoying a virtual protected home market for its products for the last many years. We have reproduced in Annexure 'E' chart showing raw materials used, source of supply, process in use and resulting articles produced under the raw materials.

The Petro-Chemical Plants producing different raw materials commonly processed in India, are indicated in Annexure 'F'.

13. It is estimated that production in India at present is approximately 35,000 tons. The Indian Institute of Petroleum had carried out survey of installed capacity of various conversion and processing industries in plastic as under:—

Process	Small-scale		Large-scale	Total		
	Tons			Tons		
Injection Moulding	..	..	..	10,750	6,000	16,750
Blow Moulding	..	..	..	2,100	700	2,800
Blow Films	..	..	..	12,600	9,000	21,600
	Total			25,450	15,700	41,150
Calendering and Spreading	..	..	..	....	....	3,100
	Grand Total			....	....	44,250

14. The All India Plastic Manufacturers' Association in its 22nd Annual Report for the year ending 31st December, 1967 has highlighted many difficulties which the industry is facing particularly, as regards—

- (i) the non-availability of raw materials produced in the country,
- (ii) the non-availability of the imported raw material,
- (iii) the heavy incidence of excise duty, and
- (iv) less encouragement given to export promotion.

15. Although several concerns have been started in the country for the manufacture of raw materials required by the plastic industry (see Annexure 'F') many of them are suffering from shortage of basic chemicals required for the manufacture of raw materials to be used for products and finished articles.

The following chart illustrates the basic chemicals required for the corresponding raw materials:

Basic Chemicals	Plastic Raw materials
Alcohol ..	.. Polyethylene and Polystyrene.
Methanol (Methyl alcohol) ..	.. Formaldehyde based moulding powders such as P.F., U.F., M.F.
Synthetic rubber ..	.. High impact Polystyrene.
Benzene ..	.. Polystyrene.
Phenol ..	.. Phenol formaldehyde moulding powder.
Urea (Technical) ..	.. Urea formaldehyde moulding powder.
Imported Melamine ..	.. Melamine formaldehyde moulding powder.
Propylene ..	.. Polypropylene.
Ethylene ..	.. Polyethylene.
Calcium Carbide ..	.. P.V.C. (Poly Vinyl Chloride).

16. The Association in its report has pointed out that A. C. C. I. Polyethylene Plant at Calcutta had been suddenly closed in 1967 due to non-availability of alcohol. Similarly the Fertilizer Corporation of India, who are the only producers of methanol in the country were not in a position to supply adequate quantities of methanol to formaldehyde manufacturers. It was reported that the Methanol Plant worked only intermittently due to some technical trouble. As a consequence, the manufacturers of thermosetting resins and moulding powders were put to unnecessary hardship and inconvenience. The Plastic Industry is facing acute shortage of high impact variety of polystyrene which is used mostly in articles for industrial and defence purposes. The production of this raw material has been considerably affected because certain manufacturers were not granted timely and adequate licences for import of hot type of synthetic rubber which was not available from local sources and which is required in the production of high impact polystyrene.

17. The Association has pointed out that new plastic raw material like polystyrene chemicals, polyethylene have been brought under the Essential Commodities Act, 1955 with the result that the Government has assumed power to control the production, supply and distribution of these raw materials. The Association further points out that the plastic industry has been developed in our country only recently and the industry is still facing many teething troubles in the form of shortage of raw materials, shortage of basic chemicals, processing machinery, spare parts and so on. It is, therefore, not desirable to place impediments in the way of development of this industry by controlling the production, supply and distribution etc. of the plastic raw materials. We do not propose to take either a pessimistic or very optimistic view of future developments, but we feel that given the proper facilities to the employers in the industry to expand and develop this industry, the prospects for them would be bright, in view of the development of the petro-chemical base and export market. It is gratifying to note that a large variety of articles of plastic have gone on the export list. Among them may be mentioned P.V.C. leather cloth, linoleums, electrical accessories, spectacle frames, fountain pens, *bangles* and P.V.C. sheetings etc. It is estimated that the total value of export is Rs. 3,80,00,000.

18. As regards the Fountain Pen Industry the Association has found out that the Industry requires three important raw materials viz. cellulose acetate butyrate moulding powder, pen points and stainless steel strips for manufacture of fountain pen nibs. Eventhough the U.S.A. source is quite convenient for import of cellulose acetate butyrate moulding powder as well as pen points, it is represented that in the case of stainless steel strips the U.S.A. prices are very costly by about 30 per cent to 40 per cent. The Association is of the view that this will be a wastage of foreign exchange. Moreover, the quality of the strips from U.S.A. is not so good as from Japan or Sweden.

18A. The Association has pointed out that incidence of excise duty is higher, on the plastic raw materials than on the glass porcelain and asbestos cement products.

The Association has therefore from time to time pressed that the Industry may be given the following reliefs:

(i) The incidence of excise levy on plastics raw materials be brought down to the previous level of 20 per cent *ad valorem*.

(ii) In case of thermosetting plastic industry which is passing through a great crisis, the duty should be collected at the resin stage only as in the case of thermoplastic raw materials and the same converted from *ad valorem* to specific duty on unit weight basis.

(iii) The excise duty on butylated amino resins like butylate urea and melamine formaldehyde resins which are used in paint and varnish industry should be made specific on unit weight basis instead of *ad valorem* just as in the case of malic and phenolic resins.

(iv) In the case of cellulose acetate moulding powder the prices of which are comparatively higher than other plastic raw materials, the excise duty should be made specific on unit weight basis instead of *ad valorem* as at present and the duty collected at the resin stage only.

(v) The Plastic Industry should be included in the list of priority industries as early as possible for purpose of import liberalisation.

Wage Position

19. The wages in some of the units in the Plastic Industry have been fixed either,

- (i) by awards of the Tribunals,
- (ii) by consent awards,
- (iii) by agreements between the employer and the Trade Union concerned.

20. Between 1959 and 1960 the wages awarded for the unskilled employees ranged between Rs. 1·20 to Rs. 2·10 per day. Between 1961 to 1963 the range was round about Rs. 2·30. During the last three years i.e. 1966 to 1968 as per the agreements between the parties, the wages varied between Rs. 2·50 to Rs. 3·50 for unskilled categories.

21. The wages indicated above are basic wages. The Tribunals in certain cases have in addition granted dearness allowance, varying between 66 $\frac{2}{3}$ per cent to 75 per cent of the revised scale for the Cotton Textile Industry or at a certain percentage varying from 5 per cent to 15 per cent of the salary slab. Some agreements indicate that the wages are consolidated wages.

