



सत्यमेव जयते

GOVERNMENT OF GUJARAT

Education and Labour Department

REPORT OF THE
COMMITTEE APPOINTED BY THE GOVERNMENT
OF GUJARAT, UNDER MINIMUM WAGES
ACT, 1948 IN THE MATTER OF REVISION
OF MINIMUM WAGES IN THE
EMPLOYMENT IN PUBLIC MOTOR
TRANSPORT

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GOVERNMENT OF GUJARAT,
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IN THE MATTER OF
REVISION OF MINIMUM WAGES
IN THE EMPLOYMENT
IN PUBLIC MOTOR TRANSPORT
1964

Chairman :-

Shri J. K. MODI

Members :-

Shri L. H. PATEL

Shri N. M. BAROT

Secretary :-

Shri A. N. RAM

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CHAPTER I

INTRODUCTION

1.1. Appointment of the Committee.

The Government of Gujarat by its Resolution, Education and Labour Department No. MWA/1058/18738(i)-I, dated 7th April, 1962 (Appendix A) appointed the Committee under Clause (a) of sub-section (i) of Section 5 of the Minimum Wages Act, 1948 (XI of 1948). The original constitution of the Committee was as follows :

- | | |
|---|----------------------------------|
| Shri Jamiatram K. Modi
Dhebarbhai Road,
Rajkot. | Chairman. |
| Shri C. M. Parikh, B.A.,LL.B.,
Member, G. S. R. Transport Corporation,
Kaira. | .. Employers'
representative. |
| Shri Navinchandra Motilal Barot,
Majoor Mahajan Sangh,
Bhadra, Ahmedabad. | .. Employees'
representative. |

Shri A. N. Ram, Assistant Commissioner of Labour, Ahmedabad, was appointed as Secretary to the Committee in addition to his own duties.

On 4th July, 1962, the General Manager of the G. S. R. T. Corporation, Ahmedabad, informed Government about the resignation of Shri C. M. Parikh as a member of the Committee and communicated the recommendation of the Corporation of the name of Shri Maneklal M. Gandhi, Kalol (Dist. Panchmahals), a Board Member of the Corporation, for appointment in the vacancy thereby caused. By Government Resolution, Education and Labour Department No. MWA-1058-1058/2217(iii)-I, dated 23rd August, 1962 (Appendix B), the resignation tendered by Shri C. M. Parikh was accepted and Shri Maneklal M. Gandhi was appointed as a member of the Committee.

By Government Resolution, Education and Labour Department No. CLE/1262/2814-I, dated 15th September, 1962 (Appendix C) Shri P. C. Mehta, Assistant Commissioner of Labour, Ahmedabad was appointed as Secretary to the Committee in place of Shri A. N. Ram.

Shri Maneklal M. Gandhi ceased to be a member of the Corporation Board from 4th June, 1963 and subsequently submitted his resignation as a member of the Minimum Wages Advisory Committee.

By Government Resolution, Education and Labour Department No. MWA-1063/54664-I, dated 17th August, 1963 (Appendix D), the resignation of Shri Maneklal M. Gandhi as a member of the Committee was accepted and Shri Lallubhai H. Patel, Harikunj, Katargam, District Surat, was appointed as a member in the resultant vacancy.

Again by Government Resolution, Education and Labour Department No. MWA-1063/67966-I, dated 2nd January, 1964 (Appendix E) Shri A. N. Ram was reappointed as Secretary to the Committee in place of Shri P. C. Mehta.

1.2. Terms of Reference.

The terms of reference of the Committee according to the Government Resolution, dated 7th April 1962 are to hold enquiries and advise Government in the matter of revision of minimum rates of wages in respect of employment in public motor transport fixed under the said Act under the former Government of Bombay Notifications No. 146/48-V, dated 27th December, 1951 and No. 2443/48, dated 18th November, 1954, the former Saurashtra Government Notification No. LAB/6-17(7), dated 30th March, 1952 and the former Bombay Government Notification No. MWA-2058(K)-J, dated 4th September, 1959. These notifications are reproduced at Appendix F.

1.3. Procedure followed by the Committee.

The Committee after considering the various points arising out of the terms of reference, decided to issue questionnaires to the individual employers and to the trade unions. Copies of the said Questionnaires issued are given in Appendices G and H.

It may be pertinent to point out that as far as individual employers are concerned, questionnaires were issued to about 2,500 such employers out of a total of about 15,400 operators. Questionnaires were also issued to 28 Trade Unions in the industry.

Apart from large employers like S.T., A.M.T.S., etc., and the unions, the response to the questionnaires was not very encouraging in spite of the fact that one reminder was issued. The Committee also heard the parties in person at important centres like Ahmedabad, Baroda, Surat, Nadiad, Jamnagar and Rajkot. Prior to these hearings full publicity was given in the Press and certain employers were also individually requested to attend the meetings. Attendance at such meetings, however, was not as expected as far as the smaller employers were concerned. The Committee held in all 18 meetings.

CHAPTER II

PREVAILING RATES OF WAGES IN THE INDUSTRY

2.1. Gujarat State Road Transport Corporation, Ahmedabad.

As far as passenger transport in the State is concerned, the G.S.R.T. Corporation is the largest single employer, employing about 16,000 workmen. The wages and other conditions of service of workmen are governed by a settlement dated 5-3-1962 entered into by the management with the State Transport Workers' Union. The scales of pay are as under :—

<i>Category.</i>	<i>Scales of Pay.</i>
Watchman	Rs. 30-1-40.
Sweeper	Rs. 30-1-40.
Peon	Rs. 30-1-40.
Helper/Mazdoor	Rs. 32-1-36-2-50.
Assistant Artisan/Store Assistant 'C'	Rs. 40-2-60-3-84.
Artisan 'B'/Store Assistant 'B'/ Plumber,	Rs. 60-4-80-5-100.
Artisan 'A'/Store Assistant 'A'	Rs. 70-5-100-6-130.
Head Artisan/Leading Hand	Rs. 100-6-136-EB-8-160.
Warner/Attendant	Rs. 30-1-40.
Conductor	Rs. 40-2-50-3-80-5-90.
Driver	Rs. 50-3-80-5-100.
Traffic Controller	Rs. 52-4-80-5-110.
Assistant Traffic Inspector	Rs. 60-5-120-EB-7 1/2-150.
Writer (Matriculates and non- matriculates)	Rs. 45-3-75-5-100.
Checkers	Rs. 30-2-60.
Khalasi	Rs. 30-1-40.
Tapali	Rs. 30-1-40.
Chokidar	Rs. 30-1-40.
Waterman	Rs. 30-1-40.
Porter	Rs. 30-1-40.
Karkun	Rs. 45-3-75-5-100.
Telephone Assistant	Rs. 45-3-75-5-100.
Mechanic (C.S.)	Rs. 70-5-100-6-130.
Naik	Rs. 35-1-55.
Havildar	Rs. 50-1-55-2-65.
Painter (C.S. & R.W.A./Stores)	Rs. 40-2-60-3-84 (To be adjusted in the scale.)
Carpenter (C.S. & R.W.A./Stores)	Rs. 40-2-60-3-84 (To be adjusted in the scale)
Gate Keeper	Rs. 40-2-60-3-75.

The workmen are in addition paid dearness allowance at Government rates. They also receive benefits of Provident Fund, Gratuity, House Rent Allowance, Compensatory Local Allowance, Travelling allowance, Daily allowance, Line allowance, Washing allowance, Night out allowance, Mail allowance, Uniforms, leave etc.

2.2. Ahmedabad Municipal Transport Service, Ahmedabad.

The Ahmedabad Municipal Corporation runs the City Service in Ahmedabad City. About 2,700 workmen are employed in the A.M.T.S. The A.M.T.S. and the Motor Drivers' and Motor Workers' Association, Ahmedabad had entered into a settlement on 10th May, 1961 on the question of wages and other conditions of service of the workmen and the scales of pay are as under :

<i>Category</i>	<i>Scales of Pay</i>
Conductors etc.	.. Rs. 40-2-50-4-70-5-85
Drivers	.. Rs. 65-3-80-4-100-5-105
Junior Controllers	.. Rs. 40-2-50-4-70-5-85
Controllers	.. Rs. 50-3-80-5-100
Controller Helpers	.. Rs. 40-2-50-4-70-5-85
Senior Controllers	.. Rs. 65-3-95-5-115
Checkers	.. Rs. 65-3-95-5-115
Assistant Traffic Inspectors	.. Rs. 70-4-90-5-125
Hostess	... Rs. 75-5-100-8-140-EB-10-200
Head Drivers	(a) Rs. 75-5-125-5-150 Only for 5 Head Drivers-Selection Grade.
	(b) Rs. 75-5-130 Remaining Head Drivers.
Conductor Instructor	.. Rs. 150-10-250
Driver Instructor	.. Rs. 150-10-250
Mechanical Instructor	.. Rs. 150-10-250
Traffic Inspectors	.. Rs. 100-8-140-10-200
Starter	.. Rs. 65-3-95-5-105
Vakra Branch Supervisor	.. Rs. 65-3-95-5-105
Advertising Supervisor	.. Rs. 65-3-95-5-105
Assistant Vakra Branch Supervisor, Paricharika and Telephone Operator.	Rs. 40-2-50-4-70-5-85
WORKSHOP	
Vehicle Examiner	.. Rs. 125-10-185
Head Electrician (Wiring & Chargeman)	Rs. 150-10-200
Chargeman	.. Rs. 150-8-190-10-200
Mechanic	.. Rs. 120-5-180.
Welders	.. Rs. 120-5-180
Senior Electricians	.. Rs. 125-5-180.
Head Painter	.. Rs. 100-5-155
Head Turner	.. Rs. 100-5-155
Head Carpenter	.. Rs. 100-5-155

<i>Category</i>	<i>Scales of Pay</i>
Dynamometer Operator	.. Rs. 100-5-155
Crypton Test Bench Operator ..	.. Rs. 100-5-155
Fitter Class I ..	.. Rs. 80-5-140
Fitter Class II ..	.. Rs. 60-4-100-5-105
Tin Smith	.. Rs. 75-4-95-5-105
Painter	.. Rs. 75-4-95-5-105
Iron Smith	.. Rs. 75-4-95-5-105
Body Smith	.. Rs. 75-4-95-5-105
Upholsterer	.. Rs. 75-4-95-5-105
Machinist	.. Rs. 75-4-95-5-105
Lubricating Inspector	.. Rs. 75-4-95-5-105
Electrician	.. Rs. 60-5-140
Wireman	.. Rs. 60-5-140
Vulcaniser	.. Rs. 50-4-90-5-105
Hammerman	.. Rs. 50-4-90-5-105
Salvage Attendant	.. Rs. 55-4-95-5-105
Watch and Ward Supervisor	.. Rs. 55-4-95-5-100
Vehicle and Log Sheet Attendant	.. Rs. 50-4-90
Assistant Body Smith..	.. Rs. 55-4-95-5-100
Mukadam	.. Rs. 40-1-50-2-60
Gardener (Workshop)	.. Rs. 35-1-50
Battery Boy	.. Rs. 35-1-50
Helper	.. Rs. 35-1-50
Cleaner	.. Rs. 35-1-45
Pump Operator	.. Rs. 35-1-45
Watchman	.. Rs. 35-1-45
Peon	.. Rs. 35-1-45
Sweeper	.. Rs. 35-1-45
Waterman (Only graded posts)	.. Rs. 35-1-45
Coolie	.. Rs. 35-1-45
Attendant Boy	.. Rs. 35-1-45
Mali (Traffic)	.. Rs. 35-1-45
Senior Watch & Ward Supervisor	.. Rs. 60-4-80-5-105
Uniform Washing Attendant	.. Rs. 40-2-50-4-70-5-85
Radiator Repairer	.. Rs. 75-4-95-5-105
Bailiff	.. Rs. 40-2-50-4-70-5-85
Store Labourer	.. Rs. 35-1-45
Jamadar	.. Rs. 40-2-58-3-70

Dearness allowance is in addition paid according to the rates prescribed by the Municipal Corporation of Ahmedabad. Workers are also entitled to the benefits of Provident Fund, Washing allowance, Uniforms, Leave, etc.

2.3. Parikh Transport Company, Kapadvanj.

This Company is engaged in the business of goods transport and employs about 80 workmen. The wages have been determined by a

settlement reached on 18th March, 1963 between the management and the Mahagujarat Goods Transport Employees' Union, Baroda.

Skilled workmen	.. Rs. 85-3-100-4-120-5-130
Semiskilled workmen	.. Rs. 65-2-75-3-90
Unskilled workmen	.. Rs. 50-1-55-2-61-3-70

The above wages are consolidated and no separate dearness allowance is paid. Workers are also entitled to the benefits of Daily allowance, leave and uniform.

2.4. Navjivan Transport, Jamnagar.

There are about 30 workmen in the Company and the wages are understood to be given as per an award in terms of a settlement, dated 22nd February, 1960 reached between the management and the Transport Industries Kamdar Mandal, Jamnagar.

Inspectors, Drivers and Booking Clerks	.. Rs. 65-3-95
Time Controllers, Conductors	.. Rs. 39-2-59
Helpers, Cleaners, Garage boys, Chokidars, Peons, Store Coolies	.. Rs. 26-1-36

In addition the workmen are paid a flat dearness allowance of Rs. 30 P.M.

