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GOVERNMENT OF MAHARASHTRA

REPORT

OF THE

COMMITTEE TO ADVISE GOVERNMENT REGARDING REVISION OF MINIMUM RATES OF WAGES IN EMPLOYMENT IN RICE, FLOUR AND DAL MILLS

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Chairman

P. S. Nerurkar
Member-Secretary

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REPORT OF THE COMMITTEE APPOINTED FOR REVISION OF MINIMUM RATES OF WAGES IN EMPLOYMENT IN ANY RICE MILL, FLOUR MILL OR DAL MILL IN THE STATE OF MAHARASHTRA

CONTENTS

CHAPTER I

INTRODUCTION

1.1. *Constitution of the Committee.*—The Government of Maharashtra, Industries and Labour Department, appointed a Committee to hold enquiries into the conditions prevailing in the employment in any Rice Mill. Flour Mill or Dal Mill in the State of Maharashtra by orders contained in Government Resolution, Industries and Labour Department, No. MWA. 1471/162432/Lab-III-A, dated 17th July 1973. The Government Resolution in question is reproduced in the Annexure " A " to this report.

1.2. *Members of the Committee.*—The following persons were appointed on the Committee :—

(1) Shri P. S. Deshmukh, Chairman, Shahpur.

Representatives of Empolyers

(2) Shri Jaipalsingh Geherwar, Member, Amgaon.

(3) Shri Omprakash Mehadia, Member, Nagpur.

(4) Shri Ghanashyamdas Jalan, Member, Aurangabad.

(5) Shri D. D. Savla, Member, Poona.

(6) Shri D. D. Bhende, Member, Panvel.

(7) Shri R. K. Vissanji, Member, Bombay.

Representatives of Employees

(1) Shri Balasaheb Mohite, Member, Nagpur.

(2) Shri N. R. Shrote, Member, Nagpur.

(3) Shri Nabikhan Beria, Member, Sholapur.

(4) Shri D. G. Shevtekar, Member, Aurangabad.

(5) Shri B. R. Hatle, Member, Bombay.

(6) Smt. Malinibai Tulpule, Member, Poona.

Shri M. Samiullah, Assistant Commissioner of Labour, was appointed as Secretary of the Committee in addition to his own duties.

As Sarvashri O. P. Mehadia and R. K. Vissanji regretted their inability to be associated with the functioning of the Committee, the replacement of these members by Sarvashri Shambihari Goyal and N. K. Vissanji was notified by Government *vide* Government Resolution, Industries and Labour Department, No. MWA. 1471/194568/Lab-III-A, dated 23rd October 1973. By another Government Resolution, Industries and Labour Department, No. MWA. 1471/203648/Lab-III-A, dated 17th November 1973, Shri P. S. Nerurkar, Assistant Commissioner of Labour, Bombay, was appointed as Member-Secretary of the Committee vice Shri M. Samiullah.

1.3. *Tenure of the Committee.*—The committee was required to submit its report within a period of six months from 17th July 1973. However, due to certain unavoidable circumstances, it was not possible for the Committee to complete and submit its report within the said time limit. As such, the Committee requested for the extension of the period for submission of the report upto 16th July 1974. The same was granted. * * *

CHAPTER II

PROGRESS OF THE WORK OF THE COMMITTEE

2.1. *Terms of reference.*—The Government had set out the following terms of enquiry to be held by the Committee—

(*a*) to hold enquiries into the conditions prevailing in the employment in any Rice Mill, Flour Mill or Dal Mill in the State of Maharashtra, and

(*b*) to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, No. MWA. 1462(I)/Lab-III, dated 18th March 1965, No. MWA. 1462-Lab-III, dated 18th March, 1965, No. MWA. 1462 (I)/Lab-III, dated 29th June 1965 and No. MWA. 1462 (II)/Lab-III, dated 29th June 1965.

2.2. *Progress of the Enquiry.*—The Committee decided to adopt the following methods of enquiry in relation to the terms of reference entrusted to it by Government, viz.—

(*i*) by issuing questionnaires to various persons and parties and collecting the information from them ;

(*ii*) by paying spot visits to some establishments in the various zones of the State. It was decided by the Committee that the establishments to be visited by the Committee should properly represent various zones.

2.3. *Questionnaires.*—The Committee issued questionnaires to the employers, their Associations and the Unions engaged in this employment. The Committee noted that the response to the questionnaire from parties or institutions was very poor. The Committee received only 44 replies to the questionnaires. In few cases, the persons submitted their memoranda which were taken into consideration by the Committee. Some employees and employers from Poona, Nagpur, Chiplun, Aurangabad and Bombay had also made some useful suggestions for consideration of the Committee.

2.4. *Spot Visits.*—The Committee paid visits to establishments in this employment and interviewed the office bearers of employers' associations and workers' unions. At some places, the Committee interviewed the employees and employers directly. The Committee visited the following places in the course of its various tours :—

Barsi, Latur, Shahapur, Washim, Panvel, Chiplun, Amravati, Gondia, Nagpur, Jalna, Aurangabad, Poona and Bombay.

2.5. The Committee, during the course of its visits to some of the establishments in this employment, personally interviewed the employers and employees. The Committee also heard interested parties and recorded their evidence. The tour programme of the Committee was given publicity in the local newspapers and the local organisations of the employers and employees were apprised in advance of the programme of the Committee.

