



GOVERNMENT OF MAHARASHTRA

**REPORT**  
**OF THE**  
**MINIMUM WAGES (REVISION) COMMITTEE**  
**FOR**  
**EMPLOYMENT IN LEATHER**  
**AND**  
**TANNERIES MANUFACTORY**

**R. A. Khaire, M. L. A.**  
Chairman

**N. D. Naik**  
Member-Secretary

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**REPORT OF THE MINIMUM WAGES (REVISION) COMMITTEE  
FOR EMPLOYMENT IN LEATHER AND TANNERIES  
MANUFACTORY**

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## CHAPTER I

### INTRODUCTION AND PROCEDURE

*Appointment of the Committee.*—By Government Resolution, Industries and Labour Department No, MWA-2167/128073/Lab-III-A, dated the 24th July 1973, the Government of Maharashtra appointed a Committee in pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 to hold inquiries into the conditions of work prevailing in the employment in Tanneries and Leather Manufactory in the State of Maharashtra and to advise it in the matter of revision of minimum rates of wages in this employment fixed under Government Notification, Industries and Labour Department, No. NWA. 2162/Lab-III-A, dated the 28th May 1965. The Committee consisted of the following members :—

*Chairman :*

Shri R.A. Khaire, M.L.A.

*Employers' Representatives :*

1. Shri M. K. Bhagwat,  
Modern Tanneries Co-operative Society Ltd.,  
Bombay-400 017.
2. Shri A. N. Muthu,  
Leather Development Officer, Khadi Gramodyog Commission, Wardha.
3. Shri Madhukar Pol,  
Kolhapur.

*Employees' Representatives :*

1. Shri A.D. Sawant,  
General Secretary, Bombay Suburban Kamgar Sangh, Bombay.
2. Shri Rangnath T. Pund,  
President, Poona Mazdoor Sabha, Poona.
3. Shri Anand D. Satpute,  
C/o. Rashtriya Leather Works, Kolhapur.

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

By Government Resolution, Industries and Labour Department, No, MWA, 5273/184210(iv)/Lab-III, dated the 6th August 1973, Shri M.D. Naik, Secretary of the Committee was appointed as a Member-Secretary of the said Committee.

By Government Resolution, Industries and Labour Department, No, MWA.2173/157609/Lab-III-A, dated the 18th March 1974, Shri D.S. Vilekar, Assistant Director (Leather), C/o. Office of the Khadi and Village Industries Commission, Bombay was appointed as Employers Representative in place of Shri A.N. Muthu who had resigned.

The Committee was required to submit its report to Government within a period of six months from the date of the original Resolution. However due to various reasons it was not possible for the Committee to complete its work within the specified time and as such the Committee requested Government to extend the period from time to time. Government was accordingly pleased to extend the period from time to time upto 31st October 1974.

*Procedure followed by the Committee.*—The first meeting of the committee was held in Poona on 24th August 1973, to consider the procedure to be followed and to draft a questionnaire to be issued to the employers and employees and their Organisations. The Committee also considered the data available at its disposal at this meeting and considered the terms of reference. It was agreed that the terms of reference related to the revision of the minimum rates of wages only as fixed in the said employment under Government Notification, Industries and Labour Department, No. MWA. 2162/LAB-III, dated the 28th May 1965. It was noticed at this meeting that the data available at the disposal of the Committee was very meagre and it would be necessary to collect further data from reaching the conclusions. The Committee, therefore, drafted a questionnaire which was to be sent to the Employers, Employees and their Organisations. The Committee also decided to visit some centres in this industry with a view to making inquiries on the spot and recording evidence of the interested persons. In all about 300 questionnaires were issued out of which— replies to 50 questionnaires only were received.

After the issue of the questionnaires, as well as during the course of the tour, the Committee issued a press-note through the Director of Publicity giving publicity to the programme of the Committee at various centres. The local Officers of the Commissioner of Labour were also requested to approach the interested Organisations of the Employers and the Employees and advise them to give evidence before the Committee. However, inspite of these steps taken by the Committee the response from either the employers or the workers were extremely poor.