2.5. Jamnagar Municipal Transport Service, Jamnagar.

The Jamnagar Municipality was understood to have started a city passenger service from 29th October, 1963. The scheduled strength of workmen employed is about 110 and the rates of wages are as follows :

<i>Designation</i>	<i>Grade</i>
Motor Transport Officer	.. Rs. 250-25-500 Rs. 125 as motor car allowance if a motor car is kept or, Rs. 75 as Motor Cycle allowance if Motor Cycle is kept or Rs. 60 as conveyance allowance.
Assistant Motor Transport Officer	.. Rs. 200-20-400
Workshop Foreman	.. Rs. 150-10-250-EB-15-310
Mechanic	.. Rs. 100-5-120-8-160
Assistant Mechanic	.. Rs. 75-5-100-10-150
Fitter	.. Rs. 50-2-60-3-90

<i>Designation</i>	<i>Grade</i>
Iron Smith-Cum-Welder	.. Rs. 50-5-85-EB-7-120
Cleaner	.. Rs. 30-1-40-2-50
Office Superintendent	.. Rs. 140-10-180-EB-12½-205-15-250
Dairy and Despatch Clerk	.. Rs. 55-3-85-EB-5-130
Gujarati, English Typist	.. Rs. 55-3-85-5-115-EB-7-150
Traffic Superintendent	.. Rs. 125-7-160-10-200
Assistant Traffic Superintendent...	Rs. 100-5-120-8-160
Passenger Tax Clerk	.. Rs. 55-3-85-EB-5-130
Traffic Clerk	.. Rs. 55-3-85-EB-5-130
Statistics Clerk	.. Rs. 55-3-85-EB-5-130
Accountant	.. Rs. 140-10-180-EB-12½-205-15-250
Cashier	.. Rs. 60-4-100-6-130
Store Keeper	.. Rs. 100-5-120-EB-10-170
Store Account Clerk	.. Rs. 55-3-85-EB-5-130
Fuel Clerk	.. Rs. 55-3-85-EB-5-130
Peons	.. Rs. 30-1-40-2-50
Chowkidar	.. Rs. 30-1-40-2-50
Driver	.. Rs. 55-3-85-EB-5-130
Conductor	.. Rs. 46-3-85-EB-5-130
Checker	.. Rs. 55-3-85-EB-5-130
Traffic Inspector	.. Rs. 75-5-120-10-130
Traffic Controller	.. Rs. 55-3-85-EB-5-130
Auditor Transport Branch	.. Rs. 140-10-180-EB-12½-205-15-250
Audit Clerk	.. Rs. 55-3-85-EB-5-130
Public Relations Officer	.. Rs. 100-8-140-EB-10-200

Dearness Allowance was to be on the following rates :

<i>Pay range</i>	<i>Amount of D.A.</i>
Rs.	Rs.
1 to 50	45
51 to 100	55
101 to 150	60
151 to 200	65
201 to 300	70
301 to 500	70

2.6. Eastern Stores Company, Ahmedabad.

The Company has 35 trucks and employs about 80 workmen. The wages are being paid according to a settlement reached on 18th December, 1962 between the Company and the Engineering Transport and General Workers' Union, Ahmedabad and the Miscellaneous Mazdoor Sabha, Ahmedabad.

The monthly wages (including D.A.) are settled as follows:

Skilled Workmen	... Rs. 90-4-130-5-165
Semiskilled Workmen	... Rs. 80-3-110
Unskilled Workmen	... Rs. 66-2-90

Workmen also receive benefits of gratuity, leave, uniforms, etc.

2.7. Navanagar Transport Company, Jamnagar.

In the case of the Navanagar Transport and Industries Ltd., Jamnagar, there is an award of the Industrial Tribunal Shri N. L. Vyas (B. G. G. Part I-L, dated 21st January, 1960, P. 200). The Tribunal awarded an increase of Rs. 8 P.M. to Inspectors, Checkers and Drivers, Rs. 5 P.M. to Time Controllers and Conductors and Rs. 3 P.M. to Helpers, Cleaners, Garage Boys, Watchmen, Peons and Store Coolies in the then existing rates of wages which were as follows :

Inspectors, Drivers, Checkers	.. Rs. 65 to 73
Time Controllers, Conductors	.. Rs. 39 to 48
Helpers, Cleaners, Coolies	.. Rs. 26 except peons who get Rs. 28½

Secondly all the classes of workmen were also awarded a flat rate of Rs. 30 P.M. instead of the then existing rate of Rs. 26 P.M.

2.8. The Committee had also collected information orally from the parties at the time of the visit to the various centres. This information as well as the information received in reply to the Questionnaire is summarised in the following table :

Table showing information regarding wages collected by the Committee at the time of visits to the various Centres and as per replies to the Questionnaire.

Name of the Party.	No. of Trucks.	No. of Em-plo-ees.	Wages paid to				Remarks.
			Drivers.	Mehtaji, clerks etc.	Mazdoor.	Cleaners.	
1	2	3	Rs. 4	Rs. 5	Rs. 6	Rs. 7	8
1. Devji M. Parmar, Surat...	1	6	125	100	2.50 per day.	—	—
2. Maganbhai C. Mistry, Navsari.	1	4	(Self Driven)	—	2.00 per day.	—	—
3. Manilal M. Shah, Surat...	3	8	120 to 130.	—	—	60 to 70	In addition, each driver and conductor is paid Rs. 7.50 P.M. as bhatta.
4. Dahyabhai Himatlal & Co. Baroda.	22	86	Local Rs. 90 Home route Rs. 90+(Rs. 3 per day) Long route Rs.90 +(Rs.5 per day)	Booking Clerks 60 to 70; Acctt. Clerks Inter 80 to 85; Graduates Rs. 125.	—	70 to 85	Clerks are given outstation allowance of Rs. 25 P.M. if transferred outside.
5. Gatulal Vrijlal Patel, Baroda.	6	12	140	—	—	75	—
6. Shah Brothers & Co. Rajkot.	1	2	150	—	—	60	Night out allowance of Rs. 3 to Driver and Rs. 2 to Cleaner.
7. Thunder Bird & Co., Rajkot.	2	7	200	—	—	80	—
8. Rajkot Bhar Khatara Malik Mandal.	—	—	80 to 125	—	—	40 to 70.	There are about 100 members in the Mandal, most of them owing one Truck each. Each of them is reported to have had 15 years standing in this Business.

	1	2	3	4	5	6	7	8
9. Jamnagar Motor Transport Union Ltd., Jamnagar.	26	102	3.50 per day.	2.50 per day.	—	—	2 per day	Conductors, Asstt. Machanic, Asstt. Fitter, Asstt. Accountant 2.50 per day; Fitter, Mechanic, Carpenter, Accountant Cashier 3-50 per day; Pattawalas 2.00 per day.
10. K. G. Trivedi & Co., ..	3	6	125	—	—	—	45 to 60.	Drivers are given Rs. 2.75 Bhatta per day. Cleaners are given Rs. 1.00 bhatta per day.
11. Jeramdas Jamnadas & Co., Morvi.	2	5	115 to 125.	—	—	—	75	Manager Rs. 230; Conductors Rs. 85 to 90.
12. Sagar Transport & Co., Jam-Khambhalia.	—	6	150	40	—	—	60	Depot Manager Rs. 150 Conductor Rs. 90.
13. Limbdi Municipal Passenger Bus Servie, Limbdi.	5	24	65-2-85	—	—	—	26-1/3-29	Accountant Rs. 30+ Allowances Clerk, Station-in-charge, Store-keeper Rs. 40-3-70+ Allowances; Depot Manager Rs. 30+ Allowances; Mechanic-cum-Driver Rs. 75-5-90; Conductor Rs. 40-1-50.
14. Charotar Vidyamandal Bus Service and Charotar Truck Transport, Vallabhvidyanagar.	8	30	6.34	—	—	2.88	2.88	Mechanic, Clerk and Checker Rs. 4.62 Bus Controller Rs. 7.31 Fitter Rs. 6.62 Oiler, Conductor Rs. 2.88
15. General Motor Transport Co., Umreth.	15	28 (Perma- ment).	125	—	—	—	60	Fitter Rs. 115 Pattawala, Helper Rs. 40
16. Shri Khodiyar Transport Co., Kapadwanj.	4	6	80 to 90.	80	—	—	40 to 45.	—
17. Mohamedbhai and Co., Ahmedabad.	4	—	100	70 to 95	—	—	2.25	—
18. New Ahmedabad Transport Co., Ahmedabad	4	14	150	100 to 120.	—	—	—	Fitter Rs. 135.
19. Kannaiyalal Vadilal Ahmedabad.	1	2	120	—	—	75	—	—
20. Sagar Transport Co., Ahmedabad.	2	10	135 to 150.	100	—	—	50 to 60	—

CHAPTER III

VIEWS OF EMPLOYERS AND TRADE UNIONS

3.1. The Gujarat State Road Transport Corporation, Ahmedabad.

The General Manager of the G.S.R.T. Corporation, Shri Sadhwani, I.A.S., appearing before the Committee stated that 97% of the road passenger transport in the State was now with the Corporation; that the employees were well organised into a union which had entered into settlements with the management on the question of wages and working conditions of the workmen. According to Shri Sadhwani such a settlement should form a guide to the fixation or revision of minimum wages in the industry, especially when account is taken of the fact that the Corporation has no profit motive; that the Capacity of the industry could not be altogether ignored. Again, it has to be considered that a rise in wage bill would ultimately lead to an increase in fares, which burden would have to be ultimately borne by the public. He was also of the opinion that the minimum wages should be fixed uniformly throughout the State, in view of the "Mobile" character of the industry.

3.2. The Ahmedabad Municipal Transport Service, Ahmedabad.

Shri Shukla, Transport Manager, A.M.T.S. while generally agreeing with the views expressed by Shri Sadhwani, pointed out that in the City service there was the handicap of "One way traffic"; further the frequency of services was very great as compared with out-station services. He was of opinion that considering the present prices, a worker would require at least Rs. 100 p.m. to maintain himself and his family.

3.3. Ahmedabad Clearing and Carting Merchants' Association and Gujarat Chamber of Commerce.

The representatives of the above associations were of opinion that a moderate increase in wages may not affect the industry to a great extent; however, they pointed out that the incidence of taxation and increase in prices of petrol and spare parts were the main handicaps. They were of opinion that minimum wages should not be fixed at such a level, as would bring old and new workers in parity; that certain incentives ought to be there in order to maintain efficiency of workers. They were of the view that at the existing level of prices a worker may require at least Rs. 100 p.m. to maintain himself and his family (3 consumption units).

3.4. Shri Ramesh Dave, (M/s. K. G. Trivedi & Co.), Shri Ishwarlal Mohanlal (General Motor Transport Co.), and Shri H. M. Avashia, (Charottar Vidya Mandal) appearing before the Committee at Nadiad, stated that a workman would require about Rs. 150 to lead a decent life.

3.5. Shri N. P. Dave, appearing at Baroda on behalf of Dahyabhai Himatlal and Co., stated that a driver may require at least Rs. 120 p.m. to maintain himself and his family; Shri Ramanlal Jethalal Brahmhatt, Secretary of the Gujarat Autorickshaw Association, Baroda, estimated that a worker would require about Rs. 100 to Rs. 125 in the present days to maintain himself and his family; Shri Gatulal Patel of Baroda (employer) estimated this amount at Rs. 125.

3.6. Shri J. Nathubhai, representative of Devji M. Parmar, Surat and Shri Maganbhai C. Mistry of Navsari, who appeared before the Committee at Surat estimated that a driver may require about Rs. 150 to maintain himself and his family: according to them the Mazdoors and Cleaners may require less as most of the family members were also employed. Shri Mistry also stated that drivers of Goods Transport services are generally paid Rs. 125 to Rs. 150 during the season in Navsari; during the off-season (monsoon) when there is no work, permanent drivers are given half the pay.

3.7. Shri Chandrakant Modi of Thunder Bird and Co., Rajkot stated that a driver may require on an average Rs. 150 p.m. for maintenance, while a cleaner may require about Rs. 120 p.m. The representatives of the Rajkot Bhar Khatara Malik Mandal, while stating that an average family expenditure of a workman at the present prices may be Rs. 150 also pointed out to certain malpractices of the drivers in the goods transport industry of taking passengers en-route clandestinely in lieu of some nominal payments.

3.8. The representatives of the Jamnagar Motor Transport Union, Ltd., Jamnagar, and the Jamnagar Municipal Transport Service, Jamnagar, were of opinion that a workman may require at least Rs. 100 p.m. to maintain himself and his family.

3.9. State Transport Workers Union, Ahmedabad.

The State Transport Workers Union, Ahmedabad in a written statement pointed out that the Public Motor Transport is divided in two main sections-Passenger Transport and Goods Transport. Drivers engaged in goods transport are generally paid between Rs. 150 to 200 p. m., in addition to certain other incidental expenses like food etc., which are borne by the management. The Gujarat S. R. T. Corporation and the Ahmedabad M.T.S., Ahmedabad are the main transport operators and the wages have been determined by means of settlements with the union. According to the Union, looking to the present prices the workmen must be entitled to receive the following wages as the minimum :

Driver .. .. .	..Rs. 150 p.m.
Conductor .. .. .	..Rs. 125 p.m.
Persons in workshop ..	..Rs. 100 p.m.

Further the union stressed upon the need to emphasise the fact that these wages are for work of only 8 hours per day.

Shri Chandulal Shah, appearing in person before the Committee, also stated that the minimum wages should be uniform for the whole State.

3.10. Majoor Mahajan Sangh, Baroda.

Shri Dahyabhai Patel of the Majoor Mahajan Sangh, Baroda, appearing before the Committee at Baroda pointed out that drivers and cleaners in chemical and textile industries were better paid and received benefits of P. F., gratuity, leave, holidays etc., and that there was no reason as to why the workers engaged in the public motor transport should not receive the same wages and benefits. He gave the following calculations regarding a balanced diet etc.

	Quantum*	Cost per day.
Cereals	14 oz.	Rs. 0.27 nP.
Pulses	3 oz.	Rs. 0.08 nP.
Sugar & Jaggery	2 oz.	Rs. 0.17 nP.
Milk	10 oz.	Rs. 0.23 nP.
Oil & Ghee	2 oz.	Rs. 0.50 nP.
Fruits	3 oz.	Rs. 0.13 nP.
Vegetables	10 oz.	Rs. 0.14 nP.
		<hr style="width: 20%; margin: auto;"/> Rs. 1.52 nP.

i.e. roughly Rs. 135 for 3 consumption units per month.
Clothing 72 yards @ Rs. 1/8 = Rs. 108 per annum or Rs. 9 per month

House rent	Rs. 17
Miscellaneous	Rs. 32
Total expenditure	= 135+9+17+32 = Rs. 193.

According to Shri Dahyabhai the average cost would be Rs. 193 at Baroda.

* The quantum is based on a pamphlet entitled "આપણા ખોરાક" issued by the Director of Information, Ahmedabad.

3.11. Maha Gujarat Transport and General Workers' Union, Ahmedabad.

In a written statement the union pointed out that it is not proper to fix different wages for workers in city or townships and for workers in the rural areas; that looking to the present prices the minimum wages should be fixed as under :

Skilled	Rs. 175 p.m.
Semiskilled	Rs. 150 p.m.
Un-skilled	Rs. 125 p.m.

3.12. Gujarat State Transport Employees' Union, Baroda.

The union in a written statement pointed out that there has been a big increase in prices of daily necessities ever since the minimum wages were fixed by the former Government of Bombay and looking to the present conditions the minimum wages should be fixed as under:

Skilled	Rs. 200 p.m.
Semiskilled	Rs. 150 p.m.
Unskilled	Rs. 125 p.m.

The union also stated that the wages should be uniform throughout the state. The union stated that according to the pamphlet "આપણા ખર્ચ" issued by the Director of Information Ahmedabad, the monthly expenses of an average family of 3 consumption units would be Rs. 196.