* * *

CHAPTER III

GENERAL

3.1. The Minimum Wages Act, 1948 under which this Committee is constituted does not define the concept of minimum wage. The guidelines for fixation of minimum wage are to be found in the Conventions and Recommendations of International Labour Organisation, Directive principles in the Constitution Resolution adopted by the 15th Indian Labour Conference and the report of the Fair Wages Committee. Besides these guidelines, the Committee took into consideration the observations made by the National Commission on Labour and also kept in view the trend of judicial decisions of Industrial Courts, High Courts and Supreme Court while fixing the minimum wages.

The concept of minimum wages has also been discussed in the reports of the several Committees appointed under this Act so far. The main consideration which weighed with this Committee in coming to its conclusions was that the minimum wage to be recommended should not be so high as to drive the marginal units in the industry out of business and thereby aggravate unemployment and at the same time it should not be so low as to give only a " below subsistence level " wage to the employees. The Committee's attention was also drawn to the following observations of the Madhya Pradesh High Court on the subject of revision of minimum rates of wages :

> " *A distinction has been drawn up between fixation of minimum wage for* the first time and revision of wages so fixed. The material distinction between the wages fixed for the first time and revised is that, whereas in the fixation of wages for the first time, the necessary elements stated in section 4 (basic rate, special allowance etc.) have to be determined in accordance with conditions of work, work-load and cost of living existing at that time, in revising the rate fixed these elements have to be corelated not only to the conditions existing at the time of revision but also the minimum wage already fixed." (Narottamdas *Vs.* Gowarikar, Inspector, Minimum Wages Act and others *vide* 1961 LLJ pp. 442).

3.2. With this background, the Committee proceeded to make enquiries with a view to collecting information about factual conditions and to ascertain views on revision in the existing statutory minimum wages. The following Chapters deal with the steps taken in that behalf.

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CHAPTER IV

VIEW OF THE EMPLOYERS AND THEIR ASSOCIATIONS

4.1. The Committee considered the views and suggestions received by it through the replies to the questionnaires from representatives of the employers and employees and their associations from different regions of the State. Discussions were also held at the time of evidence recording sessions in different places for ascertaining the views of employers and their associations. The following is the summarized version of the views and suggestions given by the employers on the issue of revision of minimum rates of wages.

4.2. The employers in general do not appear to have expressed any serious opposition to the contemplated revision of wage structure. Some of the employers expressed an opinion that there was no scope for any substantial upward revision. The main reason for this observation on the part of the employers in the Roller Flour Mills was that they faced difficulty about inadequate supply of raw materials which necessitates their working below the given capacity. Competition from neighbouring States has also weakened their ability to meet additional wage burden. This veiw was also advanced by the employers in the Rice and Dal Mills. In the case of small Flour Mills i.e. Chakkis, the employers' associations stated that due to reduction in quantum of grains sold through fair price shops, the work of grinding by the flour mills has been correspondingly reduced. In some cases, the Committee observed that the minimum wages which were last revised in 1965 were already increased by some employers either voluntarily or as a result of bargaining with the employees or their unions. Where such increase has already been given the employers regretted their inability to entertain any further rise in minimum rates of wages.

4.3. *Classification of employees in different categories according to skill.*—As regards the existing classification of employees under the four broad heads *viz.*, skilled, semi-skilled, and un-skilled (heavy) and unskilled (light), no specific suggestion for any alteration therein was made. None of the employers or organised associations had brought to the notice of the Committee a difficulty in the implementation of the existing classification. However, some employers from Amaravati and Gondia suggested that a distinction between the wage rates payable to male and female labour should be made.

4.4. *Classification of Areas into Zones.*—No specific views on this subject were canvassed by the representatives of the employers or their associations before the Committee.

4.5. *Extent of revision in minimum rates of wages.*—While some employers advocated the maintenance of *status-quo* on this subject, some others were inclined to agree to an increase over the wages revised in 1965 in view of the rise in the cost of living on the one hand and also because of non-availability of labour on those rates at some places. In few cases, some employers observed that so far as unskilled labour is concerned, they were being approached by unskilled labourers to provide them with work on rates much below the rates fixed by the Committee in 1965 due to keen competition arisen out of large-scale unemployment in the region.

Due to the uncertainty in the three sub-employments on account of (1), irregular supply of raw materials (2) competition from big units (3) speculative nature of the markets especially in Dal and Rice Mills and (4) increased cost of production and restrictive practices regarding credits, some of the employers stated that there is no need to disturb the existing minimum wage and that there is little scope for accepting additional wage burden. It was also stated that employees, especially those in the semi-skilled and unskilled categories, are available in sufficient numbers to work on existing rates, and hence *status quo* should be maintained. The employers who were in favour of a slighty upward revision of minimum wages were those from Barsi, Latur, Poona and Bombay.

4.6. *Linkage with Consumer Price Index Numbers.*—Most of the employers were opposed to the provision of an additional payment by way of cost of living allowance by linking wages with the consumer price Index numbers. However, a few employers agreed that the introduction of such a provision is necessary especially because of the continuous and steady rising trend in the cost of living.

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CHAPTER V

VIEWS OF EMPLOYEES AND TRADE UNIONS

5.1. In sharp contrast to the views of the employers as stated in the previous Chapter,the Committee received detailed views and suggestions from employees as well as the trade unions at the time of the evidence recording sessions. The views and suggestions are summarized in this Chapter.