Although the bigger and the medium sized units in the Industry are paying adequate minimum wages either with or without dearness allowance varying with the Consumers Price Index Number, yet a large number of concerns are paying less.

22. It would be interesting to see that the average annual consumer price index number for Bombay, as compiled by the Office of the Commissioner of Labour, Bombay, has arisen from 431 in 1961 to 739 in 1968 as indicated below.

Year				Average figure
1961	..	..	..	431
1962	..	..	..	444
1963	..	..	..	448
1964	..	..	..	516
1965	..	..	..	558
1966	..	..	..	636
1967	..	..	..	703
1968	..	..	..	739

23. There was good deal of discussion in the Committee as regards the fixation of the minimum wages for the unskilled employees and the representatives of the employers repeatedly pointed out that if a higher minimum wage was fixed it would be beyond the capacity of the Industry to pay, particularly because a very large number of small units would not be in a position to bear the additional burden of higher minimum wage. It is true that a large number of smaller units are paying between Rs. 2·50 and Rs. 3·50 or even less. But

we have to consider the purpose of the Minimum Wages Act and the dicta laid down by Courts as regards the fixation of minimum wages under the said Act. In the case of *Unichoyi (U) and others versus The State of Kerala* (1961 I L.L.J. p. 631). The Supreme Court has stated as follows :

“ What the Act purports to achieve is to prevent exploitation of labour and for that purpose authorizes the appropriate Government to take steps to prescribe minimum rates of wages in the scheduled industries. In an under-developed country which faces the problem of unemployment on a very large scale it is not unlikely that labour may offer to work even on starvation wages, the policy of the Act is to prevent the employment of such sweated labour in the interest of general public and so in prescribing the minimum wage rates the capacity of the employer need not be considered. What is being prescribed is minimum wage rate which a welfare State assumes every employer must pay before he employs labour.”

24. The Senior Labour Investigator was asked by the Chairman to visit units of the Plastic Industry at Ulhasnagar and from his report it appears that he visited 14 units. The units of the industry in Ulhasnagar are small employing employees between one to ten and in some cases the proprietor himself works on the machine along with his co-worker or members of his family. In some concerns it is observed that workers are employed on piece rate basis. The employer, in the morning, gives the raw material and takes account of the finished products in the evening. The workers do the work on the premises of the employer. Under the circumstances the payment is made at the end of the day on the basis of production.

25. As regards the wages paid to employees it can be stated that most of them are employed on daily-rate basis. Casual workers are also employed whenever necessary for a short period and are paid between Rs. 1.50 to Rs. 2.50 per day. Adolescents are also employed and are paid between Rs. 1.00 to Rs. 2.00 per day.

26. After a good deal of discussion and calculations of wages on the basis of the wages fixed by the awards and agreements between 1961 and 1966 and having regard to the rise in the Consumer Price Index Number upto the end of the year 1968 we have come to the conclusion that the minimum wages for the unskilled labour for units in the Plastic Industry in Greater Bombay should be Rs. 93.60 per month with a corresponding daily rate of Rs. 3.60 after dividing monthly rate by 26.

Wages in Plastic Industry for Semi-skilled and Skilled Employees

27. As in the case of unskilled employees the wages for semi-skilled and skilled employees have also been fixed either—

- (i) by Awards of the Tribunals,
- (ii) by consent Awards,
- (iii) by agreements between the employer and the Trade Union concerned.

Going through the awards and agreements it is seen that the wages under awards between 1959 and 1960, are in the range of Rs. 1.40 and Rs. 5.10 per day for semi-skilled employees and Rs. 2.10 and Rs. 6.60 per day for skilled employees. Additional dearness allowance in certain cases was also granted varying from 60 per cent to 75 per cent of the revised scale for the Cotton Textile units.

Between 1961 to 1963 the wages awarded for semi-skilled employees varied between Rs. 1.25 and Rs. 3.25 and for skilled employees between Rs. 1.75 and Rs. 5.75 per day in addition to dearness allowance varying between 60 per cent to 80 per cent of the revised Cotton Textile scale, and in certain cases the dearness allowance varied according to salary slab.

The wage rates from 1963 to 1966 awarded are round about Rs. 4.25 per day for semi-skilled employees and Rs. 5.75 for skilled employees.

28. The range of wage-scales fixed under the agreements between the employers and the Trade Unions concerned during the year 1966 to 1968 was between Rs. 1.25 to Rs. 5.75 consolidated for semi-skilled employees and Rs. 2 and Rs. 6.25 consolidated for skilled employees.

29. The rise in the cost of living index indicated by the index numbers mentioned above affects equally the semi-skilled and skilled workers and when minimum wage rates are fixed for the unskilled workers taking into consideration the rise in cost of living, it is necessary to fix wage rates for the semi-skilled and skilled categories also with the proper differentials.

During our visits we have observed that the manufacturing processes are simple, very much rationalised in the sense that the machine does a greater part of work. We have decided to split the semi-skilled category in two sub-grades, namely semi-skilled A and semi-skilled B because operations in the latter category though not of unskilled nature are very simple. We have come to the conclusion that minimum rates for semi-skilled category and skilled category in Greater Bombay (Zone I) should be as follows :

Category	Per month	Corresponding daily rate after dividing monthly rate by 26
	Rs.	Rs.
Semi-skilled B	98.80	3.80
Semi-skilled A	106.60	4.10
Skilled	143.00	5.50

In the centres outside Greater Bombay, the rise in the cost of living is not necessarily in the same proportion. We reproduce below a table showing the average of Consumers Price Index Numbers for years 1960 to 1968 for Bombay Poona, Nagpur and other Centres :

Table showing the average of Consumers Index Numbers for years 1960 to 1968

Year	Bombay	Poona	Nagpur	Aurangabad	Jaigaon	Sholapur	Nanded
1960 ..	420	....	512	212	492	357	250
1961 ..	431	....	495	212	485	352	239
1962 ..	444	....	502	234	519	381	259
1963 ..	448	....	525	235	524	380	266
1964 ..	516	....	651	282	682	456	321
1965 ..	558	133*	721	301	736	480	329
1966 ..	636	....	751	336	822	552	375
•	143	139	144	151	155	145	153
1967 ..	703	....	834	390	914	619	427
•	158	151	160	176	173	162	174
1968 ..	739	....	851	373	883	634	419
•	166	156	166	173	171	167	173

*Indicates new series.

It is, therefore, logical that the minimum rates for unskilled, semi-skilled B and A and skilled categories in Centres outside Bombay must also be fixed.