3.13. Shri Rasiklal Mehta, of the Majoor Mahajan Sangh, Rajkot appearing before the Committee at Rajkot suggested that the average family should be composed of 4 1/2 consumption units (Husband, wife, 3 children and one old dependent) and that the minimum wages ought to be fixed accordingly.

3.14. Shri Dinkar Oza, of the Transport Industries Kamdar Mandal, Jamnagar suggested the following rates of minimum wages (on the basis of 26 working days) :

Highly Skilled	Rs. 91 + D.A. according to Govt. rates.
Skilled	Rs. 78 + D.A. -do-
Semi Skilled	Rs. 65 + D.A. -do-
Unskilled	Rs. 52 + D.A. -do-

The running staff should also be paid steering allowance of Rs. 0.75 per day and night halt allowance of Rs. 1.50 per day. He further stated that the rates of minimum wages should be uniform throughout the State. Shri Dinkar Oza stated that he maintained his own personal account of expenditure and gave the following figures (for 3 consumption units) :

	Per month.		
	Rs.	As.	Ps.
Vegetables	13	0	0
Milk	15	0	0
Other food and fuel	62	0	0
Rent	15	0	0
Light	2	8	0
Fees	2	0	0
Insurance Premium	10	0	0
Clothing	12	0	0
Total	Rs. 131	8	0

3.15. The Secretary of the Gohilwad Kamdar Sangh, Bhavnagar in a written statement stated that the Public Motor Transport industry has made considerable progress in the last decade and is a keen Competitor to the Railways. The union further purported to point out that the working conditions particularly on the goods transport side are far from satisfactory. The union suggested the following rates of wages :

Lorry drivers	Rs. 400 p.m. + Rs. 4 per day as bhatha
Taxi and private bus	Rs. 250 p.m.
drivers.	
Cleaners	Rs. 200 p.m. + Rs. 2 per day as bhatha
Mazdoor	Rs. 150 p.m. + Rs. 2 per day as bhatha
Drivers of S.T. and	
Municipal bus service	Rs. 300 p.m. + Rs. 3 per day as bhatha.
Conductors of S.T. and	
Municipal bus services	Rs. 200 p.m. + Rs. 2 per day as bhatha.
Cleaners of S.T. and	
Municipal bus services	Rs. 125 p.m.

3.16. Shri Bipin Yagnik of the Majoor Mahajan Sangh, Bhavnagar gave the following details of expenditure of an average working class family of 3 consumption units.

Item.	Quantity		Rate in		Amount
	Sr.	oz.	Rs.		Rs.
Rice	14.02		.74		10.40
Wheat.. ..	22.16		.56		12.60
Bajri	2.26		.44		1.24
Mugdal	4.07		.56		2.36
Turdal	4.07		.60		2.53
G. Vegetables	11.08		.20		2.25
Potatoes & roots	8.14		.40		3.38
Other Vegetables	8.14		.50		4.22
Sugar	2.26		1.12		3.15
Jaggery	2.26		.46		1.29
Oil	4.07		1.50		6.33
Milk	37.16		.50		18.75
Ghee	1.13		6.50		9.14
Fruits	5.20		.50		2.81
Fish.. ..	5.20		2.50		14.06
Meat	2.26		1.75		4.92
Eggs.. ..	2½ doz.		.19(each)		5.70
Salt	1.19		.06		.10
Chillies	1.10		2.62		3.44
					<hr/>
					108.67
Clothing					
Dhoties	9	yards	1.25		11.25
Half pants	4.5	yards	2.25		10.13
Shirting	12.0	yards	1.62		19.44
Trousers	19.5	yards.	1.25		24.38
Sarees	10	yards.	1.80		18.00
Skirts	12	yards	1.75		21.00
Choli	5	yards	1.25		6.25
					<hr/>
					110.45 per yr.
					9.20 per month
					Stitching charges +2.00 " "
					<hr/>
					11.20
House rent					12.50
Miscellaneous					33.09
Food					108.67
Clothing					11.20
House rent.. ..					12.50
Miscellaneous					33.09
Total					Rs. 165.46
i. e. about					Rs. 165

CHAPTER IV

THE CONCEPT OF MINIMUM WAGES

4.1. Historical Background.

The need for fixing minimum Wages for industrial labour has everywhere been recognised, specially in sweated industries and in industries where the workmen are not organised. In England legislation was passed in 1909 for fixing minimum wages in a certain group of industries. The first minimum wage legislation was undertaken in U.S.A. in 1912 ; while in France, the minimum wage laws were passed in 1915. The International Labour Conference adopted Convention No. 26 in 1928 which laid down that wage fixing machinery should be set up in those trades wherein no arrangements exist for the effective regulation of wages by collective agreement or otherwise wages are exceptionally low.

The question of fixing minimum wages was felt in India at the beginning of the Twenties, but the Government considered the adoption of such a measure as impracticable and could not take steps to do anything practical. The Royal Commission on Labour considered the question of fixing minimum wages and recommended that necessary investigation should be made in respect of small industries like bidi making, wool cleaning, mica factories, shellac manufacturing and tanning, for determining the necessity and possibility of minimum wage-fixing machinery and that legislation should be undertaken to set up such machinery if the investigation report recommends its desirability and practicability. The Cawnpore Labour Enquiry Committee, Bombay Textile Labour Enquiry Committee, Bihar Labour Enquiry Committee, C. P. & Berar Textile Labour Enquiry Committee and U. P. Labour Enquiry Committee advocated fixation of minimum wages. The Labour Investigation Committee (Rege Committee) appointed by the Government of India in 1944 collected valuable statistical data relating to wages and earnings in many categories of employment. The Central Pay Commission appointed by the Government of India in 1946 recommended the adoption of uniform scales of pay and D.A. all over India with house

rent allowance and compensatory allowance in large towns and industrial centres. The Commission also recommended that as far as practicable a fair relativity should be maintained between rates of pay of certain classes of Civil Servants and comparable outside rates.

The question of establishing statutory wage-fixing machinery was discussed at the 3rd meeting of the Standing Labour Committee in May 1943, in the Labour Conference in September 1943 and again at the 4th meeting of the Standing Labour Committee held in January 1944 and at the 6th Labour Conference in October 1944. The Minimum Wages Bill was introduced in the Indian Legislative Assembly on the 11th April 1946 and the Dominion Legislature passed the bill on 9th February 1948.

4.2. Definition of the term "Wages".

This Committee has been appointed by the Government under the Minimum Wages Act and it would not be out of place to repeat the definition of the term 'Wages' as given under the Minimum Wages Act. Section 2(h) of the Act defines 'wages' as "all remuneration, capable of being expressed in terms of money which would if the terms of the contract of employment expressed or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment and includes house rent allowance but does not include—(i) the value of—(a) any house-accommodation, supply of light, water, medical attendance, or (b) any other amenity or any service excluded by general or special order of the appropriate Government; (ii) any contribution paid by the employer to any Pension Fund or Provident Fund or under any scheme of social insurance; (iii) any travelling allowance or the value of any travelling concession; (iv) any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment; or (v) any gratuity payable on discharge."

Regulation of wages is generally done (i) by collective bargaining (2) by unilateral action and (3) by action of Government. The method of collective bargaining between the workmen and employers presupposes the existence of a strong union in the industry concerned. In the absence of such a trade union this method is not feasible. Unilateral fixation of wages by the employers themselves has not found satisfaction with the workmen and is generally not common. When the question of regulation of wages by the State is taken up, fixation of minimum rates of wages attains prominence.

Ordinarily, the minimum wages would mean that it is a wage below which no one shall be paid in the industry concerned i.e., it is the lowest wage legally payable in a particular industry. In this connection it would be pertinent to discuss the co-related terms viz. Minimum wage, Fair wage and the Living wage

4.3. Some Decisions of the Supreme Court.

The Supreme Court of India in the case of Express News Papers (Private) Limited and another v. Union of India and others (LLJ March 1961 Vol. I page 339) have considered these terms in full details :—

“ Broadly speaking, wages have been classified into three categories, viz.,

(i) the living wage,

(ii) the fair wage, and

(iii) the minimum wage.”

“ The concept of the living wage :—The concept of the living wage which has influenced the fixation of wages, statutorily or otherwise, in all economically advanced countries is an old and well-established one, but most of current definitions are of recent origin. The most expressive definition of the living wage is that of Justice Higgins of the Australian Commonwealth Court of Conciliation in the Harvester case. He defined the living wage as one appropriate for ‘ the normal needs of the average employee, regarded as a human being living in a civilized community.’ Justice Higgins has, at other places, explained what he meant by this cryptic pronouncement. The living wage must provide not merely for absolute essentials such as food, shelter and clothing but for ‘ a condition of frugal comfort estimated by current human standards’. He explained himself further by saying that it was a wage ‘ Sufficient to ensure the workmen food, shelter, clothing, frugal comfort, provision for evil days, etc., as well as regard for the special skill of an artisan if he is one. ”

“ In a subsequent case he observed that ‘ treating marriage as the usual fate of adult men, a wage which does not allow of the matrimonial condition and the maintenance of about five persons in a home would not be treated as a living wage.’ According to the South Australian Act of 1912, the living wage means ‘ a sum sufficient for the normal and reasonable needs of the average employee living in a locality where work under consideration is done or is to be done.’ ”

"The Queensland Industrial Conciliation and Arbitration Act provides that the basic wage paid to an adult male employee shall not be less than is 'sufficient to maintain a well-conducted employee of average health, strength and competence and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such basic wage is fixed, and, provided that in fixing such basic wage the earnings of the children or wife of such employee shall not be taken into account.' In a tentative budget inquiry conducted in the United States of America in 1919 the Commissioner of the Bureau of Labour Statistics analysed the budgets with reference to three concepts, viz.

- (i) the pauper and poverty level,
- (ii) the minimum of subsistence level, and
- (iii) the minimum of health and comfort level,

and adopted the last for the determination of the living wage. The Royal Commission on the Basic Wage for the Commonwealth of Australia approved of this course and proceeded through norms and budget enquiries to ascertain what the minimum of health and comfort level should be. The Commission quoted with approval the description of the minimum of health and comfort level in the following terms :—

"This represents a slightly higher level than that of subsistence; providing not only for the material needs of food, shelter and body covering, but also for certain comforts, such as clothing sufficient for bodily comfort, and to maintain the wearer's instinct of self-respect and decency, some insurance against the more important misfortunes—death, disability and fire—good education for the children, some amusement, and some expenditure for self-development."

Writing practically in the same language, the United Provinces Labour Enquiry Committee classified levels of living standard in four categories, viz.

- (i) the poverty level,
- (ii) the minimum subsistence level,
- (iii) the subsistence plus level, and
- (iv) the comfort level.

and chose the subsistence plus level as the basis of what it called the 'minimum living wage'. The Bombay Textile Labour Inquiry Committee, 1937, considered the living wage standard at considerable length and while accepting the concept of the living wage as described above, observed as follows :—

'.....What we have to attempt is not an exact measurement of a well-defined concept. Any definition of a standard of living is necessarily descriptive rather than logical. Any minimum, after all, is arbitrary and relative. No completely objective and absolute meaning can be attached to a term like the "living wage standard" and it has necessarily to be judged in the light of the circumstances of the particular time and country.' The Committee then proceeded through the use of norms and standard budgets to lay down what the basic wage should be, so that it might approximate to the living wage standard,' in the light of the circumstances of the particular time and country.' "The minimum Wage-Fixing Machinery published by the ILO has summarised these views as follows :—

'In different countries estimates have been made of the amount of a living wage, but the estimates vary according to the point of view of the investigator. Estimates may be classified into at least three groups :

- (1) the amount necessary for mere subsistence,
- (2) the amount necessary for health and decency, and
- (3) the amount necessary to provide a standard of comfort."

"It will be seen from this summary of the concepts of the living wage held in various parts of the world that there is general agreement that the living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill-health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age. [Report of the Committee on Fair Wages (1947 to 1949), pp, 5-7, paras 6 and 7]."

"Article 43 of our Constitution had also adopted as one of the Directive Principles of State Policy that :—

'The State shall endeavour to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities...'

This is the ideal to which our social welfare State has to approximate in an attempt to ameliorate the living conditions of the workers."

"The concept of the minimum wage :—'The International Convention of 1928 prescribes the setting up of minimum wage-fixing machinery in industries in which no arrangements exist for the effective regulation of wages by collective arrangement or otherwise and wages are exceptionally low.'

As a rule, though the living wage is the target, it has to be tempered even in advanced countries, by other considerations, particularly the general level of wages in other industries and the capacity of industry to pay. This view has been accepted by the Bombay Textile Labour Inquiry Committee which says that 'the living wage basis affords an absolute external standard for the determination of the minimum' and that "where a living criterion has been used in the giving of an award or the fixing of a wage, the decision has always been tempered by other considerations of a practical character."

"In India, however, the level of the national income is so low at present that it is generally accepted that the country cannot afford to prescribe by law a minimum wage which would correspond to the concept of the living wage as described in the preceding paragraphs. What then should be the level of minimum wage which can be sustained by the present stage of the country's economy? Most employers and some Provincial Governments consider that the minimum wage can at present be only a bare subsistence wage. In fact, even one important all-India organization of employees has suggested that 'a minimum wage is that wage which is sufficient to cover the bare physical needs of a worker and his family.' Many others, however, consider that a minimum wage should also provide for some other essential requirements such as a minimum of education, medical facilities and other amenities. We consider that a minimum wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities." (Report of the Committee on Fair Wages, pp. 7-9, paras 8-10).

"This is the concept of the 'minimum wage' adopted by the Committee on Fair Wages. There are, however, variations of that concept and a distinction has been drawn, for instance, in Australian industrial terminology between the basic wage and the minimum wage."

'The basic wage there approximates to a bare minimum subsistence wage and no normal adult male covered by an award is permitted to work a full standard hours week at less than the assessed basic wage rate. The basic wage is expressed as the minimum at which normal adult male unskilled workers may legally be employed, differing from the amounts fixed as legal minima for skilled and semi-skilled workers, piece workers and casual workers respectively. The minimum wage is the lowest rate at which members of a specified grade of workers may legally be employed.'" (O.D.R. Feenander, Industrial Regulation in Australia (1947), Chap. XVII, p. 155).