5.2. The minimum wages in this employment were last revised in 1965 when the average Consumer Price Index number for the Bombay Centre was 554. The Committee which recommended the minimum rates then did not make any recommendation in relation to the payment of cost of living allowance as provided in the Act. The Unions, therefore, stated that on account of the enormous rise in the cost of living since then as reflected in the Consumer Price Index Numbers , there was a need for substantial increase in the existing rates of wages. One of the unions in Greater Bombay laid stress on the Resolution of the Indian Labour Conference in its 15th session in which it was observed that "with regard to the minimum wage fixation, it was agreed that the minimum wage was need-based and should ensure the minimum human needs of industrial workers irrespective of any consideration. To calculate the minimum wages, the committee accepted the following norms and recommended that they should guide 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 consist of three consumption units for one earner and the earnings of women, children and adolescents should be disregarded.

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

(*iii*) Clothing requirements should be estimated at a *per capita* 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 norm should be minimum rent charged by Government in any area for house provided under the Subsidised Industrial Housing Scheme for low income groups.

(*v*) Fuel, lighting and other miscellaneous items of expenditure should consist of 20 per cent of the total minimum wage."

5.3. Applying the above considerations, the union contended that the minimum wage which should be payable to an unskilled worker in Greater Bombay in 1967 would work out approximately to Rs. 210·80 per month. In 1974, it would work to Rs. 306·22 Ps. The Union contended that the factor regarding the erosion of the value of rupees due to inflation has also to be taken into account. The union submitted that this Committee should base its recommendations on the above observations. This union drew the attention of the Committee to the fact that the Industrial Tribunals in Bombay have followed the above basis while awarding minimum wages to workmen in various industries, irrespective of the capacity of the company to pay. The Union referred to the awards of the Industrial Tribunals given in respect of (1) Hydro-Engineers Pvt. Ltd., (2) Alpack Pvt. Ltd., Bombay, (3) M/s. Palitana Iron and Mechanic Works, Bombay, (4) Vallabh Glass Works Ltd., Bombay, given between the years 1967 and 1973. In these awards, the grant of dearness allowance to workmen was linked to cost of living index numbers. It was also observed by this union that the previous Minimum Wages Revision Committee had not recommended linking of the minimum wage to the cost of living index numbers. If this had been done, the minimum wage now would have been higher. Since the workmen in this employment have been deprived of the benefit of cost of living allowance to counteract the effect of the spiralling rise in prices of essential commodities, it is necessary that the wages be linked so that the workers get protection against increase in prices of essential commodities. The Union also submitted that since the workmen have been deprived of the benefit of the revision of minimum wages for a long time, the minimum wages to be recommended by this Committee should be given effect retrospectively from 1st January 1973.

5.4. Most of the representatives of the unions and the workers individually in different parts of the State had deposed before the Committee about the steep rise in the prices of the essential commodities over the last few years in general and last one year and a half in particular. They stated that it was difficult for the workers to make both ends meet in the existing wages. In order to enable them to make both ends meet, they demanded that upward revision of the minimum wage is absolutely necessary. The demand for minimum wage made by the workers in various zones, in respect of workmen in the unskilled categories varied between Rs. 150 and 250 per month.

5.5. The representatives of the unions drew the attention of the Committee to the minimum wages prescribed recently by the Committees in the following employments, viz. (1) Employment in Bakeries, (2) Employment in Wooden Photo and Picture Frame Making, (3) Employment in Wooden Furniture Making and (4) Employment in Saw Milling and stated that in general, the minimum wage to be recommended by this Committee should be generally on the lines of those recommended by the abovementioned four Committees. The unions also referred to the seasonal or intermittent working of the establishments in this employment as a result of which the workers have to face considerable hardships especially in the seasonal spells of unemployment. They stated that the workers cannot enjoy the benefits of several provisions of Labour Laws on account of the intermittent nature of their working.

5.6. The unions also drew the attention of the Committee to the fact that majority of the employees in this employment do not get full advantage of the different benefits conferred under the Act. They commented bitterly on the inadequate inspection machinery of the State Government for want of which the workers in this employment do not get all the benefits flowing from the Act.

5.7. It was also represented to the Committee at some places that in some occupations, the employers are getting the work done on contract basis. The Unions urged that the practice of getting some work which is a part of the normal work of the establishment done by contractors should not be entrusted to contractors thereby depriving the workers of the benefits provided under different labour laws.

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CHAPTER VI

APPROACH TO THE PROBLEM OF MINIMUM WAGE

6.1. *Approach.*—The analysis of the observations made in the Chapter IV relating to the views of the employers would disclose their contention that their capacity to bear any further increase in the wages payable to the employees was almost saturated.