*Tours undertaken by the Committee.*—The Committee visited important centres in this employment with a view to making a study of the working conditions on the spot and making inquiries from the employers and the employees. As the employment is spread all over the State of Maharashtra in the remote villages it could not be possible for the Committee to visit each and every place within the time at its disposal. The Committee, therefore, decided to visit the important centres in this industry which were as follows :—

- (1) Greater Bombay and Bhiwandi.
- (2) Poona, Chinchwad and Kondhawa.
- (3) Kolhapur, Miraj and Sangli.
- (4) Yeotmal, Amravati, Nagpur and Kamptee.

The Committee in all hold four meetings, one of which in Bombay, the second in Aurangabad, the third in Poona and the fourth at Matheran.

The Committee took into consideration the views expressed by the individual employers and employees as well as some of the Associations. It also took into consideration the prevailing rates of wages in various industries as well as the minimum rates of wages notified by Government recently in many other scheduled employments. The data collected by the Committee during the tours of inspection was made use of by the Committee in arriving at the conclusions and making the recommendations.

\* \* \*

## CHAPTER II

### EMPLOYMENT AND CONDITIONS OF INDUSTRY

The employment in Tanneries and Leather Manufactory mainly known as leather industry is very ancient industry and at present occupies place of importance in the economy of the country by virtue of the fact that the products of this industry command respectable demand from the overseas markets. The Second Minimum Wages (Revision) Committee has elaborately described the various sections and the processes that are being carried on in this employment and has also discussed the conditions of the industry. This Committee does not feel it necessary to add anything further to that, except stating that the industry is now slowly trying to organise itself on sound footing.

According to the information available with the Office of the Commissioner of Labour and Factories Department, there are over 46 tanneries employing about 2,000 workers which are covered under the provisions of the Factories Act. The figures of the tanneries not covered by the Factories Act were not available. These factories are spread all over the Maharashtra and, according to a rough estimate, employ over 3,000 workers.

Most of the tanneries are cottage industries which are carrying on the processes of tanning skins and leather with the help of the members of their own family occasionally employing about 2 or 3 outside labour. The employees in this employment generally come from backward community of Charmakar which has specialised itself in the processes carried on in this industry. In addition to the private employers, there are also few co-operative societies in this industry. The employers in this industry are extremely unorganised and the societies also are not functioning well due to several factors like lack of sufficient finance, lack of technical knowledge, non-availability of marketing facility etc. Skin and leather have great export potential provided market thereof is organised on proper lines. At present the middlemen are taking advantage of the difficulties of the employers in this industry and exploiting them. It is reported that due to the efforts of the Maharashtra Charmakar Parishad, a Leather Development Corporation has been established which will look after the promotion of sales, export, provision of finances and technical know-how. It is hoped that with the establishment of this Corporation, the industry will face bright days.

The other sector of the industry, viz. ; Leather Manufactory includes the manufacture of foot-wear, miscellaneous leather goods like suit-cases, purses, bags, etc. and the industrial, agricultural and surgical leather goods. There are a number of factories in Greater Bombay, Poona and Kolhapur which are having a brisk business in the manufacture of foot-wear particularly of Kolhapur type which is in great demand in the foreign countries. The purses, suit-cases and the other leather articles also command respectable market. In this country as well as some of the foreign countries, a number of firms are engaged in the export of leather articles and are getting their orders manufactured from

private shop-keepers and cobblers who do work in their homes. This class of workers numbering about more than 10,000 is not sufficiently organised and is liable to be exploited by the middlemen.

The total number of establishments in leather manufactory, according to the available figures, is about 430 employing over 10,000 workers. It is felt that this may not be the correct figure and actually the number of establishment and the employees may be still larger. The bulk of the employment is in Greater Bombay, Poona and Kolhapur regions where there are number of factories employing over 50 workers. At other places the process of manufacturing leather goods is carried on in small shops by employing between 1 to 10 workers.

The employers in this industry are mostly from the Charmakar community which is considered as scheduled caste and are mostly ignorant of modern business practices. The processes in many places are outdated and are carried on in extremely unhygienic surrounding. The tanning of leather is considered obnoxious trade by the local authorities and as such are given sites for their industry which are away from the cities. The employers also face a number of difficulties in obtaining raw materials, chemicals and well developed sites for carrying on the industry. One of the processes of tanning called the bag tanning is done usually in the open and the work is practically at a stand still during the monsoon.