“ There is also a distinction between a bare subsistence or minimum wage and a statutory minimum wage. The former is a wage which would be sufficient to cover the bare physical needs of a worker and his family, that is, a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay. If an industry is unable to pay to its workmen at least a bare minimum wage, it has no right to exist. As was observed in Civil Appeal No. 235 of 1956—Crown Aluminium Works v. Their Workmen (1958-I-L.L.J.I) :—‘It is quite likely that in under developed countries, where unemployment prevails on a very large scale, unorganised labour may be available on starvation wages, but the employment of labour on starvation wages cannot be encouraged or favoured in a modern democratic welfare State. If an employer cannot maintain his enterprise without cutting down the wages of his employees below even a bare subsistence or minimum wage, he would have no right to conduct his enterprise on such terms.’ The statutory minimum wage however is the minimum which is prescribed by the statute and it may be higher than the bare subsistence or minimum wage, providing for some measure of education, medical requirements and amenities, as contemplated above. (Cf. also the connotation of “ Minimum rate of wages ” in S. 4 of the Minimum Wages Act (XI of 1948).”

“ The concept of fair wage—The payment of fair wages to labour is one of the cardinal recommendations of the Industrial Truce Resolution. Marshall would consider the rate of wages prevailing in an occupation as ‘fair’ if it is ‘about on level with the average payment for tasks in other trades which are of equal difficulty and disagreeableness, which require equally rare natural abilities and an equally expensive training.’ Prof. Pigou would apply two degrees of fairness in judging a wage rate, viz., ‘fair in the narrower sense’ and ‘fair in the wider sense.’ A wage-rate in his opinion, is ‘fair in the narrower sense’ when it is equal to the rate current for similar workmen in the same trade and neighbourhood and fair ‘in the wider sense’ when it is equal to the pre-dominant rate for similar work throughout the country and in the generality of trades.”

“ The Indian National Trade Union Congress...is of the opinion that the wage fixed by collective agreements, arbitrators and adjudicators could at best be treated, like the minimum wage, as the starting point and that wherever the capacity of an industry to pay a higher wage is established, such a higher wage should be deemed to be the fair wage. The minimum wage should have no regard to the capacity of an industry to pay and should be based solely on the requirements of the worker and his family. ‘A fair wage’ is in the opinion of the Indian National Trade Union Congress, ‘a step towards the progressive realization of a living wage’. Several employers while they are inclined to the view that fair wages would, in the initial stages, be closely related to current wages, are prepared to

agree that the prevailing rates could suitably be enhanced according to the capacity of an industry to pay and that the fair wage would in time progressively approach the living wage. It is necessary to quote one other opinion, viz., that of the Government of Bombay, which has had considerable experience in the matter of wage regulation. The opinion of that Government is as follows :—

“ Nothing short of a living wage can be a fair wage if under competitive conditions an industry can be shown to be capable of paying a full living wage. The minimum wage standards set up the irreducible level, the lowest limit or the floor below which no workers shall be paid...A fair wage is settled above the minimum wage and goes through the process of approximating towards a living wage.”

“ While the lower limit of the fair wage must obviously be the minimum wage, the upper limit is equally set by what may broadly be called the capacity of industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages will depend on a consideration of the following factors and in the light of the comments given below.”

- (i) the productivity of labour ;
- (ii) the prevailing rates of wages in the same or similar occupations in the same or neighbouring localities ;
- (iii) the level of the national income and its distribution ; and
- (iv) the place of the industry in the economy of the country.”

(Report of the Committee on Fair wages, pp. 4, 9-11, paras 11-15)

‘ It will be noticed that the ‘fair wage’ is thus a mean between the living wage and the minimum wage and even the minimum wage contemplated above is something more than the bare minimum or subsistence wage which would be sufficient to cover the bare physical needs of the worker and his family, a wage which would provide also for the preservation of the efficiency of the worker and for some measure of education, medical requirements and amenities.”

“ This concept of minimum wage is in harmony with the advance of thought in all civilized countries and approximates to the statutory minimum wage which the State should strive to achieve having regard to the Directive Principle of State Policy mentioned above.”

“ The enactment of the Minimum Wages Act, 1948 (XI of 1948), affords an illustration of an attempt to provide a statutory minimum wage. It was an act to provide for fixing minimum rates of wages in certain employments and the appropriate Government was thereby empowered to fix different minimum rates of wages for

- (i) different scheduled employments ;
- (ii) different classes of work in the same scheduled employment ;
- (iii) adults, adolescents, children and apprentices, and
- (iv) different localities ; and

such minimum rates of wages could be fixed by the hour, by the day or by any larger period as may be prescribed."

"It will also be noticed that the content of the expressions 'minimum wage', 'fair wage' and 'living wage' is not fixed and static. It varies and is bound to vary from time to time. With the growth and development of national economy, living standards would improve and so would our notions about the respective categories of wages expand and be more progressive. It must however be remembered that whereas the bare minimum or subsistence wage would have to be fixed irrespective of the capacity of the industry to pay, the minimum wage thus contemplated postulates the capacity of the industry to pay and no fixation of wages which ignores this essential factor of the capacity of the industry to pay could ever be supported."

In the case of *Standard Vacuum Refining Company of India Limited v. Its Workmen* (LLJ February 1961 Vol. I, page 227) the Supreme Court of India has observed as follows :—"It is well-known that the problem of wage-structure with which industrial adjudication is concerned in a modern democratic state involves on the ultimate analysis to some extent ethical and social considerations. The advent of the doctrine of a welfare state is based on notions of progressive social philosophy which have rendered the old doctrine of *laissez faire* obsolete. In the nineteenth century the relations between employers and employees were usually governed by the economic principle of supply and demand, and the employers thought that they were entitled to hire on labour on their terms and to dismiss the same, at their choice subject to the specific terms of contract between them if any. The theory of "hire and fire" as well as the theory of "supply and demand" which were allowed free scope under the doctrine of *laissez faire* no longer hold the field. In constructing a wage-structure in a given case industrial adjudication does take into account to some extent considerations of right and wrong, propriety and impropriety, fairness and unfairness. As the social conscience of the general community becomes more alive and active, as the welfare policy of the state takes a more dynamic form, as the national economy progresses from stage to stage, and as under the growing strength of the trade union movement collective bargaining enters the field, wage-structure ceases to be a purely arithmetical problem. Considerations of the financial position of the employer and the state of national economy have their say, and the requirements of a workman living in a civilized and progressive

society also come to be recognized. It is in that sense, and no doubt to a limited extent, that the social philosophy of the age supplies the background for the decision of industrial disputes as to wage-structure. As Mrs. Barbara Wootton has pointed out, the social and ethical implications of the arithmetic and the economics of wages cannot be ignored in the present age." ("The Social Foundations of Wage Policy" by Barbara Wootton-Allen & Unwin, 1955).

"It is because of this socio-economic aspect of the wage-structure that industrial adjudication postulates that no employer can engage industrial labour unless he pays it what may be regarded as the minimum basic wage. If he cannot pay such a wage, he has no right to engage labour, and no justification for carrying on his industry; in other words, the employment of sweated labour which would be easily available to the employer in all undeveloped and even underdeveloped countries is ruled out on the ground that the principle of supply and demand has lost its validity in the matter of employment of human labour, and that it is the duty of the society and the welfare State to assure to every workman engaged in industrial operations the payment of what in the context of the times appears to be the basic minimum wage. This position is now universally recognized."

Similarly in the case of *Unichoyi (U) and others v. State of Kerala* (1961 LLJ Vol. I. Page 631), the Supreme Court of India observed 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 this 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-rates which a Welfare State assumes every employer must pay before he employs labour. This principle is not disputed (*vide Crown Aluminium Works v. Their workmen*, 1958-I LL-JI)."

4.4 It will not be out of place to mention the observations of the Central Wage Board for the Cotton Textile Industry—at page 6 page 2 of the report :—"The principles regarding wage fixation have been the subject of a stream of decisions starting from 1947. Owing to the impact of the war years, and the rise in the cost of living during the war period, industrial wages in India have proceeded on the basis of two principal components, namely, the basic wage and the dearness allowance. The dearness allowance was intended to neutralize at least a major portion of the rise in the cost of living.

and in several large industries and units the dearness allowance has been geared for automatic adjustment to the rises and falls in the cost of living. In the result, at 1958 cost of living in Bombay the lowest paid worker received Rs. 30 as minimum basic wage and Rs. 81.58 by way of dearness allowance. No particular harm is done by reason of this system of separate basic and dearness allowance, because after all it is the total emoluments of the workmen that count ; but where the disparity between minimum basic wage (which had been fixed a decade ago) and the dearness allowance becomes excessive it does have an effect on the differentials between the lowest paid and the higher paid workmen. Save for this particular aspect of the matter, the fixation of the wages has all along proceeded on certain well settled lines, the basic idea being to place the workman, in so far as it affected his purchasing powers, in more or less the same position as would have existed but for the increase in the cost of living. No doubt this assumes to some extent the continuity of the level of wages ; but the real wages too have been increasing by rationalisation and otherwise, though to some extent restrained by our economic conditions."

"The Resolution of the 15th Indian Labour Conference adopts the principles of the Fair Wages Committee's Report, and provides a formula which by a simple process of mathematical calculation short-circuits the laborious steps which would otherwise have to be taken in order to discover the prevailing need-based wage. The Resolution is important also in that it embodies acceptance by the employers, the workmen, and the Government of the requirement that the minimum wage should be 'need-based', and a formula has been given for the purpose of ascertaining that 'need-based' wage."

4.5. Recommendations of the Indian Labour Conference (15th Session) on the Question of fixation of minimum wages :—

There was a session of the Indian Labour Conference, the 15th Session of that body, at New Delhi on 11th and 12th July 1957. At that Session an important decision was taken unanimously by the Employers, Labour and the Government concerning wage fixation. A study of the awards and judgements on the principles of wage fixation had been circulated to the members of the Conference ; no verbatim record of the proceedings of the Conference exists, but the important unanimous resolution passed at the Conference has had a decided impact on the mechanics of wage fixation. The actual resolution on that subject is reproduced as under :—

"While accepting that minimum wage was 'need based' and should ensure the minimum human needs of the industrial worker, the following norms were accepted as a guide for all wage fixing authorities including minimum wage committees, wage boards, adjudicators etc. :—

- (i) In calculating the minimum wage, the standard working-class family should be taken to comprise 3 consumption units

for one earner, the earning of women, children and adolescents being disregarded ;

(ii) minimum food requirements should be calculated on the basis of a net intake of calories, as recommended by Dr. Aykroyd, for an average Indian adult of moderate activity ;

(iii) clothing requirements should be estimated on the basis of a percapita consumption of 18 yards per annum, which would give for the average worker's family of four, a total of 72 yards ;

(iv) in respect of housing, the rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme should be taken into consideration in fixing the minimum wage.

(v) fuel, lighting and other 'miscellaneous' items of expenditure should constitute 20 percent of the total minimum wage.

Wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adherence to the aforesaid norms."

4.6. The Motor Transport Workers Act, 1962.

The question of enacting separate legislation to regulate the working conditions of Motor Transport Workers was discussed at the 15th Session of the Standing Labour Committee held at New Delhi on the 4th and 5th April, 1956. The Committee was unanimously of the view that there should be Central legislation for the purpose and that the Ministry of Labour and Employment should prepare draft proposals for consideration by a Special Committee to be constituted for the purpose. Accordingly, the Ministry formulated tentative proposals with regard to the provisions to be included in the proposed legislation and circulated them to the various State Governments for their comments. On 21st February 1957 the Government of India appointed a Special Committee with the Chief Advisor of Factories as Chairman, a representative of the Transport Ministry, two members representing the interests of Employers and two members representing the interests of workers. This Committee submitted its report on 25th February 1958. The report was considered by the Standing Labour Committee. The matter was finally considered by the Ministry of Labour and Employment and a bill was introduced in Parliament. The Act received the assent of the President on 28th May 1961. This Act is a separate legislative measure for the motor transport workers providing for various aspects of the conditions of employment like medical facilities, welfare facilities, hours of work, spreadover, rest periods, over-time annual leave with pay etc. This Act came into force on 31st March, 1962 in the State of Gujarat. It applies to every motor transport undertaking employing five or more motor transport workers.

CHAPTER V

RECOMMENDATIONS

5.1. As has been pointed out earlier, the Committee has to revise the minimum rates of wages already fixed by the former Government of Bombay and the Government of Saurashtra. The wages were first fixed by the Bombay Government in 1951. The consensus of opinion before the Committee was for an upward revision of the existing minimum rates of wages, though there were different opinions among the different parties who gave evidence before the Committee in regard to the extent to which it should be adjusted. There was more or less unanimity of opinion that the minimum rates of wages in the Public Motor Transport Industry should be uniform throughout the State of Gujarat. The Committee has considered this question from the point of view of the mobile character of the Industry and is of the opinion that there should not be any difference in wages for urban and rural centres. The Committee, therefore, recommends a uniform minimum wage structure throughout the State.

5.2. As regards the actual quantum of wages the Committee has considered several factors. The majority of the witnesses who appeared before the Committee have averred that looking to "the present trend of prices, the average working class family of 3 consumption units would require not less than about Rs. 100 per month for maintenance. Some of the unions have calculated the average cost on the basis of the formula of the 15th Labour Conference and have estimated a higher figure of cost. These have been referred to in an earlier chapter. In this connection, it may be pointed out that the Central Wage Board for cement industry has estimated expenditure of a family in the Gujarat region at Rs. 101. In para 6.30 of the report, the Committee has said, "We are of the opinion, having regard to the higher standard of living and cost of living in the Gujarat and Saurashtra region of the Bombay State, the minimum fair wage in this region should be Rs. 101 i.e., more by Rs. 7 than in other cement centres. The factories already in production in this region are located at Seyalia in Gujarat and Dwarka, Sikka and Porbandar in Saurashtra".

5.3. The Central Pay Commission does not appear to have accepted the norms laid down by the Indian Labour Conference. It has made certain observations regarding the feasibility of a minimum wage on basis of the norms recommended by the Conference :—
(*Vide* page 65 of the report)

... We have considered if a minimum remuneration of this size is at all feasible at the present level of our economic development. The per capita income at current prices has varied during the nine

years ending 1957-58 between Rs. 246.90 and Rs. 291.50. Taking a standard family as consisting of four members of whom only one is an earner (this is the standard which the Labour Conference and others concerned with wages have generally adopted), the average income of a family at the highest figure during the nine years would work out to Rs. 1,166 per annum, or about Rs. 97 per mensem. The minimum wage cannot be of the order of Rs. 125 when on the basis of the national income the average for a family works out only to Rs. 97 per mensem. It is not that the entire national income is available for current distribution ; a good percentage of it must go towards building up of capital assets, without undergoing distribution. A minimum wage pitched above the level of per capita income, and intended for very wide application is obviously one beyond the country's capacity ; in ignoring the vital need for savings and investment, such a wage gives no thought to the future, and a wage that exceeds the highest level, and far exceeds the general level in the organised industries is obviously not one needed for protecting those whose living standards are sub-average."

5.4. Regarding the norms recommended by the Conference in respect of food, i.e., 2,700 calories intake the Commission has further observed as follows (*Vide pages 65-66 of the Report*.)