6.2. The subject matter of the capacity of the industry to pay minimum rates of wages under the Act was debated by the Committee in detail. In view of the observations made by the Supreme Court in its judgement in the case of Crown Aluminium Works *Versus* their workmen (AIR 1958-SC-30), it was felt that a reference to the capacity of the industry to pay the minimum wage should be treated immaterial. Besides, the task of the Committee to recommend is considered as not a fair wage with a gradual rise, ideal to the living wage but a minimum wage only. In this light, the demand of the employees in some places and their organisations was considered to be demand for a fair wage and to certain extent a need-based wage. The Committee came to the conclusion that it should recommend such rates of wages as would enable the employees and its family of three consumption units to maintain itself and also maintain the efficiency of the worker who is required to work for earning that wage. The Committee in this connection also considered the views expressed by the Supreme Court of India in its judgement given in the case of Unichoyi (U) and others *versus* State of Kerala (1961 LL.J.P. 631) in which Their Lordships had observed that the minimum wage is sometimes described as a bare minimum wage in order to distinguish it from wage structure which is " subsistence plus " or fair wage, but too much emphasis on the adjective ' bare ' in relation to the minimum wage is apt to lead to the erronous assumption that the minimum wage is a wage which enables the worker to cover his bare physical needs and keep himself just above starvation. The Supreme Court ruled that this was not intended in the concept of minimum wage and stated further that since the capacity of the employer to pay was treated as irrelavent, it was but right that no addition should be made to the components of the minimum wage which would take the minimum near the lower level of the fair wage, but the contents of this concept must ensure for the employee not only his sustenance and that of his family but must also preserve the efficiency of the employee concerned. The Supreme Court further observed that the Minimum Wages Act contemplated that the minimum rates of wages should be fixed in the scheduled industry with the dual object of providing sustenance and maintenance of the worker and his family and preserving his efficiency as worker.

6.3. The Committee had also the occasion to study the Consumer Price Index Numbers constructed by the Government of Maharashtra for seven cities and towns in Maharashtra in general and Bombay in particular. A statement showing the annual average of the Consumer Price Index Numbers from 1965 to 1971 and monthly numbers from January 1973 to April 1974 for Bombay Centre is appended to this report (Annexure 'B'). The Committee had also the benefit of going through the minimum rates of wages fixed by Government of Maharashtra in certain scheduled employments from 1969 to 1973. The statement of minimum rates of wages in these scheduled employments is reproduced in Annexure 'C' appended to this report.

6.4. The Committee had also the benefit of going through the extract of interim report of the Expert Panel of the Planning Commission giving outline of the national wage policy which should ensure minimum wage payable to an employee. This extract was published in the Times of India dated 23rd March 1973. According to the Planning Commission, it was stated therein, the total wage receivable by an employee should com'prise of minimum wage skill differential, compensation for exceptional hazards or disadvantages, growth dividend, dearness allowance and share in profits. Though it would take some time to evolve the national wage structure, the Expert Panel for need-based wage, opined that the prime task had now been to initiate this evolution. The Expert Panel further opined that the entire organised sector should be obliged to pay the wage based on these principles by 1978-79 an even marginal units should not enjoy exemption beyond this date. Guidance was also given that the minimum wage should be worked out taking into account the variations in the cost of living indices in different centres and regions. Our Committee was in full agreement with the principles advocated by the Expert Panel of the Planning Commission.

6.5. Having regard to the foregoing observations, the Committee proceeded to make the recommendations no outline in the next Chapter.

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CHAPTER VII

RECOMMENDATIONS

7.1. After taking into consideration the evidence on record as tendered by the employees and their Unions, employers and their Associations in the course of spot-visits and the evidence recording sessions at different Centres in the State and after carefully considering the principles governing the fixation of minimum rates of wages, the Committee arrived at unanimous decisions and accordingly makes the following recommendations.

7.2. *Formation of Zones.*—As regards the zones into which the State should be divided, the Committee took into consideration the recommendations of the previous Committee appointed in 1965 and the reasons given by it in forming such zones. The previous Committee had taken into consideration the basis of population for dividing the State into zones. Following generally the same lines , this Committee decided upon on the following classification of zones after going through the population figures of 1971 census.

Zone I.—Shall comprise areas within the limits of Greater Bombay Municipal Corporation.

Zone II—Shall comprise areas within the limits of Municipal Corporations other than the Greater Bombay Municipal Corporation and within a distance of ten kilometres from the periphery of these Corporations and the area within the limits of Thana Municipal Council and within a distance of eight kilometres from the periphery of Thana Municipal Council excluding the areas in Zone I.

Zone III.—Shall comprise areas in Municipal Councils and other places excluding those in Zones I & II with population of 50,000 and above and the areas within the limits of Aurangabad Cantonment.

Zone IV.—Shall comprise all other areas not included in Zones I, II and III.

7.3. *Minimum Rates of Wages.*—After consideration of all the relevant factors, data available with the Committee and on the basis of the evidence tendered by the interested persons and parties representing the employers and the employees, the Committee recommends the revision of the existing rates of minimum wages as mentioned below :—

Category	Zone I	Zone II	Zone III	Zone IV
I	II	II	III	IV
Skilled (Monthly)	240·50	214·50	183·50	156·00
(Daily)	9·25	8·25	7·25	6·00
Semi-skilled (Monthly)	221·00	195·00	169·00	143·00
(Daily)	8·50	7·50	6·50	5·50
Unskilled (Heavy)	195·00	169·00	136·50	117·00
(Monthly)	7·50	6·50	5·25	4·50
(Daily)	7·50	....	....	....
Unskilled (Light)				
(Monthly)	182·00	156·00	130·00	110·50
(Daily)	7·00	6·00	5·00	4·25

The Committee recommends that the minimum rates of wages payable to an apprentice shall be 75 per cent of the wages fixed for the zone, class and category in which he is employed. The minimum rates of wages payable to an adolescent and a child shall be 75 per cent and 60 per cent respectively of the minimum rates of wages fixed for the zone, class and category in which he is employed.

