

**REPORT OF THE  
LOKHANDI JATHA KAMGAR  
ENQUIRY COMMITTEE**

**DECEMBER 1965**

# GOVERNMENT OF MAHARASHTRA

(Industries and Labour Department)

Report of the Committee for settlement of disputes between the Bombay Iron Merchants' Association, Bombay, and the Iron, Steel and Hardware Merchants' and Manufacturers' Chamber of India, Bombay, on the one hand, and the Lokhandi Jatha Kamgar Union, Bombay, and the Transport and Dock Workers' Union, Bombay (representing "Tolliwallas") on the other hand.

*December 1965*

## THE COMMITTEE

SHRI B. S. KALELKAR,	<i>Chairman.</i>
SHRI C. L. GHEEWALLA,	<i>Member.</i>
SHRI TARACHAND K. GUPTA,	<i>Member.</i>
SHRI K. A. KHAN,	<i>Member.</i>
SHRI M. P. MORE,	<i>Member.</i>
SHRI P. J. OVID,	<i>Secretary.</i>

# CONTENTS

	PAGES
<b>REPORT</b>	
<b>CHAPTER I—PRELIMINARY</b>	
1. Origin of the Committee .. .. .	1
2. Constitution of the Committee .. .. .	2
3. Composition of the Committee .. .. .	2
4. Terms of Reference of the Committee .. .. .	3
5. Time-Limit for Submission of the Report of the Committee .. .. .	3
6. Staff of the Committee .. .. .	4
7. Procedure Adopted and Working of the Committee .. .. .	5
<b>CHAPTER II—PRESENT POSITION</b>	
1. Introduction .. .. .	8
2. Places of Work .. .. .	10
3. Nature of Materials Handled .. .. .	10
4. Items of Work Performed .. .. .	10
5. Method of Performance of Work .. .. .	11
6. System of Work .. .. .	11
7. Nature of Work .. .. .	12
8. Working of the "Tollies" .. .. .	12
9. Rates of Wages .. .. .	14
10. Earnings of the 'Lokhandi Jatha Kamgars' .. .. .	15
11. Hours of Work .. .. .	16
12. Overtime Work .. .. .	16
13. Weekly-Off .. .. .	16
14. Festival and Public Holidays .. .. .	17
15. Leave .. .. .	17
16. Accident Compensation .. .. .	18
17. Sickness Benefits .. .. .	18
18. Bonus .. .. .	18
19. Living Conditions .. .. .	19
20. Employer-Employee Relationship .. .. .	19
21. Applicability of Labour Laws .. .. .	20
<b>CHAPTER III—THE CASE OF THE WORKMEN</b>	
The Demands of the Workmen .. .. .	23
1. Revision of Wage Rates .. .. .	23
2. Wages of 'Chawkidars' .. .. .	24
3. Hours of Work .. .. .	24
4. Overtime Rates of Wages .. .. .	24

	PAGES
<b>CHAPTER III—THE CASE OF THE WORKMEN—<i>contd.</i></b>	
5. Weekly Holidays .. .. .	24
6. Festival and Public Holidays .. .. .	24
7. Slips of Weights of Work Done .. .. .	24
8. Payment of Wages .. .. .	25
9. Stacking Work .. .. .	25
10. Accident Benefits .. .. .	25
11. Sickness Benefits .. .. .	25
12. Bonus .. .. .	25
13. Application of Labour Legislation .. .. .	25
14. Recognition of Union .. .. .	25
15. Regulation of System of Employment .. .. .	25
16. Existing Privileges .. .. .	25
<b>CHAPTER IV—THE REPLY OF THE EMPLOYERS</b>	
1. Revision of Wage Rates .. .. .	36
2. Wages of ' Chawkidars ' .. .. .	40
3. Hours of Work .. .. .	40
4. Overtime Rates of Wages .. .. .	41
5. Weekly Holidays .. .. .	41
6. Festival and Public Holidays .. .. .	42
7. Slips of Weights of Work Done .. .. .	42
8. Payment of Wages .. .. .	42
9. Stacking Work .. .. .	43
10. Accident Benefits .. .. .	43
11. Sickness Benefits .. .. .	43
12. Bonus .. .. .	43
13. Application of Labour Laws .. .. .	44
14. Recognition of Union .. .. .	44
15. Regulation of System of Employment .. .. .	44
16. Existing Privileges .. .. .	46
<b>CHAPTER V—RECOMMENDATIONS OF THE COMMITTEE</b>	
<b>Part I</b>	
1. Wage Rates—	
(a) Interim Relief .. .. .	47
(b) Wage Rates for Bending, Bundling, etc., Work .. .. .	48
2. Wages of ' Chawkidars ' .. .. .	50
3. Hours of Work .. .. .	50
4. Overtime Rates of Wages .. .. .	51
5. Weekly Holidays .. .. .	52
6. Festival and Public Holidays .. .. .	52
7. Slips of Weights of Work Done .. .. .	53
8. Payment of Wages .. .. .	53

## CONTENTS

CHAPTER V—RECOMMENDATIONS OF THE COMMITTEE—*contd.*

PAGES

Part I—*contd.*

9. Stacking Work .. .. .	53
10. Accident Benefits .. .. .	54
11. Sickness Benefits .. .. .	54
12. Bonus .. .. .	55
13. Application of Labour Legislation .. .. .	55
14. Recognition of Union .. .. .	55
15. Existing Privileges .. .. .	56
16. Wage Rates for Loading, Unloading and/or Stacking Work .. .. .	56

## Part II

Suggestions for Alternative Systems of Employment .. .. .	59
The Bombay Iron and Steel (Loading and Unloading) Labour (Regulation of Employment and Welfare) Scheme.	62

## CHAPTER VI—SUMMARY OF RECOMMENDATIONS

## Part I

1. Wage Rates .. .. .	82
2. Wages of 'Chawkidars' .. .. .	83
3. Hours of Work .. .. .	83
4. Overtime Rates of Wages .. .. .	83
5. Weekly Holidays .. .. .	83
6. Festival and Public Holidays .. .. .	83
7. Slips of Weights of Work Done .. .. .	83
8. Payment of Wages .. .. .	84
9. Stacking Work .. .. .	84
10. Accident Benefits .. .. .	84
11. Sickness Benefits .. .. .	84
12. Bonus .. .. .	84
13. Application of Labour Legislation .. .. .	84
14. Recognition of Union .. .. .	84
15. Existing Privileges .. .. .	84
16. Wage Rates for Loading, Unloading and/or Stacking Work .. .. .	85

## Part II

17. Regulation of the System of Employment .. .. .	85
--	----

## CHAPTER VII—ACKNOWLEDGEMENTS

ANNEXURES .. .. .	88
-------------------	----

('A' to 'T')

(N.B.—Only Annexures "B" and "B-1" Printed).