"...There can be little meaning in drawing up a budget satisfying nutritional and other standards, and decreeing that the minimum wage should correspond to the total cost of that budget, without considering whether the economy would be in a position to supply the goods and services postulated. And we have found, on examination, that while the standards set in the particular balanced diet formula may be feasible in respect of cereals and to a large extent in respect of pulses, they are clearly impracticable in the case of other foodstuffs such as fruits, milk, meat, fish and eggs. Taking milk as an example, the total output of milk at the beginning of the First Five-Year Plan, which was estimated at eighteen million tons, worked out to a supply of only five ounces of milk and milk products per capita ; and even the Second Five-Year Plan only attempts to increase the supply by 30 to 40 per cent over a period of 10 to 12 years in intensely worked areas. Thus, ten ounces of milk recommended in Dr. Aykroyd's balanced diet will not be attainable for the whole or even a very large section of the population for many years. Similarly, while according to Dr. Aykroyd's formula an egg a day is the requirement of a balanced diet, the Second Five-Year Plan only aims at raising the per capita supply from 4 to 20 per annum. The gap between the present or planned supplies and the quantities that would be needed on the basis of those included in Dr. Aykroyd's balanced diet is equally wide in the case of other animal foods. These facts have special significance when considered with the findings of nutrition surveys of population groups in different parts of the country that the pattern of deficiency diseases is largely attrib-

able to deficiency of 'protective foods' rather than to deficiency of calories. In any case, since it cannot be the object of any rational social policy to ensure a balanced diet to a particular section of the community at the cost of vast numbers whose diet is even more unbalanced and deficient than that of the particular section, determination of minimum wage on the basis of such a balanced diet is clearly unjustifiable. It would be different matter if minimum wage so determined were recommended as an objective to be attained over a period of years..."

5.5. The Central Pay Commission has also enquired into the net intake of calories by an average Indian worker in consultation with nutrition experts of the country. These experts are of the view that 2,100 to 2,200 calories should be adequate.

5.6. * Compared to the All-India per capita national income figures, the per capita State income for Gujarat is generally higher. It was Rs. 337 in 1960-61 as against Rs. 326 for All-India (at current prices) and Rs. 355 in 1961-62 as against Rs. 330 for All-India. Considering the figure of Rs. 355 for 1961-62, the average income of a family of four members would be about Rs. 120 per month. According to the views expressed by the Central Pay Commission, a minimum wage cannot be fixed which would be higher than Rs. 120. The Committee appointed by the Government of Uttar Pradesh in 1958 to advise Government in the matter of revision of Minimum Wages for various scheduled employments has also not gone on the basis of the recommendations of the Indian Labour Conference but seems to have accepted the views of the Central Pay Commission. The Uttar Pradesh Committee was of the view that the following factors should be taken into account in fixing minimum wages :—

1. National Income ;
2. Need of the developing economy ;
3. Capacity of the industry to pay ;
4. Normal needs of workers and his dependants ;
5. Existing wages in the industry and prevailing wage rates in the areas ;
6. Earnings of the dependants ;
7. Minimum wages in neighbouring States.

5.7. The problem can also be looked from another angle. The average of the consumer price index number for Ahmedabad for the year 1951 when the former Bombay Government had fixed the minimum rates of wages was 264. The latest available figure for

* Budget in Brief, 'Gujarat State, Part I' (Socio-Economic Review) published by the Bureau of Economics and Statistics, Government of Gujarat, (P. 4). !

the month of March 1964 is 368. The difference between the average index number for 1951 and the latest available figure is 107 points. The cotton textile worker in Ahmedabad is paid on the basis of the Ahmedabad consumer price index number at the rate of 2.84 pies per day per point rise in the index figure over the pre-war figure of 73. The difference of 107 points would give him an increase of about Rs. 41.

5.8. The Committee has also considered the fact that the majority of the passenger transport is with the public sector and also the effect of an increase in the wage structure on the public in the form of increase in fares. The Committee has not been able to collect adequate information regarding the financial position of the industry as a whole ; but some of the employers who had appeared before the Committee had expressed the fact that there has been increase in taxation, price of petrol, etc. The Gujarat State Road Transport Corporation took over from the Bombay State Road Transport Corporation from 1st May, 1960 and is still in an infant stage. During the first two years of its existence, it appears to have run at a loss while during the third year there had been some meagre profits. However, the Gujarat State Road Transport Corporation is not a profit making concern ; so also the A.M.T.S., and any other service run in the public sector. Considering all these factors, the Committee recommends the following revised rates of minimum wages (inclusive of Dearness allowance) for the whole of Gujarat State.

<i>Class of employees</i>	<i>Minimum rates of wages</i>
	Rs.
1. Employees by whatever name called doing skilled work of the nature done by Drivers, Mechanics, Fitters, Turners, Electricians, Checkers, Supervisors, Tinsmiths, Batterymen, Vulcanisers, Carpenters, Blacksmiths, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checkers, Hostess, Instructors, Starter, Vehicle Examiner, Chargeman, Body Smith, Assistant Body Smith, Upholsterer, Machinist, wireman, Welders or Painters.	120

- | | | |
|----|---|-----|
| 2. | Employees by whatever name called doing semi-skilled work of the nature done by Assistants or junior skilled workers, Conductors, Machinemates, Fittermates, Greasers, Oilers, Booking clerks, Assistant Artisan, Junior Controllers, Havildar, or Hammermen. | 105 |
| 3. | Employees by Whatever name called doing unskilled work of the nature done by Helpers, Washers, Cleaners, Watchmen, Mazdoors, Sweepers, Peons, Khalasi, Tapali, Chokidar, Waterman, Porter, Gardener, Battery Boy, Pump Operator or other miscellaneous workers. | 90 |

The rates of wages recommended above are for a month of 26 working days and for 8 hours of work each day.

The minimum rates of wages payable to an adolescent, certified to work as adult, shall be the same as those fixed for an adult.

We do not recommend the employment of children in this industry.

The minimum rates of wages payable to an apprentice should be 75% of the minimum rates of wages fixed for an unskilled employee.

In respect of daily wage earners, the minimum rates of daily wages payable to an employee should be computed by dividing the minimum rates of monthly wages fixed for that class of employee to which he belongs, by 26.

There is a provision in the Minimum Wages Act (Section 17) that where an employee is employed on piece-work for which minimum time rate and not a minimum piece rate has been fixed under this Act, the employer shall pay to such employee wages at not less than the minimum time rate.

Again in this industry, it is seen that piece rate system is not very common. The Committee, therefore, feel that recommendations in respect of piece-rates are unnecessary.

ACKNOWLEDGEMENT

The Committee places on record its thanks to the various employers and their organisations and also to the various unions and Central Organisations of labour for the co-operation extended by them during the hearings at the different centres and in respect of the necessary particulars required by the Committee. The Committee also records its gratitude to Shri H. M. Joshi, I.A.S, Commissioners of Labour, Ahmedabad, for the interest taken in the progress of the work of the Committee. The Committee also wishes to place on record its sense of high appreciation of the services rendered by Shri A. N. Ram, Assistant Commissioner of Labour and Secretary of the Committee. The Committee was well served by him at different stages of the enquiry and particularly at the time of the drafting of the report his services were most valuable.

The Committee also thanks the staff members of the section, namely, Sarvashri G. H. Bhavsar, H. P. Raval and R. S. Joshi for the arduous work put in by them in the matter of correspondence, compilation of material, typing and comparing of the report and tables, etc.

The Chairman thanks the members of this Committee for their co-operation in the work of the Committee. But for the co-operation which has been extended, it would not have been possible to achieve unanimity in making their recommendations.

(Sd.) J. K. MODI
Chairman.

(Sd.) A. N. RAM
Secretary.

(Sd.) N. M. BAROT
Member.

Dated 29th May, 1964.

(Sd.) L. H. PATEL
Member.

APPENDIX 'A'

Minimum Wages Act, 1948
Appointment of Advisory Committee
 Under Section 5 of the-for revising the
 minimum rates of wages in the Employ-
 ment in Public motor transport. -

GOVERNMENT OF GUJARAT

Education and Labour Department

Resolution No, MWA 1058/18738(1)-I.

Sachivalaya, Ahmedabad, Dated the 7th April, 1962.

RESOLUTION : As required by clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Gujarat hereby appoints the following Committee to hold enquiries and advise Government in the matter of revision of minimum rates of wages in respect of the employment in public motor transport fixed under the said Act under the former Government of Bombay Notifications No. 146/48/V, dated 27-12-1951 and No. 2443/48, dated 18-11-1954, the former Saurashtra Government Notification No. LAB/6-17(7), dated 30-3-52 and the former Bombay Government Notification No. MWA 2058(K)-J, Dated 4-9-59.

Chairman

Shri Jamiatram K. Modi,
 Dhebarbhai Road,
 Rajkot.

Employers' Representative

Shri C. M. Parikh, B.A.LL.B.
 Member, G. S. R. Transport
 Corporation, Kaira

Employees' Representative

Shri Navinchandra Motilal Barot,

Majoor Mahajan Sangh, Bhadra, Ahmedabad.

2. Shri A. N. Ram, Asstt. Commissioner, of Labour, Ahmedabad. should be appointed as Secretary to the Committee, in addition to his own duties.

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

4. For the purpose of Travelling Allowance and Daily Allowance the Committee should be treated as a State Committee and the non-official members of the Committee paid travelling

allowance and daily allowance in accordance with the rules in Section 1, Appendix XLII-A to the Bombay Civil Service Rules. The expenditure should be debited to the budget head "38-Labour and Employment" and met from the provision made thereunder subject to its being finally retained in the Budget Estimates of -1962-63.

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

6. The Resolution should be published in the Gujarat Government Gazette for general information.

7. This issues with the concurrence of the Finance Department in Education and Labour Department file No. MWA 1058/33310-I, regarding appointment of Advisory Committee for the fixation-revision of minimum rates of wages in certain Scheduled employments under the M. W. Act, 1948.

By Order and in the name of Governor of Gujarat.

(Sd.) R. R. PATHAN,
Under Secretary to the Government of
Gujarat, Education and Labour Department.

Shri Jamiatram K. Modi,
Dhebarbhai Road, Rajkot.

Shri C. M. Parikh, LL.B.
Member, Gujarat State Road Transport Corporation, Kaira.

Shri Navinchandra Motilal Barot,
Legal Department,
Majoor Mahajan Sangh, Bhadra, Ahmedabad.

Shri A. N. Ram, Assistant Commissioner of Labour
The Commissioner of Labour, Ahmedabad.
The Deputy Commissioner of Labour, Ahmedabad.
All Collectors.

The Chief Inspector of Factories, Ahmedabad.
The Director of Information, Ahmedabad (with request to issue a
Press Note.)

The Accountant General, Ahmedabad.

The Accountant General, Rajkot Branch, Rajkot.

The Pay and Accounts Officer, Ahmedabad.

The Director of Accounts and Treasuries, Ahmedabad.

The Finance Department.

All Other Departments of the Sachivalaya.

All Other Heads of Departments.

The Manager, Government Press, Baroda with a request to publish
the Resolution in the next issue of the Gujarat Government Gazette
Part I.L and supply 50 copies (printed) thereof to this Department.

APPENDIX 'B'

Minimum Wages Act., 1948.

Appointment of Advisory Committee
Under Section 5 of the-for revising the
minimum rates of wages in the Employ-
ment in Public Motor Transport.

GOVERNMENT OF GUJARAT

Education and Labour Department,

Resolution No. MWA-1058-1058/2217(iii)-I.

Sachivalaya, Ahmedabad, 23rd August, 1962.

Read.—Government Resolution, Education and Labour Depa-
rtment, No. MWA-1058/18738(i)-I, dated the 7-4-1962.

Letter No. STG/LAB/2233, dated the 4-7-1962 from the
Gujarat State Transport Corporation, Ahmedabad.

RESOLUTION.—Government is pleased to direct that the
resignation tendered by Shri C. M. Parikh of his appointment as
Member of the Advisory Committee set up under Government
Resolution, Education and Labour Department, No. MWA-1058/
18738(i)-I, dated 7-4-1962 for revising the minimum rates of wages
in the employment in Public Motor Transport should be accepted
and that in his place Shri Maneklal M. Gandhi, Kalol, District
Panch-Mahals be appointed as Member of the said Committee.

By Order and in the name of the Governor of Gujarat.

(Sd.) **P. J. DESAI,**

Under Secretary to the Government of
Gujarat, Education and Labour Department.

To.

The Chairman, Advisory Committee set up in Government Resolution,
Education and Labour Department, No. MWA-1058/18738(i)-I,
dated 7-4-1962.

Shri A. N. Ram, Assistant Commissioner of Labour, Secretary
to the above Advisory Committee.

The Commissioner of Labour, Ahmedabad.

The Accountant General, Rajkot Branch, Rajkot.

The Accountant General, Ahmedabad

The Pay and Accounts Officer, Ahmedabad.

The Director of Accounts and Treasuries, Ahmedabad.

The Finance Department.

APPENDIX 'C'

Appointment of Secretary to the Advisory Board & Advisory Committee appointed under the Minimum Wages Act, 1948.

GOVERNMENT OF GUJARAT
Education and Labour Department
Resolution No. CLE-1262/2814-I,
Sachivalaya, Ahmedabad 15th September 1962.

Read.—Letter from the Commissioner of Labour, Ahmedabad No. CL/S-241, dated the 21st July, 1962.

Government Memorandum, Education and Labour Department No. CLE-1262/2467-I, dated the 16th August, 1962.

Letter from the Commissioner of Labour No. CL/I-331, dated the 5th September, 1962.

RESOLUTION : In modification of the orders issued in Government Resolution, Education and Labour Department, No. MWA-1058/18738-(i) and (ii)-I, dated the 7th April, 1962, Government Resolutions, Health and Development Department, No. MWA-1058/26070(i)-N, dated 23rd May, 1962, No. MWA 1058/20670-(ii)-M dated the 24th May, 1962 and No. MWA/1260 21912-M-dated 24th May 1962 so far as they relate to the appointment of Shri A. N. Ram, Assistant Commissioner of Labour Ahmedabad as secretary to the Advisory Committee and Advisory Board set up under the the Minimum Wages Act, 1948 under the said Government Resolution, Government is pleased to direct that Shri P. C. Mehta, Assistant Commissioner of Labour, Ahmedabad should be appointed as Secretary to the said Board and Committees in place of Shri Ram.

By Order and in the name of the Governor of Gujarat.

(Sd.) P. J. DESAI,

Under Secretary to the Government of Gujarat, Education and Labour Department.

To.