In the case of an employee employed on daily wages, the minimum rates of wages payable to him shall be computed by dividing the monthly wages by 26, the quotient being stepped up to the next nearest paisa.

7.4. *Provision for Special Allowance.*—In addition to the minimum rates of wages as recommended in the preceding para, the Committee recommends that in view of the steep rise in the prices of essential commodities especially during the recent months and with a view to compensate the employees for the increse in the cost of living in future, the minimum rates of wages should be linked to the Consumers Price Index Numbers and that the employees be paid the cost of living allowance as provided under the Act.

The cost of living allowance shall be calculated on the rise of every 10 points over the Consumers Price Index Number (Bombay Centre) viz. 1150 (Old Series) on hypothetical basis. The Committee recommends that for rise of every 10 points over the above Consumers Price Index Number for Bombay employees shall be paid at the following rates per month viz. Rs. 2·40 ps. for first zone, Rs. 2·00 ps. for second zone, Rs. 1·50 ps. for third zone and Re. 1·00 for fourth zone. The raise of 10 points over 1150 (Old Series) should be culculated in the corresponding Consumers Price Index Numbers for other Centres as is being done by the Competent Authority under Minimum Wages Act in respect of other employments for which Cost of Living Allowance is payable.

7.5. *Classification and Categorisation of Employees.*—The Committee went through the existing classification and categorisation of employees mentioned in the current notifications. The Committee noted that in the existing notifictions relating to Bombay and Hyderabad area, no mention is made about the minimum rates of wages payable to the category of clerical employees though recommended .by the previous Committee. Similarly, the category of Lorry Driver is not mentioned in the Part I of the notification relating to the Hyderabad areas. The Committee recommended that these omissions need to be rectified.

7.6. At present, there are four different notifications governing the minimum rates of wages in this Employment. The Committee suggests that for the sake of uniformity, the minimum rates of wages now recommended be notified under a single notification.

7.7. The zone-wise classification and categorisation of employees together with the minimum rates of wages recommended by the Committee shall be as follows :—

Serial No. 1	Category 2	Zone I 3	Zone II 4	Zone III 5	Zone IV 6
	Skilled	Per month	Per month	Per month	Per month
1	Boiler attendant				
2	Blacksmith (3) Carpenter				
4	Engineer				
5	Electrician (with diploma)				
6	Engine Driver (7) Fitter				
8	Lorry Driver (9) Mechanic ..				
10	Mason (11) Maistry	240·50	214·50	188·50	156·00
12	Miller				
13	Machine operator or plantman ..				
14	Roller Groover				
15	Supervisor (16) Test Baker ..				
17	Turner (18) Tailor				
19	Employees by whatever name called doing skilled work of the nature done by persons falling under the above entries.				
	Semi-skilled				
1	Chakki in-charge attending to maintenance.				
2	Electrician (without diploma) ..				
3	Mukadam (4) Motor attendant ..				
5	Machineman (6) Hammerer ..				
7	Oil painter (8) Oiler/oilman ..				
9	Pumpman				
10	Purifier-attendant	221·00	195·00	169·00	143·00
11	Plansifter attendant				
12	Rollerman (13) Silkman				
14	Washer-machineman				
15	Employees by whatever name called doing semi-skilled work of the nature done by persons falling under the above entries.				

Serial No. 1	Category 2	Zone I 3	Zone II 4	Zone III 5	Zone IV 6
	Unskilled (Heavy)	Per Month	Per Month	Per Month	Per Month
(1)	Bag Weigher (2) Chowkidar ..				
(3)	Chakki attendant/mill attendant ..				
(4)	Gate Keeper (5) Hamal				
(6)	Loader/stacker (7) Peon ..				
(8)	Stitcher (9) Mazdoor	195·00	169·00	136·50	117·00
(10)	White Washer (11) Watchman ..				
(12)	Employees by whatever name called doing unskilled heavy work of the nature done by persons falling under the above entries.				
	Unskilled (Light)				
(1)	Cleaner				
(2)	Employees doing work of winnowing by hand.				
(3)	Feeder (4) Mixer				
(5)	Packer (6) Stenciller	182·00	156·00	130·00	110·50
(7)	Spreader (8) Sweeper				
(9)	Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.				
	Clerical staff connected with the working of the Factory-Registered of otherwise				
(1)	Clerk (2) Cashier				
(3)	Godown-keeper (4) Gumasta ..				
(5)	Munim (6) Munshi				
(7)	Store-keeper (8) Typist	240·50	214·50	188·50	156·00
(9)	Time-keeper				
(10)	Employees by whatever name called doing clerical work of the nature done by persons falling under the above entries.				

7.8. As regards the minimum rates of wages for employees in the Transport Sections, the Committee feels that they may be paid the same rates as are recommended for other classes of employees in the other sections of this Employment and that they need not be paid minimum rates of wages fixed for employees in the Employment in Public Motor Transport. The categories of employees in Transport section are accordingly included in the list given in the preceding paragraph.

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CHAPTER VIII

GENERAL OBSERVATIONS AND SUGGESTIONS

8.1. In the course of its work, the Committee noted at some places that the regular work of the establishments in this employment is being got done by engaging workers on contract basis, thereby depriving the workers of the benefits provided under different labour laws. The Committee is of the opinion that this practice, especially in the present context of law relating to abolition and regulation of contract labour should be discarded by the employers wherever such system is prevalent.