After careful consideration we have come to the conclusion that minimum rates of wages for Unskilled, Semi-skilled B and Semi-skilled A and skilled categories for Centres outside Bombay (Zones II and III) should be as follows:

Category	Zone II		Zone III	
	Per month	Per day*	Per month	Per day*
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
Unskilled	91·00	3·50	88·40	3·40
Semi-skilled B	96·20	3·70	93·60	3·60
Semi-skilled A	104·00	4·00	101·40	3·90
Skilled	140·40	5·40	137·80	5·30

*Minimum daily rate of wages has been worked out by dividing the minimum monthly rate of wages by 26.

28. The second term of reference requires that the Committee is expected to fix the minimum rates of wages payable to employees in the Plastic Industry in which there are processes of transforming plastics into various solid shapes through moulding, forming, extrusion or casting by application singly or together with heat and/or pressure or other similar work or work incidental to such processes. By a subsequent letter from Government in the Industries and Labour Department, dated 9th January 1969, the Committee has been directed "that while making recommendations to Government, the Committee should specify various occupations under each category, viz. Skilled, Semi-skilled and Unskilled and not merely give its recommendations regarding minimum wages in respect of broad categories."

In the questionnaire issued by the Committee we sought information as regards number of regular employees classified into Skilled, Semi-skilled or Highly-skilled categories.

As stated in paragraphs 19 to 21 the rates of wages have been fixed in certain concerns by awards of Industrial Tribunals or by consent awards or by agreements between the Company and the Union of employees concerned. Some concerns have classified employees into Unskilled, Semi-skilled and Skilled categories of occupations.

29. We have seen the classification of categories as per the awards, agreements and from replies to our questionnaire. As no classification was done for the entire industry any time before, we have noticed that the same occupation has been classified either in Skilled in one concern and Semi-skilled in another concern. The following charts illustrate such categories:

Chart showing overlapping classification of occupations into Skilled, Semi-skilled and Unskilled in reply to the questionnaire

Serial No.	Skilled	Semi-skilled	Unskilled
1	Buff polisher ..	Buff man ..	Buff man.
2	Clerks ..	Clerks.	
3	Carpenter ..	Carpenter.	
4	Cromoplater..	Assistant Cromoplater.	
5	Die-setter ..	Die-setter.	
6	Die-maker ..	Die-maker.	
7	Electrician (licensed) ..	Electrician (without licence)	
8	Fitter ..	Fitter ..	Fitter.
9	Moulder ..	Moulder.	
10	Machine Operator ..	Machine Operator.	
11	Packer ..	Packer ..	Packer.
12	Welder ..	Welder.	
13	Turner ..	Turner.	
		Watchman ..	Watchman
		Polisher ..	Polisher.

Chart showing overlapping Classification of Occupations into Skilled, Semi-skilled and Unskilled according to Awards—Replies received to questionnaire and agreements entered into.—

Serial No.	Category	By Award	By Replies	By Agreement
1	Fitter ..	.. Skilled	.. Semi-skilled	.. ....
2	Machine operator	.. Semi-skilled	.. ....	Un-skilled
3	Pressman	.. Semi-skilled	.. ....	Un-skilled.

30. The Committee has been appointed for the first time under the Minimum Wages Act for fixing minimum rates of wages in the Plastic Industry. No industrywise classification of occupations into Skilled, Semi-skilled and Unskilled categories has been done in recent years except socio-economic inquiry conducted by the Office of the Commissioner of Labour, Bombay in the year 1959. No report was available to the Committee of any job evaluation or classification of jobs on industrywise basis in the Plastic Industry. We have carefully gone into the classification of schemes prepared by the independent concerns.

As the classification has not been done on scientific basis we notice that there has been some overlapping as regards the classification of some jobs as stated above.

31. The Committee after perusal of occupations in the units visited by the Committee, took upon itself the task of re-drawing the list of classification of occupations in various categories according to skill. After discussion we have been able to draw the list of such categories as indicated in paragraph 32.

In drawing the list we have taken into consideration the principles as laid down by the different Tribunals and Adjudicators and by Experts on job evaluation, and particularly the views that any person "who works on a machine however mechanical the work may be, cannot be considered as unskilled" (*vide*, Lever Brothers' Award, Bombay Labour Gazette, September 1941 p. 59). The Unskilled job is such which any person without any skill is capable of doing manual work. The Mazdoor, Sweeper, Cleaner, Hamal etc. can be included in this category. These persons are not required to operate any machine, or work with any tool or to do any repetitive work requiring a certain measure of skill or dexterity. However in the Plastic Industry there are many small and simple jobs which are really of Unskilled type and we have included such jobs in that category.

It can very well be stated that the majority of the jobs are of Semi-skilled type because of the processes in the Plastic Industry are very simple. In the process of injection moulding the raw material is led in the machine, and after heating and manipulating simple operations on the machines, the final product is taken out at the other end.

However, we noticed that a number of manufacturers have to prepare dies in getting a particular mould, out of the plastic material and for this purpose some of the concerns have an engineering section in which dies are prepared and most of the jobs are of skilled type as in any other engineering section of other industries. In the performance of the job in the skilled section more experience, training and dexterity are required.

32. In conclusion our recommendations are as follows :—

(1) The employees in the employment in any Plastic Industry should be classified in (i) Unskilled, (ii) Semi-skilled,—(iii) Semi-skilled—A and (iv) Skilled categories.

(2) The areas in the State should be divided into three Zones as mentioned in the explanation below :—

(3) The categories of the workers and the rates of wages should be as under :—

Serial No.	Category	Zone I		Zone II		Zone III	
		Monthly Rs. P.	Daily* Rs. P.	Monthly Rs. P.	Daily* Rs. P.	Monthly Rs. P.	Daily* Rs. P.
	<i>Unskilled</i>						
1	Bangle Separator. . .	93.60	3.60	91.00	3.50	88.40	3.40
2	Barrel mixer/Hand mixer.						
3	Bangle Sorter/Polisher.						
4	Cementor/Paster						
5	Cleaner.						
6	Counter.						
7	Cartman (hand).						
8	Feeder						
9	Finisher.						
10	Fileman.						
11	Folder.						
12	Grinder (Plastic articles).						
13	General Worker (loader-un- load :r).						
14	Helper to Mechanic.						
15	Helper (general).						
16	Heaterman.						
17	Hand Trimer.						
18	Ghodiwalla/Cylinderman.						
19	Magnetic Separator.						
20	Mazdoor.						
21	Nose finer.						
22	Nib filt drummer.						
23	Nib filt assistant.						
24	Powder siever.						
25	Powder preheater.						
26	Peon.						
27	Packer (hand).						
28	Pen Assembler.						
29	Ring Assembler.						
30	Ring Sizer.						
31	Stamper.						
32	Sweeper.						