Just as the employers are unorganised similarly the employees in the employment are also unorganised. There are few unions which are attached to some of the factories like Western India Tanneries, M/s Carona Sahu and Co., Swastik Leather Works, etc. By and for, however, the workers are extremely unorganised and on account of this they are being unable to improve their service conditions by collective bargaining. The wage level in this industry is quite low compared to the wage level prevailing in some other scheduled employments. The lowest wage in this industry in Greater Bombay which the Committee came across was about Rs. 3.50 in tanneries and Rs. 3.25 in leather manufactory. In Kolhapur, the lowest wage for a workman in tanneries as well as leather manufactory was about Rs. 3. At other places the wage level was noticed to be even lower than this.

The employers and the workmen in most of the establishments work side by side and quite often the earning of the employers is also almost the same as that of his workmen. Considering all these factors, we feel that it would not be proper to burden the industry with heavy wage cost which may adversely affect the export market in overseas countries.

\* \* \*



### CHAPTER III

#### VIEWS OF THE EMPLOYERS AND EMPLOYEES

As stated in the earlier chapter there are practically no organisations of the employer and employees and inspite of the wide publicity given to the programme of the Committee during the course of its tours, hardly any employers or employees appeared before the Committee to give evidence.

One of the employers from Kolhapur during the course of his statement before this Committee, stated that the work of tanning is being carried on in the mofussil areas by the Dhor community only and none of the persons from other communities would come forward to do this work as it was considered to be a low profession. There are hardly any workers employed in this employment in the mofussil areas, as mostly the trade is carried on a family basis as an home industry. If necessary, even the women folk of the family also help in this work. The relations between the employers and the employees are quite cordial and the method of payment is both on piece and time basis. Thus there is specialisation in labour as well as the employer. Since the industry is in the hands of persons who are backward, the advantage is usually taken by the middlemen. This industry has got immense export potential and the products of the industry are in great demand in the foreign countries. While fixing the minimum wages, it would be necessary to see that both the workers as well as the employers are allowed to subsist. If a wage is fixed at high level it is likely that there will be unemployment, since the employer will do away with whatever labour he employs. It is also to be borne in mind that if the wages are too low the workers may try other employment. In such a case they will not be able to get workers from other industries. He suggested a wage between Rs. 4 to Rs. 5 per day for an unskilled workers, between Rs. 6 to Rs. 7 per day for semi-skilled and between Rs. 8 to Rs. 10 per day for skilled worker.

Shri Baban K. Kharat, an employer from Bombay pointed out the difficulties of this industry and stated that minimum wages in this industry should be between Rs. 75 per month to Rs. 80 per month for unskilled workmen.

As stated earlier there are practically no organisations of the employees in this employment. The only organisation of workers which placed its view before the Committee was Sangli Jilha General Kamgar Sabha. The Sabha pointed out that the employees in this employment have been deprived of guaranteed minimum wage ever since the Minimum Wages Act came into operation. The employees being unorganised are unable to set in motion the machinery for settlement of industrial disputes. Such workers should be given the benefit of social justice. The Sabha stated that at present the workmen in this employment in Sangli were getting wages between Rs. 50 to Rs. 60 per month as against Rs. 150 per month in engineering industry, Rs. 190 per month

in Sugar Factories and Rs. 198 per month in Government and semi-Government departments. Taking into consideration all these facts Sabha suggested that unskilled workmen should be paid Rs. 200 per month, while semi-skilled and skilled workers should get Rs. 300 and Rs. 450 per month respectively. The wages suggested should be linked to the Consumer Price Index Number.

The Sabha suggested three Zones as follow :—

*Zone I.*—Consisting of Greater Bombay, Kalyan, Bhiwandi, Thana and Poona.

*Zone II.*—Municipal Corporations in the Maharashtra State ; and

*Zone III.*—Remaining parts of the State.

Some individual employers also expressed their views before the Committee and suggested different wages for the workers employed in this industry. The views of these persons have been taken into consideration while making recommendations.

\* \* \*

## CHAPTER IV

### HISTORY OF MINIMUM WAGES

The employment in Tanneries and Leather Manufactory forms one of employment which were originally added to the schedule. The then Governments of Bombay, Madhya Pradesh and Hyderabad had fixed minimum rates of wages for the first time by their respective notifications No. 146/48/III, dated the 27th December 1951, No. 570/451-XXIII, dated the 23rd February 1956 and No. 41, dated the 25th March 1952 respectively.