8.2. The Committee observed that in general the enforcement of the Minimum Wages Act 1948, does not seem to be very effective in view of the inadequate inspection machinery with the Government. The Committee recommends that Government should take steps to strengthen the inspection machinery.

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CHAPTER IX

ACKNOWLEDGEMENTS

9.1. Before concluding the report, the Committee takes opportunity to express its gratitude to the employers and their Associations, employees and the trade unions for the co-operation they extended to the Committee during the ccurse of spot-visits and evidence recording sessions.

9.2. The Chairman is grateful to the Members of the Committee for the spirit of co-operation and valuable suggestions made by them during the course of its work. In particular, mention may be made of Sarvashri B. R. Hatle and G. K. Jalan, who assisted the Committee ably by virtue of their association with the previous Revision Committee. But for the spirit of adjustment and accommodation displayed by the members, it would not have been possible for the Committee to make unanimous recommendations and in completings successfully the task entrusted to the Committee.

9.3. The Chairman places on record his sincere appreciation of the very valuable assistance rendered by Shri P. S. Nerurkar, Assistant Commissioner of Labour and Member-Secretary of this Committee for helping the Committee at all the stages of its work. The Commttee also places on record its appreciation of the services rendered by Shri C. S. Chandawarkar, Senior Clerk and Shri V. P. Bhingare, Peon, in the course of its work.

(Shri P. S. DESHMUKH)
Chairman

Representatives of Employers	*Representatives of Employees*
1. (Shri D. D. BHENDE)	(Shri NABIKHAN BERIA)
2. (Shri JAIPALSINGH GAHARWAR)	(Shri B. R. HATLE)
3. (Shri SHAMBIHARI GOYAL)	(Shri BALASAHEB MOHITE)
4. (Shri GHANSHYAMDAS JALAN)	(Shri D. G. SHEVTEKAR)
5. (Shri D. D. SAVLA)	(Shri N. H. SHROTE)
6. (Shri N. K. VISSANJI)	(Smt. MALINIBAI TULPULE)

(Shri P. S. NERURKAR)
(*Member-Secretary*)

Bombay :

Dated 14th July 1974.

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ANNEXURE 'A'

Minimum Wages Act, 1948

Appointment of a Committee under the—

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 1471/162432/Lab-III-A,

Sachivalaya, Bombay-32, dated the 17th July 1973

RESOLUTION.—In pursuance of clause (*a*) of sub-section (*1*) of section 5 of the Minimum Wages Act, 1948, (XI of 1948), the Government of Maharashtra hereby appoints the Committee as shown in the Annexure to the Resolution, to hold enquiries into the conditions prevailing in the employment in any rice mill, flour mill or dal mill in the State of Maharashtra and to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department No. MWA. 1462(*i*)/Lab-III, dated the 18th March 1965, No. MWA. 1462-Lab-III, dated 18th March 1965, No. MWA. 1462/(I)/lab.-III, dated 29th June 1965 and MWA. 1462(II) Lab-III, dated 29th June 1965.

2. Shri M. Samiullah, Assistant Commissioner of Labour, Bombay should be appoint as Secretary of the Committee in addition to his own duties.

3. The Commitee should submit its detailed report to Government in the matter within six months from the date of this Resolution.

4. The non-Official Members of the Committee who are not members of the Legislature shall be paid travelling allowance and daily allowance for any journey performed by them in connection with the work of the Committee in accordance with scale I specified in rule 1(1)(b) in Appendix XLII-A Section I to the Bombay Civil Services Rules as amended from time to time. The Local members of the Committee shall also be allowed to draw actual conveyance charges limited to Rs. 5 for every day of the meeting of the said Committee.

5. Shri M. Samiullah, the Secretary of the Committee should be the Controlling Authority in respect of the travelling allowance bills of the non-officials Members of the Committee.

6. All Officer and Departments of Government are requested to give such assistance as may be required by the Committee for the purpose of the enquiry.

7. The expenditure should be debited to the Budget Head " 38-Labour and Employment A-Labour-A-12 Special Committee for enquiry " Demand No. 109 and met from the grants sanctioned thereunder.

Annexure to Government Resolution, Industries and Labou r Department No. MWA. 1471/162432/Lab-III-A, dated the 17th July 1973, appointing Committee for employment in any rice mill, flour mill or dal mill in the State of Maharashtra.

Chairman—

Shri P.S. Deshmukh,

Bhagyodaya, Paranjpe Bungalow, opposite Thana Station, Thana.

Members

(*a*) *Representatives of employers.*—

1. Shri Shree Jai Pal Singh Geherwar, Amgaon Sahakari Shetki Dhani Girni, Amgaon, District Bhandara.
2. Shri Om Prakash Mehadia, Proprietor, Mehadia Dal Mill, Bagadganj, Nagpur-8.
3. Shri Ghanshamdas K. Jalan, Managing Director of Deccan Flour Mills, Paithan Road, Aurangabad.

4. Shri D.D. Savla, Bharat Grain Crushing Flour Mill, 362, Nana Peth, Poona-2.
5. Shri D. D. Bhende, Manager, Sakhari Bhatachi Girni Ltd., Panvel, District Kolaba.
6. Shri R. K. Vasanji, President, Maharashtra Roller Flour Mills Association, C/o. Wallace Flour Mills, Wallace Street, Bombay-1.