Serial No.	Category	Zone I		Zone II		Zone III	
		Monthly Rs. P.	Daily Rs. P.	Monthly Rs. P.	Daily Rs. P.	Monthly Rs. P.	Daily Rs. P.
	<i>Unskilled—contd.</i>						
33	Scraper.	93·60	3·60	91·00	3·50	88·40	3·40
34	Spreader.						
35	Stitch fixer.						
36	Solderer (plastic).						
37	Saw dust Siever.						
38	Sheet Breaker.						
39	Sheet Nib Grinder.						
40	Plastic Sealing Workman.						
41	Tapper.						
42	Watchman.						
43	Waterman.						
44	Nib Counter.						
45	Nib Embossers on hand Press.						
46	Sheet, foil and film Cutter.						
47	Employees by whatever name called doing unskilled work of the nature done by the persons falling under the above entries.						
	<i>II. Semi-skilled—B.</i>						
1	Bender ..	98·80	3·80	96·20	3·70	93·60	3·60
2	Collor Formingman.						
3	Box Maker.						
4	Ball mill Operator.						
5	Drier.						
6	Ink Filler (ball pen).						
7	Metal and Plastic Parts Assembler.						
8	Nib Slitter.						
9	Nib Tester.						
10	Order Sorter.						
11	Packer doing job of inspection and packing.						
12	Sander.						
13	Saw dust Grinder/Saw dust Operator.						
14	Surface Grinder.						
15	Strip Slitter.						
16	Oilman						
17	Hand machine Operator.						
18	Hand Press Operator.						
19	Mining Batch Maker.						
20	Dresser.						
21	T. Y. Pressman.						
22	Buffer (doing buff work).						
23	Employees by whatever name called doing semi-skilled-B work of the nature done by persons falling under the above entries.						

Serial No.	Category	Zone I		Zone II		Zone III	
		Monthly Rs. P.	Daily Rs. P.	Monthly Rs. P.	Daily Rs. P.	Monthly Rs. P.	Daily Rs. P.
	III. Semi-skilled—A.						
1	Assembler (on automatic machine).	106.60	4.10	104.00	4.00	101.40	3.90
2	Ball mill weighing Incharge.						
3	Box Stitcher.						
4	Checker (Supervisor).						
5	Die Polisher.						
6	Pulverisor.						
7	Power Pressman.						
8	Power Polisher.						
9	Resin Bhatti Operator.						
10	Rolling Machine Operator.						
11	Tablet Machine Operator.						
12	Tooth Brush filling machine Operator.						
13	Assembly machine Operator.						
14	Extrusion Operator (Head).						
15	Electrician without licence.						
16	Automatic moulding machine Operator (Head).						
17	Grinding machine Operator (Head).						
18	Nickel Plater.						
19	Kettle Operator						
20	Embossing machine Operator (Head).						
21	Point welding machine Operator.						
22	Bangle Cutter.						
23	Employees by whatever name called doing Semi-skilled—A work of the nature done by persons falling under the above entries.						

Serial No.	Category	Zone I		Zone II		Zone III	
		Monthly	Daily	Monthly	Daily	Monthly	Daily
		Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.
	<i>IV. Skilled.</i>						
1	Artist ..	143.00	5.50	140.40	5.40	137.80	5.30
2	Buff Technician.						
3	Band Switch Wireman.						
4	Bag stitching and stencilling tailors.						
5	Borer (in the tool room).						
6	Band Regulator (Radio).						
7	Broacher.						
8	Boiler Attendant.						
9	Blacksmith.						
10	Carpenter.						
11	C. V. A. M/c. Operator.						
12	Capstan Lathe Operator (machine tool room).						
13	Car Driver.						
14	Component Wireman (licence holder).						
15	Coil Winder (Radio).						
16	Cabinet Maker.						
17	Charge-hand Mistry.						
18	Clip die Maker (machine).						
19	Die Maker.						
20	Die Setter.						
21	Die Fitter.						
22	Driller (metal tool room).						
23	Engraver.						
24	Electrician with Licence.						
25	Electro Plating Technician and Chrome and Anodising Technician.						
26	Fitter (machine shop).						
27	Bench Fitter (tool room).						
28	Foreman.						
29	Fabricator.						
30	Film Winder.						
31	Fine Sprayer.						
32	Fine Polisher (tool room).						
33	Hackshaw Operator (tool room)						
34	Inspector.						
35	Lorry Driver.						
36	Lathe Operator (tool room).						
37	Miller (tool room).						
38	Machine Operator (tool room).						
39	Mechanic (tool room).						
40	Metal Grinder (tool room).						
41	Machine Technician.						
42	Mould maker (tool room).						
43	Mechanical Operator (tool room).						

Serial No.	Category	Zone I		Zone II		Zone III	
		Monthly Rs. P.	Daily * Rs. P.	Monthly Rs. P.	Daily * Rs. P.	Monthly Rs. P.	Daily * Rs. P.
	<i>Semi-skilled—A—contd.</i>						
44	Motor Mechanic.	143.00	5.50	140.40	5.40	137.80	5.30
45	Pentagrapher Operator (tool room).						
46	Press Setter (tool room).						
47	Printer.						
48	Pattern Maker.						
49	Roller Operator.						
50	Store Keeper.						
51	Supervisor.						
52	Spray Painter.						
53	Screen Printer.						
54	Shaper (tool room).						
55	Turner (tool room).						
56	Tester (tool room).						
57	Table winder.						
58	Transformer winder.						
59	Welder						
60	Wireman (Licence holder).						
61	Winder.						
62	Employees by whatever name called doing skilled work of the nature done by persons falling under the above entries.						

N. B.—The minimum daily rate of wage has been arrived at by dividing the minimum monthly rate by 26.

Explanation.—(1) For the purpose of these recommendations—

(a) Zone I—Shall comprise of the area within the limits of the Municipal Corporation of the Greater Bombay.

(b) Zone II—Shall comprise of the areas within the limits of the Municipal Corporations of the Cities of Poona and Nagpur and those within the limits of Poona Cantonment, Kirkee Cantonment and within the revenue limits of Pimpri, Dehu Road and Chinchwad.

(c) Zone III—Shall comprise of all other areas in the State not included in Zones I and II above.

(2) The minimum rate of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concessions, if any.

(3) The minimum rate of wages in respect of an adolescent shall be 75 per cent of the wages fixed for the class of employees to which he belongs and in respect of child, 50 per cent thereof.