The second Revision Committee was appointed by Government of Maharashtra by Government Resolution, Industries and Labour Department, No. MWA. 2162-Lab-III, dated the 9th February 1963 which was headed by Shri B. S. Kalelkar. The Committee submitted its report on 4th June 1964 and after considering the report, the Government of Maharashtra revised the minimum rates of wages for this employment by Government Notification, Industries and Labour Department, No. MWA. 2162-Lab-III, dated the 28th May 1965. The minimum rates of wages fixed by the Notification are given below :—

#### SCHEDULE

Serial No.	Classes of employees	Minimum Rates of Wages in			
		Zone I	Zone II	Zone III	Zone IV
1	2	3			
		Rs. P. (p.m.)	Rs. P. (p.m.)	Rs. P. (p.m.)	Rs. P. (p.m.)
	<i>Skilled</i>				
<b>Tanneries—</b>					
1	Grader (Jachandar) .. .. .	110.00	95.00	80.00	70.00
<b>Persons doing the work of—</b>					
2	Unhairing (East India Skins) .. .. .				
3	Measuring .. .. .				
4	Employees by whatever name called doing skilled work of the nature done by the person falling under the above entries.				
<b>Leather Manufactory—</b>					
<b>Persons doing the work of—</b>					
1	Assimbling .. .. .	110.00	95.00	80.00	70.00
2	Finishing in Footware .. .. .				
3	Employees by whatever name called doing skilled work of the nature done by persons falling under the above entries.				

SCHEDULE—*contd.*

Serial No.	Classes of employees	Minimum Rates of Wages in			
		Zone I	Zone II	Zone III	Zone IV
1	2	3			
		Rs. P. (p.m.)	Rs. P. (p.m.)	Rs. P. (p.m.)	Rs. P. (p.m.)
	<i>Semi-skilled</i>				
	Tanneries—				
1	Persons doing the work of training of finishing leather.	95·00	80·00	65·00	60·00
2	Employees by whatever name called doing the semi-skilled work of the nature done by persons falling under the above entry.				
	Leather Manufactory—				
	Persons doing the work of—				
1	Lining .. .. .	95·00	80·00	65·00	60·00
2	Joining .. .. .				
3	Skiving .. .. .				
4	Packing (in Footware Trade) .. .. .				
5	Employees by whatever name called doing the semi-skilled work of the nature done by persons falling under the above entries.				
	<i>Unskilled</i>				
	Tanneries—				
1	Pounder or crusher of myrabolans or bark by hand.	80·00	65·00	55·00	50·00
2	Employees by whatever name called doing the unskilled work of the nature done by persons falling under the above entry.				
	Leather Manufactory—				
	Persons doing the work of—				
1	Pasting and sticking .. .. .	80·00	65·00	55·00	50·00
2	Back finishing .. .. .				
3	Packing in trade other than footware .. .. .				
4	Employees by whatever name called doing unskilled work of the nature done by the persons falling under the above entries.				

The present Committee is the 3rd in this series. The terms of reference before the Committee are very simple and they relate to the proposals for revision of minimum rates of wages, after studying the condition prevailing therein.

## CHAPTER V

### RECOMMENDATIONS

The Committee has considered the data which was available to it as well as the data collected by it during the course of its investigations. The Committee has also considered the prevailing level of wages for the employees in this industry, the rise in cost of living since the revision of the minimum rates of wages, revised recommended by the Second Revision Committee and the minimum rates of wages notified by Government for the employees in other scheduled employments during the last two years.

The Committee notes that the Government is empowered to fix the minimum rates of wages in the following manner :—

- (a) a minimum rate of wages for time work (hereinafter referred to as “a minimum time rate”);
- (b) a minimum rate of wages for piece work (hereinafter referred to as “a minimum piece rate”);
- (c) a minimum rate of remuneration to apply in the case of employees employed on piece work for the purposes of securing to such employees a minimum rate of wages on a time work basis (hereinafter referred to as “a guaranteed time rate”); and
- (d) a minimum rate (whether a time rate or a piece rate) to apply in substitution for the minimum rate which would otherwise be applicable, in respect of overtime work done by employees (hereinafter referred to as “overtime rate”).