(*b*) *Representative of employees.*—

1. ShriBalasaheb Mohite, General Secretary, Rashtriya Dal and Flour Mills Employees, Union, Gujarwada, Kothi Road, Mahal, Nagpur-2.
2. Shri N. H. Shrote, President, Maharashtra Dal Mill Kamgar Sangh, Mahal, Nagpur.
3. Shri Nabikhan Beria, General Secretary, General Kamgar Union, 66, Railway Lines, Sholapur.
4. Shri D.G. Shevtekar, General Secretary, Mazdoor Sangh, Aurangabad.
5. B. R. Hatle, General Secretary, Mumbai Mazdoor Union, 115, Satyagiri Sadan, Dadar Main Road, Dadar Bombay-14.
6. Smt. Malinibai Tulpule, General Secretary, Poona General Kamgar Union, 327/28, Kasaba Peth, Poona-2.

This Resolution issues with the concurrence of the Finance Department *vide* that Department un-official reference No. 480/S-3, dated the 8th March 1973.

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

S.D. SULE,
Section Officer.

ANNEXURE 'B'

Statement showing the information about the Consumer Price Index Numbers constructed for Bombay Centre.

Period to which the Index No. relates	Index No.
1	2
1. Year 1965	554 (Average)
2. Year 1966	630 (Average)
3. Year 1967	697 (Average)
4. Year 1968	740 (Average)
5. Year 1969	766 (Average)
6. Year 1970	797 (Average)
7. January 1971	813
February 1971	804
March 1971	808
April 1971	817
May 1971	826
June 1971	826
July 1971	835
August 1971	839
September 1971	844
October 1971	852
November 1971	857
December 1971	861
8. January 1972	848
February 1972	844
March 1972	848
April 1972	857
May 1972	866
June 1972	870
July 1972	892
August 1972	901
September 1972	884
October 1972	901
November 1972	901
December 1972	987
9. January 1973	906
February 1973	910
March 1973	924
April 1973	941
May 1973	963
June 1973	999
July 1973	1021
August 1973	1043
September 1973	1008
October 1973	1012
November 1973	1012
December 1973	1048
10. January 1974	1057
February 1974	1070
March 1974	1106
April 1974	1150
May 1974	1194

ANNEXURE ' C '

Serial No.	Name of the Scheduled Employment in which wages are fixed/revised from 1969	No. and Date of Government Notification	Date of effect and remarks
1	2	3	4
1	Employment in Residential Hotels and Restaurants.	No. MWA-2467/122016/ Lab-III, dated 24th June 1969.	1st August 1969. Zones

Minimum rates of wages

	Zone I	Zone II	Zone III	Zone IV
Skilled	140.00	130.00	120.25	115.25
Semiskilled	111.25	101.25	91.25	88.25
Unskilled	100.00	90.00	80.00	75.00

2	Employment in Transforming Plastics.	MWA-5769 / 155678 / Lab-III, dated 18th November 1969.	1st December 1969. Only 3 zones. 2 categories. in Semiskilled.

Minimum rates of wages

Skilled	143.00	140.40	137.80
SemiSkilled (A)	106.60	104.00	101.40
SemiSkilled (B)	98.80	96.20	93.60
Unskilled	93.60	91.00	88.40

3	Employment in Glass Industry	MWA-4067 / 134571/ Lab-III, dated 21st November 1969.	1ts December 1969. 3 categories in skilled and 2 in semiskilled Supervisor. Clerical Separate.

Minimum rates of Wages

Skilled (A)	162.00	139.00	115.00
Skilled (B)	149.00	125.00	100.00
Skilled (C)	142.00	118.00	95.00
Semiskilled (A)	122.00	100.00	75.00
Semiskilled (B)	115.00	93.00	68.00
Unskilled	108.00	86.00	65.00

4	Employment in Brick and Tile Manufactory.	MWA - 5269 / 156052/ Lab-III, dated 21st November 1969.	1st December 1969 Brick Section. According to Categories Piece rate for Administration.

Minimum rates of Wages

Skilled	140.00	120.00	115.00
Semiskilled (A)	115.00	90.00	85.00
Semiskilled (B)	98.00	80.00	78.00
Unskilled (A)	90.00	80.00	78.00
Unskilled (B)	80.00	60.00	58.00

ANNEXURE ' C '—*contd.*

Serial No.	Name of the Scheduled Employment in which wages are fixed/revised from 1969	No. and Date of Government Notification	Date of effect and remarks
1	2	3	4
5	Employment in Public Motor Transport.	MWA-2067 /150386/ Lab-III, dated 26th September 1970.	1st October 1970. Only two zones.

Minimum rates of wages

	Zone I	Zone II	Zone III	Zone IV
Skilled	170.00	165.00	....	....
Semiskilled	150.00	145.00	....	....
Unskilled	130.00	125.00	....	....

6	Employment in Oil Mills ..	MWA-2067/150455/(*ii*) Lab-III, dated 26th June 1970.	1st October 1970 Only three zones. Skilled wages for clerical.

Minimum rates of wages

Skilled	150.00	130.00	120.00
Semiskilled	125.00	110.00	100.00
Unskilled (A)	110.00	95.00	85.00
Unskilled (B)	104.00	88.00	78.00

7	Employment in Canteens and Clubs.	MWA-6368/101287 (*ii*) Lab-III, dated 27th July 1970.	Only 5 zones. 1st September 1970.