(4) The minimum rate of wages in respect of an apprentice shall be 65 per cent of the wages fixed for the skilled, semi-skilled A and Semi-skilled B class of employees to which he belongs as the case may be.

Acknowledgements and Thanks

33. We acknowledge the co-operation we received from the Managers and Proprietors of the Plastic Units which we visited in Bombay and Poona. The Committee had endeavoured from the very beginning to bring about unanimity in its recommendations. Several meetings were held when the members representing employers and employees on the Committee contributed in no small measure to put their view points emphatically, at the same time there was also noticeable a sense of realism and pragmatic approach towards fixation of wages and classification of occupations into different categories. All this has been possible because the Committee got valuable co-operation in its deliberations from the Secretary Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay. We place on record our high sense of appreciation of the work done by the Secretary to the Committee. In him the Committee found a very able and energetic Secretary whose devotion to the work is admirable as he spared no time or effort for Committees' work in spite of his other multifarious official duties. His knowledge and experience of Committees under the Minimum Wages Act are deep and extensive and they were very useful to the Committee. We also record valuable co-operation from the Senior Labour Investigator, Shri S. S. Aralimar, who analysed statistical material placed before the Committee. Shri J. V. Bhide, Senior Clerk was also helpful to us in arranging our meetings and visits to factories. Shri M. S. Gore, Steno-typist did the typing of the report ungrudgingly and Shri S. R. Kadam, Clerk-typist rendered the clerical assistance. A commendable team spirit was also noticeable in the staff of the Committee.

(Sd.).....,
WADILAL R. SHAH,
Member.
 Subject to note attached.
 (Sd.).....,
J. M. JAISING,†
Member.
 (Sd.).....,
S. B. GARWARE,
Member.
 (Sd.).....,
BHOGLAL J. GANDHI,
Member.

(Sd.).....,
K. R. WAZKAR,
Chairman.
 (Sd.).....,
K. T. SULE,*
Member.
 (Sd.).....,
A. D. SAWANT,
Member.
 (Sd.).....,
VASANT TULPULE,
Member.
 (Sd.).....,
VITHALRAO JADHAV,
Member.

(Sd.).....,
H. A. SATHE,
Secretary.

Bombay, dated 27th August 1969

* Subject to Separate note.

† Subject to separate note.

A note submitted by Shri K. T. Sule

I am signing the main Report subject to this separate minute from me.

I have agreed to the minimum rate of wages of Rs. 3.60 per day for the Unskilled Workers in the Plastic Industry, in Bombay Zone and lesser rates in other Zones, only under a compulsion of circumstances. The Plastic Industry today bears a mixed face of a cottage industry and a highly mechanised industry. There are very small units employing hardly 5 to 20 workers, while there are a few concerns employing from 300 to 500 workers. In the small units, there is not much machinery used in production processes and whatever there is, is of a simple and unsophisticated nature. In the bigger units, most modern, complicated and automatic machines are put into operation and production is usually on a mass scale. The small units are paying much less than Rs. 3.60 to the Unskilled workers and it was my concern for such fodder-minimum wage earners that prompted me to agree to the minimum rate recommended in the main Report. I, however, strongly urge upon the Government of Maharashtra, to remember the fact that this Committee was formed on January 11th, 1967 and its report is being signed 30 months thereafter. The Consumer Price Index at all material centres has gone up by at least 75 points in each relevant series. Reconsideration of minimum rates of wages should be therefore undertaken in a much shorter time, than is usual for the Government to do when they accept the minimum wages committee's recommendations in various industries.

The Plastic Industry is denied proper aid and protection by the Government of India. It is in constant trouble because of short supplies of basic raw materials and also for the reason of heavy excise duty. Plastics are fast ousting-out many metal counter parts and their use can further be extended to new fields. But the industry is complaining of Government's indifference to the Industry's future development. I feel that the complaint is substantially justified. No unit to my knowledge has a research laboratory, neither the All India Plastic Manufacturers' Association. Advanced research is possible only when the Industry is in a position to spend vast amounts in the efforts. This Industry is today not in a position to do so. The pace of progress is retarded thereby and it is upto the Central and State Governments to ponder over this problem and correct their present policies in this respect.

The last point on which I wish to express my opinion separately here, is the scheme of classification of categories recommended by the Committee. I think the scheme is not very satisfactory. I fail to understand how peon and watchman can be bracketed with Unskilled Mazdoors. Many other categories can be mentioned in this context. However, remembering that in most of the units in this industry there is no classification of categories to talk about and that the conditions are almost chaotic so far as payment of wages to Unskilled, Semiskilled, Skilled and Highly skilled workmen is concerned. I look upon the recommended scheme as a forward step in the proper direction. I state that if any units, any category of workman is placed in a higher class, that status

ought not to be altered to the prejudice of the workers concerned. I have observed that in a number of units in this Industry, workers are required to do various types of work which ordinarily belongs to different trades, occupations or categories. That fact has always to be remembered. I feel the Government of Maharashtra should at an early date investigate this problem of classification in this Industry with the help of technically trained and impartial experts.

Subject to this minute, I am signing the main Report.

(Sd.).....,
K. T. SULE,
28th July 1969.

Note submitted by Shri J. M. Jaisingh, Member, to the Chairman, Minimum Wages Committee for employment in plastic industries.

I am signing the main Report subject to this separate minute from me. That plastic industry is still in its infant stage not developed adequately and in many cases the industry in run as a cottage industry. Apart from many trade botherations, the margin of profit earned by the trade is very limited.

The minimum wage for the unskilled category at Rs. 3 per day was considered just and reasonable by most of the Members representing employers on the Committee. This rate was however raised to Rs. 3.60 by Members representing labour and after prolonged discussion, the same was accepted by me for the sake of unanimity.

I suggest that the present fixation of minimum rates of wages should be considered valid for a minimum period of 5 years.

I am also of the opinion that the minimum rates of wages in respect of Apprentices in all categories of workers should be 65 per cent of the wages fixed for the respective class of the employees.

Subject to this minute, I am signing the main report.

(Sd.).....,
J. M. JAISINGH.

ANNEXURE 'A'

*Minimum Wages Act, 1948:*Appointment of a Committee
under the -- Employment in any
Plastic Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT.

Resolution No. MWA. 5766/80150-LAB-III,

Sachivalaya, Bombay-32, Dated the 11th January, 1967.

Resolution

In pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Maharashtra hereby appoints the following Committee to hold enquires into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extrusion or casting by application singly or together with heat and or pressure or both or other similar work or work incidental to such process is carried on and to advise Government in the matter of fixation of the minimum rates of wages to the employees employed in that employment :

Chairman

Shri K. R. Wazkar,
Registrar, Industrial Court,
Bombay-1.