The Chairman and members of the Advisory Committees and Advisory Board appointed under the Government Resolutions mentioned above.

The Commissioner of Labour, Ahmedabad.

The Deputy Commissioner of Labour, Ahmedabad.

Shri A. N. Ram, Assistant Commissioner of Labour, Ahmedabad

Shri P. C. Mehta, Assistant Commissioner of Labour, Ahmedabad.

The Accountant General, Ahmedabad.

The Accountant General, Rajkot Branch, Rajkot.

The Pay and Accounts Officer, Ahmedabad.

The Director of Accounts and Treasuries, Ahmedabad.

The Finance Department.

APPENDIX D

Minimum Wages Act, 1948.

Appointment of Advisory Committee Under Section 5 of the-for revising the minimum rates of wages in the Employment in Public Motor Transport.

GOVERNMENT OF GUJARAT**Education and Labour Department,**

Resolution No. MWA-1063/54664-I,

Sachivalaya, Ahmedabad, 17th August, 1963.

Read.—Government Resolution, Education and Labour Department, No. MWA-1058/18738(i)-I, dated the 7th April, 1962.

Government Resolution, Education & Labour Department No. MWA-1058/2217(iii)-I, dated the 23rd August, 1962.

Letter No. GST/SCR/3276, dated the 1st August, 1963 from the Gujarat State Transport Corporation, Ahmedabad.

RESOLUTION : Government is pleased to direct that the resignation tendered by Shri Maneklal M. Gandhi, of his appointment as a member of the Advisory Committee set up under Government Resolution Education, and Labour Department No. MWA-1058/18738(i)-I, dated 7-4-1962 for revising the minimum rates of wages in the employment in Public Motor Transport should be accepted and that in his place Shri Lallubhai H. Patel, Harikunj, Katargam, District: Surat, be appointed as a member of the said Committee.

By Order and in the name of the Governor of Gujarat.

(Sd.) **R. R. PATHAN,**

Under Secretary to the Government of Gujarat, Education and Labour Department.

The Chairman,

Advisory Committee set up in Government Resolution, Education and Labour Department No. MWA-1058/18738(i)-I, dated 7-4-1962.

Shri P. C. Mehta, Assistant Commissioner of Labour, Secretary
to the above Advisory Committee.

The Commissioner of Labour, Ahmedabad.

The Accountant General, Ahmedabad.

The Accountant General, Rajkot Branch, Rajkot.

The Pay and Accounts Officer, Ahmedabad.

The Director of Accounts and Treasuries, Ahmedabad.

The Finance Department.

The General Manager,
Gujarat State Road Transport Corporation, Ahmedabad.

Shri Lallubhai H. Patel, M.A., LL.B.,
Hari-Kunj, Katargam, *via* Surat.

Shri Maneklal M. Gandhi, Kalol, District : Panchmahals.

APPENDIX "E"

Appointment of Secretary to the Advisory Committee-Appointed under the Minimum Wages Act, 1948.

GOVERNMENT OF GUJARAT

Education and Labour Department,
Resolution No. MWA-1063/67966-I,
Sachivalaya, Ahmedabad, 2nd January, 1964.

- Read.*— (i) Letter from the Commissioner of Labour, Ahmedabad No. CL/V/MWAC/40421, dated the 30th September, 1963.
- (ii) Government Resolutions, Education and Labour Department, No. CLE-1262/2814-I dated the 15th September, 1962.

RESOLUTION : In modification of the orders issued in Government Resolution, Education and Labour Department No. CLE-1262/2814-I, dated the 15th September, 1963 so far as they relate to the appointment of Shri P. C. Mehta, Assistant Commissioner of Labour as Secretary to the Advisory Committee set up under the Minimum Wages Act, 1948 for the employment in public motor Transport, Government is pleased to direct that Shri A. N. Ram, Assistant Commissioner of Labour, Ahmedabad should be appointed as Secretary to the said Committee in place of Shri P. C. Mehta, and also should countersign the T. A. Bills of the non-Official members of the said committee.

By Order and in the name of the Governor of Gujarat.

(Sd.) P. J. DESAI,
Under Secretary to Government.

To.

The Chairman, Minimum Wages Advisory Committee-Public Motor Transport, C/o. Commissioner of Labour, Ahmedabad.

The Commissioner of Labour, Ahmedabad.
Shri P. C. Mehta, Assistant Commissioner of Labour, Ahmedabad.
Shri A. N. Ram, Assistant Commissioner of Labour, Ahmedabad.
The Accountant General, Ahmedabad.
The Accountant General, Rajkot Branch, Rajkot.
The Pay and Accounts Officer, Ahmedabad.

APPENDIX 'F'

Labour and Housing Department

Bombay Castle, 27th December, 1951.

MINIMUM WAGES ACT, 1948.

No. 146/48-V.—Whereas in pursuance of the provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay was pleased to appoint under its Resolution in the Labour and Housing Department, No. 146/48-II, dated the 31st August, 1950, a Committee to hold inquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in *Public motor transport* ;

And whereas the said Committee has submitted the report to the Government of Bombay ;

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 of the Said Act, the Government of Bombay after considering the advice of the said committee is pleased to fix for Zones I to V specified in column 2 of the Schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the Classes of employees respectively specified against them in column 1 thereof, employed in any employment in public motor transport in the state of Bombay.

SCHEDULE

Class of employees 1	Rates. 2				
	Zone I	Zone II	Zone III	Zone IV	Zone V
Skilled	Rs.a.p. 95-0-0	Rs.a.p. 90-0-0	Rs.a.p. 85-0-0	Rs.a.p. 80-0-0	Rs.a.p. 75-0-0
1. Drivers.					
2. Mechanics.					
3. Fitters.					
4. Turners.					
5. Electricians.					
6. Checkers.					
7. Supervisors.					
8. Tinsmiths.					
9. Battery-men.					
10. Vulcanisers.					
11. Carpenters.					
12. Blacksmiths.					
13. Welders					
14. Painters.					

Class	Rates.				
	Zone I	Zone II	Zone III	Zone IV	Zone V
Semi-skilled.	Rs.a.p. 75-0-0	Rs.a.p. 70-0-0	Rs.a.p. 65-0-0	Rs.a.p. 60-0-0	Rs.a.p. 55-0-0
1. Assistants or Junior Skilled Workers.					
2. Conductors.					
3. Machine-mates.					
4. Fitter-mates.					
5. Greasers.					
6. Oilers.					
7. Booking clerks.					
8. Hammermen.					
Un-skilled.	60-0-0	55-0-0	50-0-0	45-0-0	40-0-0
1. Helpers.					
2. Washer.					
3. Cleaners.					
4. Watchmen.					
5. Mazdoors.					
6. Sweepers.					
7. Peons.					
8. Other miscellaneous workers.					

Explanation.—For the purpose of this Notification—

(1) (a) Zone I shall comprise of the area within the limits of the Greater Bombay Municipal Corporation as obtaining immediately before the commencement of the Bombay Municipal (Further Extension of Limits and Schedule BA (Amendment) Act, 1956 (Bom. LVIII of 1956).

(b) Zone II shall comprise of the cities and towns of Ahmedabad Nasik and Belgaum ;

(c) Zone III shall comprise of the cities and towns of Poona, Sholapur, Jalgaon, Baroda and Kolhapur ;

(d) Zone IV shall comprise of the towns of Palanpur, Tharad, Himatnagar, Mehsana, Patan, Radhanpur, Kadi, Kalol, Amreli, Okha, Ahwa, Viramgam, Modasa, Nadiad, Cambay, Anand, Godhra, Kalol, Dohad, Broach, Surat, Navsari, Thana, Bhiwandi, Kalyan, Ahmednagar, Amalner, Chalisgaon, Bhusawal, Dhulia, Malegaon, Deolali, Satara, Karad, Barsi Pandharpur, Alibag, Gokak, Karwar, Ratnagiri, Malwan, Chiplun, Sangli and Miraj ;

(e) Zone V shall comprise of all other areas in the State of Bombay not included in Zones I to IV.

Note.—(1) The minimum rates of wages payable to a child shall be 50 per cent. of the minimum rates of wages fixed for an unskilled employee.

(2) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as those fixed for an adult and if certified to work as child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent. of the minimum rates of wages fixed for an unskilled employee.

(4) In the case of daily wage earners, minimum rates of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped up to the nearest pice.

3. This notification shall come into force with effect on and from the 31st March 1952.

Secretariat (Annexe), Fort, Bombay, 18th November 1954.

MINIMUM WAGES ACT, 1948.

No. 2443/48.—In exercise of the powers conferred by sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay after considering all representations received by it with reference to Government Notification, Development Department, No. 2443/48, dated the 21st June 1954, issued under clause (b) of sub-section (1) of section 5 of the said Act, is pleased to fix for zones I to V specified in column 2 of the schedule appended hereto the rates specified below them in the said column 2 as minimum rates of wages payable by the month to the classes of employees respectively specified against them in column 1 thereof, employed in *any employment in public motor transport in the State of Bombay.*

Schedule

Class of employees	Rates.				
	Zone I	Zone II	Zone III	Zone IV	Zone V
1. Employees by whatever name called doing skilled work of the nature done by Drivers, Mechanics, Fitters, Turners, Electricians, Checkers, Supervisors, Tinsmiths, Battery-men, Vulcanisers, Carpenter, Blacksmiths, Welders or Painters.	Rs.a.p. 95-0-0	Rs.a.p. 90-0-0	Rs.a.p. 85-0-0	Rs.a.p. 80-0-0	Rs.a.p. 75-0-0
2. Employees by whatever name called doing semi-skilled work of the nature done by Assistants or Junior skilled workers, Conductors, Machine-mates, Fitter-mates, Greasers, Oilers, Booking clerks or Hammermen.	75-0-0	70-0-0	65-0-0	60-0-0	55-0-0
3. Employees by whatever name called doing unskilled work of the nature done by Helpers, Washers, Cleaners, Watchmen, Mazdoors Sweepers, Peons or other miscellaneous workers.	60-0-0	55-0-0	50-0-0	45-0-0	40-0-0

Explanation.—For the purposes of this Notification—

(a) Zone I, Zone II, Zone III, Zone IV and Zone V shall mean the areas respectively shown as comprising similar zones under Government Notification Labour and Housing Department, No. 146/48-V, dated the 27th December, 1951,

(b) the minimum rates of wages payable to a child, adolescent, apprentice or daily wage earner shall be determined in the manner laid down in Note (1), (2), (3) or (4) as the case may be below the said Government Notification, Labour and Housing Department, No. 146/48-V, dated the 27th December, 1951.

By Order and in the name of the Governor of Bombay,
(Sd.) J. C. AGARWAL,
Under Secretary to Government.

No. LAB/6-17(7).—Whereas in pursuance of the provisions of clause (a) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948, (XI of 1948), the Government of Saurashtra was pleased to appoint under its Resolution in the Industries and Commerce Department (Labour) No. LAB/7-17, dated the 18th February 1952, a Committee to hold enquiries and advise the State Government in fixing the minimum rates of wages in respect of employment in public motor transport ; and

WHEREAS in pursuance of the provisions of Section 7 of the Minimum Wages Act, 1948 (XI of 1948), Government of Saurashtra was pleased to appoint the Advisory Board to advise the Government generally in the matter of fixing minimum rates of wages ;

AND WHEREAS the said Committee and Advisory Board have submitted their reports to the Government of Saurashtra ;

NOW, THEREFORE, in exercise of the powers conferred by clause (a) of sub-section (1) of Section 3 of the said Act, the Government of Saurashtra, after considering the advice of the said Committee and the Advisory Board, is pleased to fix minimum rates of wages as specified in Schedule to employees employed in any employment in public motor transport in the State of Saurashtra.

SCHEDULE

Category of worker	Zone 1.		Zone 2.	
	Bhavnagar, Rajkot, Jamnagar, Junagadh, Morvi, Veraval, Surendranagar, Porbandar, Joravar nagar and Wadhwan City.		All the remaining areas not included in Zone No. 1	
	Minimum daily rates of wages.		Minimum daily rates of wages.	
	Basic Pay.	D.A.	Basic Pay.	D.A.
1	2	3	4	5
	Rs.a.p.	Rs.a.p.	Rs.a.p.	Rs.a.p.
Highly skilled	3-4-0	1-0-0	3-4-0	0-13-0
1. Turner.				
2. Electrical doing the work of armature winding of motor dynamos and other electric skilled work.				
Skilled	2-8-0	1-0-0	2-8-0	0-13-0
1. Superintendent.				
2. Transport Manager.				
3. Assistant Superintendent.				
4. Inspector.				
5. Cashier				
6. Accountant				
7. Account clerks.				
8. Booking clerks.				
9. Station-in-charge.				
10. Foreman Mechanic.				
11. Checker.				
12. Driver.				
13. Mistry or Foreman.				
14. Mechanic.				
15. Fitter.				
16. Carpenter.				
17. Vulcaniser.				
18. Blacksmith.				
19. Electrician. (ordinary licensed)				
20. Bus controller or starter.				
21. Welder.				
22. Upholster.				
23. Batterymen (assembler).				
24. Serving Supervisor.				
25. Storekeeper.				

1	2	3	4	5
	Rs.a.p.	Rs.a.p.	Rs.a.p.	Rs.a.P.
Semi-Skilled	1-8-0	1-0-0	1-8-0	0-13-0
1. Assistant Manager.				
2. Assistant Accountant.				
3. Clerks.				
4. Time Controller.				
5. Assistant Store-keeper.				
6. Starter.				
7. Conductor.				
8. Assistant Fitter.				
9. Assistant Carpenter.				
10. Assistant Blacksmith.				
11. Tyre Fitter.				
12. Assistant Mechanic.				
Unskilled	1-0-0	1-0-0	1-0-0	0-13-0
1. Cleaners.				
2. Store Coolies.				
3. Garage Boys.				
4. Helpers.				
5. Watchmen.				
6. Peons.				

Explanation.—For the purpose of this Notification the minimum rates of wages shall consist of the basic rate of wages plus the cost of living allowance as shown against each.

Note.—(1) The minimum rate of wages payable to a child shall be 50% of the minimum rate of wages fixed for an unskilled employee.

(2) The minimum rate of wages payable to an adolescent if certified to work as an adult shall be the same as those fixed for an adult and, if certified to work as a child, shall be the same as those fixed for a child.

(3) The minimum rate of wages payable to an apprentice shall be 75% of the minimum rate of wages fixed for an unskilled employee.

(4) In the case of monthly paid employees, the minimum rate of monthly pay and dearness allowance payable to an employee shall be computed by multiplying the minimum rate of daily pay and dearness allowance fixed for the class of employees to which he belongs by 26.