Minimum rates of wages

Skilled	145.00	135.00	125.00	120.00	115.00
Semiskilled	116.25	106.25	96.25	91.25	86.25
Unskilled	105.00	95.00	85.00	80.00	75.00

8	Employment in Shops or Commercial Establishments.	MWA-4268/000053/ Lab-III, dated 24th March 1971.	1st May 1971. *Plus* special allowance.

Minimum rates of wages

Skilled	200.00	175.00	150.00	150.00
Semiskilled	160.00	140.00	125.00	110.00
Unskilled	120.00	105.00	92.00	80.00

ANNEXURE ' C '— *contd.*

Serial No.	Name of the Scheduled Employment in which wages are fixed/revised from 1969	No. and Date of Government Notification	Date of effect and remarks
1	2	3	4
9	Employment in Buffaloes and Cows Keeping.	MWA - 6268 / 105328/ Lab-III, dated 2nd April 1971.	1st May 1971. 3 zones. Two groups of skills.

Minimum rates of wages

Group I	160.00	140.00	110.00
Group II	135.00	120.00	90.00

10	Employment in Automobile Repairing Works.	MWA - 6168 / 112302 / Lab-III, dated 27th April 1971.	1st May 1971. Wages fixed for General staff seperately.

Minimum rates of wages

Skilled (Highly) ..	350.00	325.00	300.00	275.00
Skilled (Grade I)	230.00	210.00	190.00	180.00
Skilled (Grade-II) ..	185.00	165.00	145.00	130.00
Semiskilled	140.00	130.00	110.00	100.00
Unskilled	120.00	110.00	95.00	85.00

11	Employment in Cotton Ginning and pressing.	MWA - 2566 / 107639/ Lab-III, dated 18th June 1971.	1st July 1971.

Minimum rates of wages

Zone I	Zone II	Zone III	Zone IV
157.50 to 262.00	140.00 to 210.00	122.50 to 192.50	....
122.50 to 140.00	115.00 to 132.00	100.00 to 125.00	....
3.70 to 5.50	2.30 to 4.00	2.05 to 3.60	....

ANNEXURE 'C'—*contd.*

Serial No.	Name of the Scheduled Employment in which wages are fixed/revised from 1969	No. and Date of Government Notification	Date of effect and remarks
1	2	3	4
12	Employment in Stone Breaking.	MWA-5271/107355 (I) Lab-III, dated 21st January 1972.	26th January 1972. Only 3 zones. Two categories in Unskilled.

Minimum rates of wages

Skilled	208.00	169.00	156.00
Semiskilled	156.00	136.50	123.50
Unskilled (A)	123.50	104.00	91.00
Unskilled (B)	117.00	91.00	78.00

13	Employment in Powerloom Industry.	MWA-5071 / 151437/ Lab-III, dated 28th September 1972.	1st October 1972 Plus special allowance.

Minimum rates of wages

Skilled (A)	205.00	195.00	170.00	150.00
Skilled (B)	175.00	165.00	140.00	125.00
Semiskilled	132.00	122.00	107.00	95.00
Unskilled	120.00	110.00	95.00	85.00

14	Employment in Bakeries ..	MWA-5273/164147/ Lab-III-A, dated 30th April 1973.	1st June 1973. 4 zones.

Minimum rates of wages

Skilled	220.00	190.00	175.00	150.00
Semiskilled	175.00	155.00	140.00	125.00
Unskilled	150.00	135.00	125.00	110.00

15	Employment in Wooden Furniture making.	MWA-6573/177156/ Lab-III-A, dated 27th July 1973.	15th August 1973. 3 zones.

Minimum rates of wages

Skilled	280.00	230.00	220.00
Semiskilled (A)	210.00	180.00	165.00
Semiskilled (B)	180.00	150.00	135.00
Unskilled	165.00	135.00	120.00

ANNEXURE ' C '—*concld.*

Serial No.	Name of the Scheduled Employment in which wages are fixed/revised from 1969	No. and Date of Government Notification	Date of effect and remarks
1	2	3	4
16	Employment in Wooden Photo and Picture Frames making.	MWA-6673/188950/ Lab-III(A), dated 18th September 1973.	1st October 1973. 3 zones. *Plus* special allowance.

Minimum rates of wages

	Zone I	Zone II	Zone III
Skilled	290.00	235.00	220.00
Semiskilled (A)	210.00	180.00	165.00
Semiskilled (B)	195.00	165.00	150.00
Semiskilled (C)	180.00	150.00	135.00
Unskilled (H)	165.00	135.00	120.00
Unskilled (L)	150.00	120.00	105.00

17	Employment in Saw Milling..	MWA-6473/197572/ Lab-III(A) dated 18th October 1973.	1st November 1973. 3 zones.

Minimum rates of wages

Varying Between

310.00	280.00	265.00
&	&	&
155.00	125.00	110.00

18.	Employment in Agriculture ..	MWA-2373/159904/ Lab-III (A), dated 14th March 1974.	24th March 1974. 3 zones Minimum rates of wages fixed for any unskilled workers.

Minimum rates of wages

Annual	1440.00	1320.00	1200.00
Monthly	120.00	110.00	100.00
Daily	4.50	3.75	3.00

Government Central Press, Bombay.