Employers' Representatives.

1. Shri Kantikumar R. Podar,
C/o. Podar Plastics Private Limited,
Podar Chambers, Parsee Bazar Street,
Fort, Bombay-1.
2. Shri Bhogilal J. Gandhi,
C/o. Messers Gandhi Industries,
Bombay-62.
3. Shri B. D. Garware,
Mg. Director,
Garware Nylons Limited,
Pimpri, Poona.
4. Shri J. M. Jaising,
President Small Scale Plastic Manufacturers'
Association, 6, Third Bhoiwada Lane, 1st floor, Room No. 27, Bhuleshwar,
Bombay-2.

Employers' Representatives.

1. **Shri K. T. Sule, President,**
Bombay Plastic Employees' Union, Ghanshyam Patil, Building, Ghodbunder Road,
Bombay-61.
 2. **Shri Indravadan Oza, President,**
Indian Plastics Kamgar Sangh, Mazdoor Karyalaya, 346, G. B. Road, Andheri,
Bombay-61.
 3. **Shri Vasant Tulpule,**
General Secretary, Chemical Workers' Union, 327/28, Kasba Peth,
Poona-2.
 4. **Shri Syed Ahmed Razaq Razvi,**
Labour Leader, At : Dewan Devadi, Angwibad Road, Opp. Datta Printing Press,
Aurangabad.
2. **Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay should be appointed**
as Secretary to the above mentioned Committee in addition to his own duties.
3. The terms of reference of the Committee shall be as under :—
- (1) to hold enquires into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes, through moulding forming, extrusion or casting by application singly or together with heat and or pressure or both or other similar work or work incidental to such process is carried on; and
 - (2) to fix the minimum rates of wages payable to the employees in the said employment.
4. The Committee should submit its detailed report to Government in the matter within six months from the date of this Resolution.
5. The non-official Members of the Committee should be paid travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with scale I specified in rule 1 (1) (b) in appendix XIII-A, section I to the Bombay Civil Services Rules as amended from time to time. The expenditure, should be debited to the budget head " 38-Labour and Employment-A-Labour-A-12-Special Committees for Enquiry and met from the grants sanctioned thereunder for the current financial year.
6. **Shri H. A. Sathe, the Secretary to the Committee should be the Controlling Authority** in respect of the travelling allowance bills of the non-official members of the Committee.
7. All Officers and Departments of the Government are 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 un-official reference No. 76-VI-A, dated the 11th January, 1967.

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

(Sd.).....
J. CARVALHO.

Under Secretary to Government.

ANNEXURE A 1

Minimum Wages Act, 1948.

Appoint of a Committee under the Employment in any plastic industry.

GOVERNMENT OF MAHARASHTRA,

INDUSTRIES AND LABOUR DEPARTMENT,
Resolution No. MWA-5766/82065/Lab-III,
Sachivalaya, Bombay-32, 3rd February 1967.

Read.—Government Resolution, Industries and Labour Department, No. MWA-5766/80150-Lab-III, dated 11th January 1967.

Resolution.

Government is pleased to make the following change in the personnel of the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA-5766/80150-Lab-III, dated the 11th January, 1967, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes etc., is carried on and to advise Government in the matter of fixation of the minimum rates of wages to the employees employed in that employment :—

Shri S. B. Garware, Director Garware Plastics Private Limited, Bombay, should be appointed as a member representing employers in place of Shri B. D. Garware, Managing Director, Garware Nylons Limited, Pimpri, Poona.

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

(Sd.) J. CARVALHO,
Under Secretary to Government.

ANNEXURE A2.

Minimum Wages Act, 1948

Appointment of a Committee under the Employment in any plastics industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT,
Resolution No. MWA. 5766/80150-Lab-III,
Sachivalaya, Bombay-32, 5th February, 1968.

Read.—Government Resolution, Industries and Labour Department, No. MWA. 5766/80150-Lab-III, dated the 11th January 1967.

Resolution.

Government is pleased to make the following change in the personnel of the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA. 5766/80150-Lab-III, dated the 11th January 1967, to hold enquiries into the conditions

prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes etc., is carried on and to advise Government in the matter of fixation of the minimum rates of wages to the employees employed in that employment :—

(1) Shri Vadilal R. Shah, President, All India Plastics Manufacturers' Association, 133, Mahatma Gandhi Road, Bombay-1, should be appointed as a member representing employers in place of Shri Kantikumar R. Podar, C/o. Podar Plastics Private Limited, Podar Chambers, Parsec Bazar Street, Fort, Bombay-1.

(2) Shri A. D. Sawant, General Secretary, Indian Plastics Kamgar Sangh, Mazdoor Karyalaya, 346, Ghodbunder Road, Andheri, Bombay-61, should be appointed as a member representing employees in place of Shri Indravadan Oza, President, Indian Plastics Kamgar Sangh, Mazdoor Karyalaya, 346, Ghod Bunder Road, Andheri, Bombay-61.

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

(Sd.) J. CARVALHO,
Under Secretary to Government.

ANNEXURE A3

Minimum Wages Act, 1948.

Appointment of a Committee under
the Employment in any Plastic
Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT,

Resolution No. MWA. 5766/11644/LAB-III,
Sachivalaya, Bombay-32, 3rd April 1969.

Read.—Government Resolution, Industries and Labour Department, No. MWA. 5766/80150/LAB-III, dated the 11th January 1969.

Resolution.

Government is pleased to make the following change in the personnel of the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA. 5766/80150/LAB-III, dated the 11th January 1969, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes etc., is carried on and to advise Government in the matter of fixation of the minimum rates of wages to the employees employed in that employment :—

Shri Vithalrao Jadhav, General Secretary, Marathwada Rashtriya General Machinery Mazdoor Sangh, Mills Road, Nanded, should be appointed as a member representing employees in the place of Shri Syed Ahmed Razaq Razvi, Labour Leader, At Dewan Devadi, Angwibad Road, Opp. Datta Printing Press, Aurangabad.

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

(Sd) S. A. VAIDYA,
Under Secretary to Government.

ANNEXURE B

Telephone No. 378182

No. CL/T/PLA/

OFFICE OF THE MINIMUM WAGES
COMMITTEE FOR PLASTIC INDUSTRY
COMMERCE CENTRE, 6/7TH FLOOR,
TARDEO, BOMBAY-34.

From

Shri H. A. Sathe,
Assistant, Commissioner of Labour and
Secretary, Minimum Wages Committee for
Plastic Industry, Bombay.

To

Subject—Questionnaire.