(5) Sweepers in this employment shall be paid the same rates of wages which have been fixed for sweepers employed in the local municipalities as per Notification No. LAB/6-17(4), dated 30th March, 1952.

By Order of H. H. the Raj Pramukh,
D. K. BADHEKA,
Under Secretary to Government.

NOTIFICATION

Labour and Social Welfare Department

Old Secretariat Building,
Bombay, 4th September 1959.

MINIMUM WAGES ACT, 1948.

No. MWA.2058(K)-J.—In exercise of the powers conferred by sub-clause (i) of clause (a) of sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Bombay, hereby fixes the minimum rates of wages as set out in column 2 of the Schedule hereto annexed to be the rates payable by the month to the classes of employees specified in column 1 of the said Schedule in respect of the employment in public motor transport in the Kutch area of the State of Bombay and directs that this notification shall come into force on and with effect from the 10th day of September 1959.

SCHEDULE

Class of Employees	Rates	
	1	2
	<i>Zone I</i>	<i>Zone II</i>
	Rs. nP.	Rs. nP.
Skilled	65.00	80.00
1. Drivers.		
2. Mechanics.		
3. Fitters.		
4. Turners.		
5. Electricians.		
6. Checkers.		
7. Supervisors.		
8. Tinsmith.		
9. Batlaryman.		
10. Vulcanisers.		
11. Barpenters.		
12. Blacksmiths.		
13. Welders.		
14. Painters.		
Employees by whatever name called doing skilled work of the nature done by the persons falling under the above entries.		

Class of Employees							Rates	
1							2	
Semi-Skilled	..	..	..	..	..	..	68.00	60.00,
1. Assistant to, or Junior skilled workers. 2. Conductors. 3. Machine-mates. 4. Fitter-mates. 5. Greasers. 6. Oilers. 7. Booking clerks. 8. Hammermen.								
Employees by whatever name called doing semi-skilled work of the nature done by the persons falling under the above entries.								
Unskilled—	..	..	..	..	..	..	60.00	45.00
1. Helpers. 2. Washers. 3. Cleaners. 4. Watchmen. 5. Mazdoors. 6. Sweepers. 7. Peons. Other miscellaneous workers.								
Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.								

Explanation.—For the purpose of this Notification :—

1. Zone I shall comprise the towns of Bhuj, Mandvi, Anjar, Mundra, Rapar, Nakhatrana, Bhachau, Gandhidham and Adipur ;
2. Zone II shall comprise areas in the Kutch area of the State of Bombay not included in Zone I above.

Note 1.—The minimum rate of wages fixed as aforesaid shall be all inclusive rates allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.

Note 2.—The minimum rate of wages payable to,

- (i) a child shall be 50 percent of the minimum rate of wages fixed for an adult employed in unskilled work,

- (ii) an adolescent if certified to work as an adult shall be the same as that fixed for an adult and if certified to work as a child, shall be the same as that fixed for a child,
- (iii) an apprentice shall be 75 per cent of the minimum rate of wages fixed for an adult employed in unskilled work.

Note 3.—In the case of daily wage earners, the minimum rate of daily wages payable to an employee shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest naya paisa.

By Order and in the name of the Governor of Bombay,
S. V. CHAVAN,
Deputy Secretary to Government.

ગુજરાત સરકાર

ગુજરાત રાજ્યમાં પબ્લિક મોટર ટ્રાન્સપોર્ટના ધંધામાં નોકરીના વેતનના દરોના પુનરાવલોકન માટે તપાસ કરી સરકારને સલાહ આપવા માટે નિમવામાં આવેલી સલાહકાર સમિતિ.

પ્રશ્નાવલી

માલિકો માટે

મુ્યના: ૧. આ પ્રશ્નાવલીના પ્રત્યેક પ્રશ્ન સામે તેના ઉત્તર માટે પૂરતી જગા રાખવામાં આવી છે છતાં જે જગ્યા અપૂરતી પડે તે વધારાના કાગળો જેડી પ્રશ્નાકના નિર્દેશ કરી જવાબ આપવો.

સમજૂતી: આ પ્રશ્નાવલીમાં વાપરેલા ટુંકાક્ષરી શબ્દોની સમજૂતી નીચે પ્રમાણે છે.

પુ. પુરૂષ; કિ. કિથોર (૧૫થી ૧૮ વર્ષની ઉમરના); બા. બાલકો (૧૫ વર્ષની ઉમરથી નીચેના); કા. કાયમી; હ. હંચામી

૧. સંસ્થાનું નામ અને સરનામું.

૨. સંસ્થાનો પ્રકાર. (અ) ટ્રવમાલિકી (બ) ખાનગી લી. (ક) પબ્લિક લી.

(ડ) પ્રાઈવેટ લી. (ઈ) સહકારી

૩. (અ) ધંધા શરૂ કર્યાની મૂળ તારીખ.

(બ) હાલના માલિકના કબજામાં આવી તે તારીખ.

૪. માલિક (માલિકોનાં પૂરાં નામ અને સરનામો.)

આપની સંસ્થા (એસ્ટાબ્લીશમેન્ટ) માં કામદારોની સેજની સરેરાશ સંખ્યા (૮ ક્લાકની પાળી માટે) છેલ્લા ત્રણ વર્ષ માટેની વિગત નીચેના કોઠામાં આપશો.

કામદારનો પ્રકાર	૧૯૫૯				૧૯૬૦				૧૯૬૧			
	પુ.	સ્ત્રી	કી.	બા.	પુ.	સ્ત્રી	કી.	બા.	પુ.	સ્ત્રી	કી.	બા.
	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.	કા.હં.

(અ) સમય પ્રમાણેના કામ માટે વેતન મેળવતા કર્મચારીઓ જોવા કે દૈનિક, અઠવાડિક, પખવાડિક અગર માસિક.

૧. વહીવટી
૨. કારકુનો
૩. કામદારો.
 - અ. કુશળ
 - બ. અર્ધકુશળ
 - ક. અકુશળ

(બ) કરવા કામના જથ્થાના પ્રમાણમાં (પીસરેટથી) વેતન મેળવતા કર્મચારીઓ.

૧. વહીવટી
૨. કારકુનો
૩. કામદારો.
 - અ. કુશળ
 - બ. અર્ધકુશળ
 - ક. અકુશળ

કર્મચારીઓની ભરતી સીધી જ કરવામાં આવે છે કે કોઈ અન્ય વ્યક્તિ કે એજન્સી દ્વારા ? છેલ્લા ત્રણ વર્ષ માટે નીચે પ્રમાણે વિગતો આપશો.

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(અ) માલિક તરફથી સીધા રખાયેલા કામદારો

૧. વહીવટી
૨. કારકુનો
૩. કામદારો.
- અ. કુશળ
- બ. અર્ધકુશળ
- ક. અકુશળ

(બ) કોઈ અન્ય વ્યક્તિ કે એજન્સી કે કોન્ટ્રાક્ટર મારફત રખેલા જેઓને તેવી વ્યક્તિ, એજન્સી, કે કોન્ટ્રાક્ટર પાસેથી સીધું વેતન મળતું હોય તેવા કામદારો.

૧. વહીવટી
૨. કારકુનો
૩. કામદારો
- અ. કુશળ
- બ. અર્ધકુશળ
- ક. અકુશળ

૭. આપની સંસ્થા (એસ્ટાબ્લીશમેન્ટ) ને કયા કયા કામદાર કાયદાઓ લાગુ પડે છે? જેવા કે શોપ્સ એન્ડ એસ્ટાબ્લીશમેન્ટ એક્ટ, મિનિમમ વેજ્સ એક્ટ, પેમેન્ટ ઓફ વેજ્સ એક્ટ, ફેક્ટરીઝ એક્ટ, પ્રોવીડન્ટ ફંડ્ઝ એક્ટ, અને બીજા કાયદાઓ (વિગત આપશો.)

૮. આપની સંસ્થા (એસ્ટાબ્લીશમેન્ટ)માં છેલ્લા ત્રણ વર્ષ દરમિયાન અપાયેલા વેતનના દરોની વિગત સાથે જોડેલા પરિશિષ્ટમાં આપશો. દરરોજના હિસાબે આપશો. માસિક દરો અપાતા હોય તો તેમને રકમથી ભાગીને રોજના દરો આપવા. પરિશિષ્ટમાં દર્શાવેલા સિવાયના બીજા કોઈ હોદ્દાઓ વાળા કામદારો હોય તો હોદ્દાની વિગત સાથે વેતનના દરો વિ. દર્શાવેલા જે ઉદ્દેશ (પીસરેટ)થી કોઈ કામદારને વેતન ચૂકવાતું હોય તો તેવા દરોની વિગતો પણ આપશો.

૯. આપનાં ધંધાનાં કામમાં કાંઈ જોખમ રહેલું છે? જો હોય તો તે માટે કાંઈ વધારે વેતન આપવામાં આવતું હોય તો તેની વિગત આપવી.

૧૦. હાલ જો મોંઘવારી ભદ્રું આપવામાં આવતું હોય તો તે વડે જીવન નિર્વાહના ખર્ચમાં વધારાના કેટલા ટકા આવરી લેવાય છે ?

૧૧. કોન્ટ્રાક્ટરના કારીગરોને મળતાં વેતનમાં અને આપના કારીગરોને મળતા એવા જ કામ માટેના વેતનમાં કંઈ ફેરફાર છે? જો બની શકે તો કોન્ટ્રાક્ટરના કારીગરોને અને આપના કારીગરોને એકજ કામ માટે મળતા વેતનની વિગતો આપવા વિનંતી છે.

૧૨. કામદારોને બોનસ આપવામાં આવતું હોય તો છેલ્લા ત્રણ વર્ષમાં આપેલ બોનસની વિગતો આપશો. બોનસ ચૂકવવામાં જે થરતો હોય તે જણાવવી. જુદા જુદા પ્રકાર અને હોદ્દાઓના કર્મચારીઓને જુદા જુદા હારફે બોનસ આપવામાં આવતું હોય તો તેની વિગતો દર્શાવશો.

૧૩. કામદારોને આપવામાં આવતી સુખસગવડોની વિગતો નીચે આપશો, જે વર્ગના કર્મચારીઓને સવલતો વિગેરે આપવામાં આવતી હોય તે વર્ગ અને કર્મચારીઓની સંખ્યા પણ જણાવવા વિનંતી છે.

ક. પ્રોવિડન્ટ ફંડની કોઈ યોજનાઓ જે હોય તો તે માટે કામદારોના વેતનમાંથી કરવામાં આવતી કપાતનો દર, માલિક તરફથી આપવામાં આવતો ફાળાનો દર વિગેરે દર્શાવશો.

ખ. ગ્રેજ્યુટીની યોજના છે? હોય તો તેની વિગત આપશો.

ગ. પેન્શનની કોઈ યોજના હોય તો તેની વિગત આપશો.

ધ. રહેવાની સગવડ જો માલિક તરફથી આપવામાં આવતી હોય તો તે કયા પ્રકારના કામદારને, કેવી અને કઈ શરતોએ અપાય છે તે જણાવશો. અને આવી સગવડથી પ્રત્યેક કામદારને થતા લાભની માસિક કિંમત રૂપિયામાં જણાવશો.

થ. બજારજુ અને બત્તીની સગવડ જો અપાતી હોય તો કયા પ્રકારના કામદારને અપાય છે તે દર્શાવી તેની સગવડની કામદાર દીઠ માસિક કિંમત લખશો.

છ. વેદકીય મદદ અપાતી હોય તો આવી મદદની કામદાર દીઠ માસિક કિંમત આપશો.

જ. યુનિફોર્મ અને તેને લગતી સવલતો આપવામાં આવતી હોય તો તે કેવા પ્રકારના કેટલા કર્મચારીઓને આપવામાં આવે છે અને કામદાર દીઠ તેની વાર્ષિક કિંમત શું થાય છે તે જણાવશો.

ઝ. ધોલાઈ ભથ્થું આપવામાં આવતું હોય તો તેની વિગત જણાવશો અને કયા પ્રકારના કેટલા કર્મચારીઓને અપાય છે તે જણાવશો.

ટ. કામદારોને ચાલુ બજાર ભાવ કરતાં ઓછાં ભાવે કોઈ ચીજ વસ્તુઓ આપવામાં આવતી હોય તો તેની વિગત અને તેના લીધે જેને લાભ થતો હોય તેવા કામદારોની સંખ્યા અને પ્રત્યેક કામદારને થતા લાભની માસિક કિંમત આપશો.

ઠ. બીજી કોઈ સગવડો આપવામાં આવતી હોય તો તેની વિગત અને તેની દરેક સગવડથી કેટલા કર્મચારીઓને લાભ મળે છે તે અને કર્મચારી દીઠ થતા લાભની કિંમત દર્શાવશો ..

ક. પગાર અને મોંઘવારી ભથ્થાં ઉપરાંત (નાઈટ આઉટ ભથ્થું) પ્રવાસ ભથ્થું અગર કોઈ તેવા ભથ્થાં અપાતા હોય તો તે કયા પ્રકારના કર્મચારીઓને શા દરે આપવામાં આવે છે તેની વિગત દર્શાવવી.

૧૪. કામની પરિસ્થિતિ અંગે નીચેની વિગત આપશો.

ક. સામાન્ય રીતે રોજના કામના ક્લાકોની સંખ્યા (રિવાજથી, ઠરાવથી, ચુકાદાથી કે કાયદાથી નક્કી થયેલ).

ખ. ખરેખર રોજના કામના ક્લાકોની સંખ્યા (વધારાના કામના ક્લાકો સહિત.)

ગ. કામદારો પાસેથી રોજના સામાન્ય ક્લાકો ઉપરાંત કોઈપણ દિવસ વધુમાં વધુ કેટલા ક્લાક વધારાનું કામ લેવામાં આવે છે? આવા વધારાના કામ માટે આપવામાં આવતા વેતનના દરો શા ધોરણે આપાય છે તે લખશો.

ઘ. રોજના આરામના ગાળા.

ચ. કામના ક્લાકોનો ફેલાવો (કામના ક્લાકો અને આરામના ગાળાનો સરવાળો).

છ. મધ્ય રાત્રિથી મધ્ય રાત્રિ સુધીના ચોવીસ ક્લાકના કોઈપણ દિવસ (અગર રાતે) કામદારના કામ ઉપરથી ઉતરવાના અને તે પછીના દિવસે કામ ઉપર ચઢવાના સમય વચ્ચે ઓછામાં ઓછા કેટલા ક્લાકનો ગાળો રાખવામાં આવે છે ?

જ. અઠવાડિયાના કામના દિવસોની સંખ્યા.

ઝ. સામાન્ય રીતે અઠવાડિક રજા કયા વારે આપાય છે ?