Sir,

The Government of Maharashtra has constituted a Committee to hold enquiries into the conditions prevailing in the employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extrusion or casting by application singly or together with heat and or pressure or both or other similar work or work incidental to such process is carried on in the State of Maharashtra. Your attention is invited to the terms of reference to the said Committee contained in Industries and Labour Department Resolution No. MWA. 5766/80150-LAB-III, dated the 11th January 1967. The Committee has framed a questionnaire covering the terms of reference. I am desirous by the Committee to forward herewith a copy of the said questionnaire. I shall be glad if you will kindly favour the Committee with your replies to the various questions listed in the questionnaire.

2. If you have information, statistical or otherwise in addition to what is required under various questions in the questionnaire and which you think would be relevant and useful to the Committee, you may forward the same along with your replies to the questionnaire. In all *Ten Copies* of your replies to the questionnaire and other papers may be sent to the undersigned within 10 days of the receipt of this letter.

3. You may also intimate to the undersigned whether you or any other representative of your Organisations would like to tender oral evidence before the Committee at the public sittings. If so, the name of such person may be communicated to the undersigned so that he will be informed of the date and place of public sittings when his evidence will be recorded.

4. It is needless to say that your co-operation and assistance will be greatly appreciated by the Committee.

Thanking you,

Yours faithfully,

Encl:—Questionnaire

(Signed) H. A. SATHE,
Secretary,
Minimum Wages Committee for Plastic Industry,
Bombay.

QUESTIONNAIRE

Please give information in respect of your Concern/Trade Union/Association in the following points:—

1. Name of the Concern/Trade Union/Association of employers and address.

2. In the case of Trade Union, please state the Registration number and the number of members the union has out of the workers employed in the Plastic Industry.

3. In the case of Association, please state the number of concerns or units which are members of the Association.

4. In the case of the concern, please state whether it is Public Limited/Private Limited/Proprietary or Partnership concern.

5. Full name of the Owner/Occupier/Manager.

6. The year in which the concern started working.

7. Whether the concern is registered under—

(a) The Shops and Establishments Act ..

(b) The Factories Act, or ..

(c) Unregistered

8. Please describe in detail various processes and work done in your concern and the products manufactured.

9. Please give information as regards the number of regular employees classified according to age and sex together with wages and classification in the following table:—

Category of occupation	Nature of work performed	Number of persons employed				Min. basic wage per day	Min. D.A. per day	Other Allowances	Classification Unskilled, Semi-skilled or Highly Skilled
		Men	Women	Adolescents between 15 & 18	Children below 14 or 15 years of age				
1	2	3	4	5	6	7			

10. Please furnish the information regarding the number of employees employed by contractors in the following tables:—

Category of occupation	Nature of work performed	Minimum basic wage per day	Minimum D.A. per day	Other Allowances per day
1	2	3	4	5

11. Please state whether the minimum rates of wages should be fixed zonewise, if so, please indicate the area proposed to be covered by the zones.

12. Please give figures about the financial position of your concern for the last three calendar or financial years in the following table:—

Particulars	Years		
	1964-65	1965-66	1966-67
(a) Total capital employed			
(b) Profits after depreciation but before taxation.			
(c) Total factory wages of workers ..			
(d) Total amount of salary paid to other staff ..			
(e) Amount of bonus paid			

13. What are the leave benefits in your concern and the expenditure thereon for the last three years, under the following heads:—

Leave benefit	Number of days in a year	Expenditure years		
		1964-65	1965-66	1966-67
(a) Privilege leave				
(b) Casual leave				
(c) Sick leave				
(d) Paid holidays				

14. Are there any awards or settlements in force? If so, please state the page number and the date of the Government Gazette in which the same has been published. If the settlement or award is not published then furnish three copies thereof.

15. Whether the workmen in your concern are entitled to the following benefits:—

- (a) Provident Fund
- (b) Maternity benefit
- (c) Benefit under the Employees' State Insurance Scheme
- (d) Any other type of benefit

16. Do you think that the existing wages in the Plastic Industry need any revision? If so, to what extent? Please give reasons.

17. Have you any suggestion or observations to make on the terms of reference? If so, give reasons.

ANNEXURE ' C '

Visits to the Plastic Manufacturing Units for on the spot inquiry

Serial No.	Date	Place	Name and Address
1	6th April 1967	Bombay	1. Jaising Plastic Industry, Chakla Village, Andheri-Kurla Road, Andheri. 2. Gandhi Industries, Churiwadi, Goregaon (East).
2	7th April 1967	Bombay	Podar Plastic Industry, Shakti Mills Compound, Parel T. T.
3	27th April 1967	Bombay	1. Kataria Optical Factory, Jacob Circle, Bombay-11. 2. Mhatre Pen and Plastic Industries, Dadar. 3. Balkrishna Pen and Plastic Industries, Andheri. 4. Indian Plastics Ltd., Kandivli.
4	18th April 1968	Bombay	1. Bright Brothers Private Ltd., Agra Road, Bhandup, Bombay-78. 2. Blow Plast Pvt. Ltd., Opp. J. B. Advani Orlikon Electrodes Pvt. Ltd., Bombay-Agra Road, Bhandup, Bombay-78. 3. Balkrishna Pen and Plastic Mfg. Co. Ltd., Dhiraj Square, Nagardas Road, Andheri, Bombay-69.
5	27th April 1968	Poona	1. Spica Industries, Hadapsar, Poona. 2. Kalpana Industries, Hadapsar, Poona. 3. Pratibha Plastics, Poona-Bombay Road, Poona. 4. Swastik Plastics Products, 513, Shanwar Peth, Poona-2.

ANNEXURE ' D '

Recording of evidence at Bombay

Serial No.	Date	Place	Name	Representing
1	18th June 1968	Bombay	Shri N. M. Nanavati, Hon. Secretary, All India Plastics Manufacturers' Association, Bombay.	Employers.
2	18th June 1968	Bombay	Shri A. H. Shrikant, Aiyar, Secretary, All India Plastics Manufacturers' Association.	Employers.
3	18th June 1968	Bombay	B. Damodar, President, The Plastic Bangle Workers' Union, Bombay-72.	Employees.

ANNEXURE ' E '

*Raw materials used in the industry and manufacturing process***Thermosetting**

Serial No.	Name of Raw Material	Source of availability	Process
1.	Phenol Formaldehyde ..	..	Indigenous .. Compression Moulding.
2.	Urea Formaldehyde ..	..
3.	Melamines ..	..

End uses of Thermosetting.—Buttons, Crockerics, Ash Bowls, Lavatory Seats, Radio Cabinets and Parts, Iron Shaver bodies, various parts of electrical articles like Switch, Socket, Starter, Bobbin, Automobile industry parts, Knobs etc.

Thermoplastics

Serial No.	Name of Raw Material	Source of supply	Process	Articles and end use
1	Polystyrene ..	Indigenous ..	Injection Moulding	Combs, soap boxes, household articles, stationery and novelties and general articles.
2	High Impact Polystyrene.	Do. ..	Do. ..	Combs, household articles, stationery, refrigeration parts, lamp shades, fan covers, toasters, shavers, water metal parts, etc.
			Vacuum Forming.	Novelties, display and decorative articles, Refrigeration parts, pannels, tray etc.
			Extrusion ..	Sheets, profiles, lights, fixtures and shades.
3	Polyethylene and High Density Polyethylene.		Injection Moulding.	Crockerics, household articles, soap boxes, buckets and basins, fan covers, etc.
			Blow Moulding	Bottles, water flask, petrol containers, pharmaceutical containers, food containers, industrial sprayers, floats household articles and other packing materials for chemical, food, drug and general industries.
			Extrusion ..	Tubular films, pipes, sleeves, profiles, furnitures, canes, fishing nets, wires, mono filaments etc.

ANNEXURE 'E'—contd.

Serial No.	Name of the Raw Material	Source of supply	Process	Articles and end use
4	Cellulose	..	Injection Moulding.	Combs, bangles, fountain and ball pens, spectacle frames, T.B. handles etc.
			Extrusion ..	Umbrella handles, tubes, rods, profiles, etc.
5	P. V. C.	.. Indigenous	(1) Injection Moulding.	Shoes, sandals, brushes, fan covers, industrial parts etc.
			(2) Extrusion.	Pipes, tubes, sleeves, profiles, electrical cables and wires, sheets, tiles etc.
			Vacuum forming	Crockeries, trays, machine covers, Refrigeration parts and body, helmets etc.
6	Cellulose imported acetate Butyrate.		(i) Injection Moulding.	Bangles, fountain and ball pens, tooth brush handles, hammer tips, screw driver handle, knobs etc.
7	Polypropelene	..	(ii) Extrusion injection.	Pipel tubes, profiles, lamp shades, crockeries, furniture, fan parts, combs, soap boxes, household articles, chair wheel, tips, bushes etc.
8	Nylon polyamides.	Imported	.. Injection	.. Rings, washers, bushes, gears, pulleys, bobbing tips, food mixer parts and other industrial spare parts for various industries.
9	Derlin (Acetate copolymer).	Imported	.. Injection	.. Road and gramophone industry bushes, gears, pulley, textile parts and other industrial compounds to replace metal parts generally.
10	Acrylic (Acetate copolymer).	Imported	.. Injection	.. Radio and other lenses, caps, food mixer and other industrial and household articles requiring high glass and transparent.

ANNEXURE ' F '

Units which are in production or which are likely to go into production of raw materials

Serial No.	Name of the Company	Raw material
1	Union Carbide India Limited, Bombay.	Polyethylene, Butyl Alcohol, Acetic Acid, Ethyl Acetate, Ethyl Hexanol, Dioctyl phthalate.
2	National Organic Chemicals Industry Limited, Bombay.	P. V. C. Ethylene, Propylene, Benzene, Butadiene, Ethylene Oxide, Polyethylene Glycol, Ethylene Dichloride, Propanol, Ethyl Hexanol.
3	Polyolefines Plant, Bombay	.. High density polyethylene, Processed Polyethylene, Ziegler Catalysts.
4	Chemicals and Plastics India Limited, Madras.	P. V. C.
5	Herdillia Plant, Madras	Caprolactumphenolic and Alkyd Resins, Plasticisers, Acetate Rayons, Solvents Plastics, P. V. C.
6	Hindustan Polymers Limited, Andhra Pradesh.	Polystyrene.
7	Mysore Acetate and Chemicals Company Limited, Bangalore.	Cellulose Acetate.
8	Koyali-Baroda	P. V. C. Polyethylene, Polystyrene.
9	Barauni—Bihar	Polypropylene Caprolactum, Nylon Intermediates.
10	Haldia—West Bengal	Polyethylene.

ANNEXURE ' G '

Statement showing number of meetings held

No.	Date	Place	No.	Date	Place
1	28th January 1967	Bombay.	18	17th February 1969	Bombay.
2	1st March 1967 ..	Do.	19	11th March 1969 ..	Do.
3	8th April 1967 ..	Do.	20	12th March 1969 ..	Do.
4	28th April 1967 ..	Do.	21	18th March 1969 ..	Do.
5	26th October 1967	Do.	21	6th May 1969 ..	Do.
6	10th November 1967	Do.	21	7th May 1969 ..	Do.
7	15th December 1967	Do.	21	8th May 1969 ..	Do.
8	17th April 1968 ..	Do.	22	14th May 1969 ..	Do.
9	18th August 1968 ..	Do.	23	15th May 1969 ..	Do.
10	30th August 1968 ..	Do.	23	24th May 1969 ..	Do.
11	19th September 1968	Do.	24	25th May 1969 ..	Do.
12	28th October 1968	} Do.	24	31st May 1969 ..	Do.
12	29th October 1968		25	18th June 1969 ..	Do.
13	19th November 1968	} Do.	26	19th June 1969 ..	Do.
13	20th November 1968		26	21st July 1969 ..	Do.
14	11th December 1968	Do.	27	29th July 1969 ..	Do.
15	19th December 1968	Do.	28	30th July 1969 ..	Do.
16	27th December 1968	Do.	29	19th August 1969 ..	Do.
17	11th January 1969	} Poona.	29	20th August 1969 ..	Do.
17	12th January 1969		30	27th August 1969 ..	Do.

**Maharashtra Government Publications
can be obtained from—**

THE DIRECTOR

Government Printing and Stationery,
Publications Branch, Charni Road Gardens,
Netaji Subhash Road . . . BOMBAY-4

THE SUPERVISOR

Government Book Depot,
(for Central Government Publications)
Charni Road Gardens,
Netaji Subhash Road . . . BOMBAY-4
(Sale on counter only)

THE MANAGER

Government Photozinc Press
and Book Depot POONA-1

THE MANAGER

Government Press and Book Depot
Civil Lines NAGPUR-1

THE ASSISTANT DIRECTOR

Government Stationery Stores and
Book Depot AURANGABAD

THE HIGH COMMISSIONER FOR INDIA

India House
Aldwych LONDON, W.C.-2

AND

THE RECOGNISED BOOK SELLERS