ટ. અન્ય રજાઓ અને તહેવારની રજાઓની વિગત નીચે પ્રમાણે આપશો:—

	પગાર સાથેની	પગાર સિવાયની	વર્ષમાં રજાના દિવસોની સંખ્યા.
હકક રજા. માંદગીની રજા આકસ્મિક રજા પ્રસૂતિની રજા તહેવારની રજા અન્ય રજાઓ ((વિગત આપવી)			
કુલ			

૨૭

૧૫. આપની સંસ્થા દ્વારા ભાડે ચલાવવામાં આવતાં વાહનોની સંખ્યા/આપશો.

અ. ઓટોરીક્ષા.

બ. ટેક્ષી.

ક. પેસેન્જર બસો.

ડ. માલ વહન કરતી ટ્રુકો અગર લોરીઓ.

ઈ. અન્ય પ્રકારના વાહનો (વિગત આપવી).

કુલ વાહનો

૧૬. અ. ધંધામાં હાલ રોકાયેલી મૂડીની રકમ દર્શાવશો.

૧૬. છેલ્લા ત્રણ વર્ષ દરમ્યાન થયેલ આવક, ખર્ચ અને નફો નુકશાનના આંકડાઓ, નીચેની વિગતો આપવા વિનંતી છે.

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(૧) ધંધામાં થયેલી કુલ આવક.

(૨) થયેલ ખર્ચ.

ક. ચુકવેલ વેતનો.

ખ. અન્ય એસ્ટાબ્લીશમેન્ટ ખર્ચ.

ગ. વેરાઓ વ્યાજ વિગેરે.

ઘ. જમીન મકાનો વગેરેનું ભાડું (જો હોય તો)

ચ. મશીનરીનો ઘસારો વિગેરે.

છ. અન્ય ખર્ચ (વિગત દર્શાવવી)

જ. ધંધામાં થયેલ ચોખ્ખો નફો, અથવા નુકશાન
(છેલ્લા ત્રણ વર્ષના સરવૈયા જોડવા વિનંતી છે.)

૧૭. આપની સંસ્થા (એસ્ટાબ્લીશમેન્ટ)ને લગતા કોઈ કામદારોને લગતા સમાધાનો, ચુકાદાઓ વિગેરે હોય તો તેની વિગતો આપશો. છેલ્લા કરાર, કરાવ અને ગેઝેટમાં ન છપાયા હોય તેવા ચુકાદાઓ વિગેરેની નકલો જોડવા વિનંતી છે. આવા ચુકાદાઓ વિગેરે જો ગેઝેટમાં પ્રસિદ્ધ થયા હોય તો ગેઝેટની તારીખ અને પાના નંબર આપવા.

૧૮. ધંધાના વિકાસની કોઈ ચોજના હોય તો તેની વિગતો આપશો, અને તેને લીધે આગામી ત્રણ વર્ષમાં કેટલા વધુ કામદારોને વધુ કામ આપી શકો તેમ છો તે દર્શાવશો.

૧૯. સમિતિના તેના કાર્યમાં મદદરૂપ થાય તેવી માહિતી તથા સૂચનો તમારી પાસે હોય તો તે આપવા વિનંતી છે.

ટ. અન્ય રજાઓ અને તહેવારની રજાઓની વિગત નીચે પ્રમાણે આપશો:—

	પગાર સાથેની	પગાર સિવાયની	વર્ષમાં રજાના દિવસોની સંખ્યા.
હકક રજા. માંદગીની રજા આકસ્મિક રજા પ્રસૂતિની રજા તહેવારની રજા અન્ય રજાઓ ((વિગત આપવી)			
કુલ			

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૧૫. આપની સંસ્થા દ્વારા ભાડે ચલાવવામાં આવતાં વાહનોની સંખ્યા/આપશો.

અ. ઓટોરીક્ષા

બ. ટેક્ષી.

ક. પેસેન્જર બસો.

ડ. માલ વહન કરતી ટ્રુકો અગર લોરીઓ.

ઈ. અન્ય પ્રકારના વાહનો ((વિગત આપવી).

કુલ વાહનો

૧૬. અ. ધંધામાં હાલ રોકાયેલી મૂડીની રકમ દર્શાવશો.

૧૮. છેલ્લા ત્રણ વર્ષ દરમિયાન થયેલ આવક, ખર્ચ અને નફા નુકશાનના આંકડાઓ, નીચેની વિગતો આપવા વિનંતી છે.

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- (૧) ધંધામાં થયેલી કુલ આવક.
- (૨) થયેલ ખર્ચ.

ક. ચુકવેલ વેતનો.

ખ. અન્ય એસ્ટાબ્લીશમેન્ટ ખર્ચ.

ગ. વેરાઓ વ્યાજ વિગેરે.

ઘ. જમીન મકાનો વગેરેનું ભાડું (જે હોય તે)

ચ. મશીનરીનો ધસારો વિગેરે.

છ. અન્ય ખર્ચ (વિગત દર્શાવવી)

જ. ધંધામાં થયેલ ચોખ્ખો નફો, અથવા નુકશાન.

(છેલ્લા ત્રણ વર્ષના સરવૈયા જોડવા વિનંતી છે.)

૧૭. આપની સંસ્થા (એસ્ટાબ્લીશમેન્ટ)ને લગતા કોઈ કામદારોને લગતા સમાધાનો, ચુકાદાઓ વિગેરે હોય તે તેની વિગતો આપશો. છેલ્લા કરાર, ઠરાવ અને ગેઝેટમાં ન છપાયા હોય તેવા ચુકાદાઓ વિગેરેની નકલો જોડવા વિનંતી છે. આવા ચુકાદાઓ વિગેરે જો ગેઝેટમાં પ્રસિદ્ધ થયા હોય તે ગેઝેટની તારીખ અને પાના નંબર આપવા.

૧૮. ધંધાના વિકાસની કોઈ યોજના હોય તે તેની વિગતો આપશો, અને તેને લીધે આગામી ત્રણ વર્ષમાં કેટલા વધુ કામદારોને વધુ કામ આપી શકો તેમ છે તે દર્શાવશો.

૧૯. સમિતિના તેના કાર્યમાં મદદરૂપ થાય તેવી માહિતી તથા સૂચનો તમારી પાસે હોય તે તે આપવા વિનંતી છે.

પરિશિષ્ટ

નોંધ : નીચે દર્શાવેલ હોદ્દાઓ સિવાયના હોદ્દાઓ હોય તે તેની વિગતો પણ આપશો.

ક્રમાંક	કામદારનો હોદ્દો	પગારનો સ્કેલ (જો હોય તો)	હાલની સાંખ્ય	૧૯૬૦ નો દર				૧૯૬૧ નો દર				૧૯૬૨ નો દર					
				મૂળ દર	મોંઘવારી ભથ્થાનો દર	અન્ય ભથ્થાનો દર	કુલ	મૂળ દર	મોંઘવારી ભથ્થાનો દર	અન્ય ભથ્થાનો દર	કુલ	મૂળ દર	મોંઘવારી ભથ્થાનો દર	અન્ય ભથ્થાનો દર	કુલ		
				૫	૬	૭	૮	૯	૧૦	૧૧	૧૨	૧૩	૧૪	૧૫	૧૬		
૧	આસિસ્ટન્ટસ																
૨	આર્ટ ઓફીસ્યુટિવ.																
૩	એડ્વ. મા. ઓપરેટર.																
૪	એકાઉન્ટન્ટ.																
૫	ઈન્સ્પેક્ટર.																
૬	ઈન્સ્ટક્ટર.																
૭	ક્લાર્ક.																
૮	કેશીયર																
૯	ઓડિટર																

- | | | | |
|----|--------------------------|--|--|
| ૧૦ | કોષ્ટપસ્ટ | | |
| ૧૧ | ચેકર | | |
| ૧૨ | ચેઝર | | |
| ૧૩ | ટાઈમ કીપર | | |
| ૧૪ | ટાઈમ કંટ્રોલર | | |
| ૧૫ | ટેલીફોન ઓપરેટર | | |
| ૧૬ | ટાઈપિસ્ટ. | | |
| ૧૭ | ડેપુ મેનેજર | | |
| ૧૮ | બસ કંટ્રોલર અગર સ્ટાર્ટર | | |
| ૧૯ | રાઈટર | | |
| ૨૦ | રોડ પેટ્રોલ | | |
| ૨૧ | સુપરિન્ટેન્ડેન્ટ | | |
| ૨૨ | સુપરવાઈઝર | | |
| ૨૩ | સ્ટેશન ઈન-ચાર્જ | | |
| ૨૪ | સ્ટોરકીપર | | |

૧	૨	૩	૪	૫	૬	૭	૮	૯	૧૦	૧૧	૧૨	૧૩	૧૪	૧૫	૧૬
૨૫	સ્ટેટિસ્ટિશિયન														
૨૬	સ્ટેનોગ્રાફર														
૨૭	સ્ટોક વેરીફાયર														
૨૮	હોસ્ટેસ														
૨૯	આપ હોલ્સ્ટરર														
૩૦	આર્મે ચર વાઈન્ડર														
૩૧	આર્ટીઝન														
૩૨	ઇલેક્ટ્રિશિયન														
૩૩	ઇલેક્ટ્રીકલ સુપરવાઈઝર														
૩૪	ચાન્સમેન														
૩૫	ટર્નર														
૩૬	ટીનમીથ														

- ૩૭ ડ્રાઇવર
૩૮ ડ્રાફ્ટ્સ મેન
૩૯ પેન્ટર
૪૦ પ્લંબર
૪૨ ફોરમેન
—સિનિયર
—જુનિયર
—આસિ. ઈલેક્ટ્રિકલ
૪૩ ફાયર વોર્ડન
૪૪ ફીટર
૪૫ બોઇલર એટેન્ડન્ટ
૪૬ બેટરી મેન
૪૭ મીકેનિક
૪૮ લુહાર
૪૯ વલ્કેનાઈઝર
૫૦ વેલ્ડર

૧	૨	૩	૪	૫	૬	૭	૮	૯	૧૦	૧૧	૧૨	૧૩	૧૪	૧૫	૧૬
૫૧	વેહીકલ એકઝામીનર														
૫૨	સુથાર														
૫૩	એસિસ્ટન્ટ અથવા જુનિયર સ્કીલ કામદારો														
૫૪	ઓર્ડવર														
૫૫	કંડકટર														
૫૬	કમ્પાઉન્ડર														
૫૭	ગ્રીઝર														
૫૮	ગાર્ડનર														
૬૦	ટાયર ફીટર														
૬૧	ટ્રેસર														
૬૨	ફીટર મેન.														
૬૩	મશીન મેન														
૬૪	લીફ્ટ મેન														

- | | | | |
|----|-----------------|--|--|
| ૬૫ | હેમર મેન | | |
| ૬૬ | કલીનર | | |
| ૬૭ | ખલાસી | | |
| ૬૮ | ગેરેજ બોય | | |
| ૬૯ | ગેટકીપર | | |
| ૭૦ | પટાવાળા | | |
| ૭૧ | મજૂર | | |
| ૭૨ | વોશર | | |
| ૭૩ | વોચમેન | | |
| ૭૪ | વોરનર એટેન્ડન્ટ | | |
| ૭૫ | સ્વીપર | | |
| ૭૬ | સ્ટોર કુલી | | |
| ૭૭ | હેલ્પર | | |

APPENDIX "H"

ગુજરાત સરકાર

ગુજરાત રાજ્યમાં પબ્લિક મોટર ટ્રાન્સપોર્ટના ધંધામાં નોકરીનાં વેતનના દરોના પુનરાવલોકન માટે તપાસ કરીને સરકારને સલાહ આપવા માટે નિમવામાં આવેલી સલાહકાર સમિતિ.

પ્રશ્નાવલી

કામદાર મંડળ માટે

સૂચના:—આ પ્રશ્નાવલીના પ્રત્યેક પ્રશ્ન સામે તેના ઉત્તર માટે પૂરતી જગ્યા રાખવામાં આવી છે. છતાં જો જગ્યા અપૂરતી પડે તો વધારાના કાગળો જોડી પ્રશ્નના અંકનો નિર્દેશ કરી જવાબ આપવો.

૧. કામદાર મંડળનું નામ અને સરનામું.
૨. રજીસ્ટ્રેશન નંબર.
૩. તા. ૩૧-૩-૬૨ના રોજ સભ્ય સંખ્યા
૪. જે પબ્લિક મોટર ટ્રાન્સપોર્ટની સંસ્થાઓ (એસ્ટાબ્લીશમેન્ટ)માં તમારા સભ્યો નોકરી કરતા હોય તે પબ્લિક મોટર ટ્રાન્સપોર્ટની સંસ્થાઓની યાદી.
૫. ઉપર જણાવેલ પૈકી દરેક સંસ્થાઓ અંગે નીચેના મુદ્દાઓ અંગે માહિતી આપવી.
 - (અ) કામદારોની કુલ સંખ્યા.
 - (બ) સંસ્થામાં, ચાલતાં જુદા જુદા કામોની યાદી અને તે માટે હાલ આપાતા કુલ વેતનના દરો.
 - (ક) સંસ્થાની સામાન્ય સ્થિતિ.
 - (ડ) ધંધાના પ્રકાર અને વર્ણન : સંસ્થામાં મુસાફરોની હેરફેર કે માલની હેરફેરનું કે બન્ને પ્રકારનું કામ ચાલે છે.
૬. તમારા વિસ્તારમાં આ ધંધાની નાણાકીય સ્થિતિ કેવી છે ?

૭. તમારા સભ્યોને સંબંધકર્તા સમાધાન કરાર અથવા એવોર્ડની વિગત આપવા વિનંતી છે. છેલ્લા કરાર, સમાધાન અને ગેઝેટમાં ન છપાયા હોય તેવા એવોર્ડની નકલો આપવા વિનંતી છે. ગેઝેટમાં છપાયેલ એવોર્ડની બાબતમાં ગેઝેટની તારીખ અને પાના નંબર આપવા.
૮. પબ્લીક મોટર ટ્રાન્સપોર્ટના ધંધામાં નોકરી માટેના ન્યુનરામ વેતનના દરોના પુનરાવલોકન અંગે આપનો અભિપ્રાય દર્શાવશો. સદર ધંધામાં કામના જુદા જુદા હોદ્દાઓ માટે ન્યુનરામ વેતનના કુલ દરો શું હોવા જોઈએ તેની વિગત જુદા કાગળ જોડી આપશો.
૯. સમિતિને તેના કાર્યમાં મદદરૂપ થાય તેવી માહિતી અગર સૂચનો આપની પાસે હોય તો તે આપવા વિનંતી છે.

સ્થળ :—

તારીખ :—

સહી.

હોદ્દો