In revising the minimum rates of wages, the Government may fix different minimum rates of wages for—

- (1) different scheduled employments; (2) different classes of work in the same scheduled employment; (3) adults, adolescents, children and apprentices; and (4) different localities.

The minimum rates of wages may be consist of —

- (1) a basic rate of wages and a special allowance at the rate to be adjusted, at such intervals and in such manner as the appropriate Government may direct, to accord as nearly as practicable with the variation in the cost of living index number applicable to such workmen (hereinafter referred to as the “cost of living allowance”);
- (2) a basic rate of wages with or without the cost of living allowance and the cash value of the concession in respect of supplies of essential commodities at concession rate, where so authorised;
- (3) an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concession, if any.

The Committee has taken into consideration the above legal requirements which the Government is obliged to follow. The Committee notes that the employers in this industry are in a majority of the cases unorganised, ignorant

and likely to be exploited by the middlemen, who are source of supply of finance and marketing. The Committee feels that the industry should not be burdened with heavy wage cost in the interest of its future prospects and development. At the same time, the Committee also feels that the interest of the workers should not be jeopardised at the cost of development of the industry. The Committee feels that the minimum rates of wages to be fixed by Government should be fair enough to allow the industry to continue in existence and at the same time not such as to give the workers a wage below the subsistence level.

The Committee recommends that the Maharashtra State should be divided into four Zones as follows :—

*Zone-I.*—Greater Bombay, Thane, Kalyan, Ulhasnagar and an area within a peripheri of 8 Kms. from the Municipal limits of the above towns.

*Zone-II.*—Bhiwandi, Ambernath, Poona and Poona Cantonment, Chinchwad-Pimpri Municipality, Dehu-Road Cantonment, Nagpur, Solapur, Kolhapur, Sangli and Miraj and an area within a peripheri of 8 Kms. from Municipal limits of the above places.

*Zone-III.*—Consists of the area falling within the Municipal limits of Amravati, Ahmednagar, Akola, Aurangabad, Amalner, Achalpur, Akot, Bhusaval, Barsi, Bhir, Bhandara, Chanda, Chalisgaon, Chopda, Dhulia, Dhond, Gondia, Hinganghat, Ichalkaranji, Jalgaon, Jalna, Khamgaon, Karad, Karanja, Latur, Malegeon, Manmad, Malkapur, Nasik, Nanded, Nandurbar, NasikRoad, Deolali, Pandharpur, Parbhani, Pulgaon, Ratnagiri, Satara, Wardha, Washim, Yavatmal and the Cantonment of Deolali and other Tehsil places.

*Zone-IV.*—Shall consist of all the other places in the rest of Maharashtra not included in Zone-I, Zone-II and Zone-III above.

The Committee recommends that the workers should be divided into skilled, semi-skilled and unskilled categories. Skilled categories in the Tanneries should consist of the following :—

*Skilled :*

- |                               |                              |
|-------------------------------|------------------------------|
| 1. Fireman                    | 14. Duffing Machine Operator |
| 2. Manson                     | 15. Drum Setting Operator    |
| 3. Fitter                     | 16. Laboratory Boy           |
| 4. Vehicle Driver             | 17. Drum-man                 |
| 5. Glazing Machine Operator   | 18. Setting Machine          |
| 6. Staking Machine Operator   | 19. Putting out M/c          |
| 7. Fleshing (Hand) Operator   | 20. Pasting Unit             |
| 8. Splitting Machine Operator | 21. Setting Machine Helper   |
| 9. Shaving Machine Operator   | 22. Spray Dyers              |
| 10. Hand Flesher Operator     | 23. Pigment Dyers            |
| 11. Hand Shaver Operator      | 24. Hydraulic Press Operator |
| 12. Rolling Machine Operator  | 25. Pickers Assemblers       |
| 13. Belt Finishing Operator   |                              |

*Employees by whatever name called doing the work of the nature of the above categories.*

*Semi-skilled :*

- |                       |                          |
|-----------------------|--------------------------|
| 1. Table-man          | 11. Lace Cutters         |
| 2. Hand Setting       | 12. Picking Band Cutters |
| 3. Office Boy         | 13. Buffer Cutters       |
| 4. Ticket Boy         | 14. Buffer Rivetter      |
| 5. Drum Helper        | 15. Buffer Assembler     |
| 6. Leach Pit Cooly    | 16. Belt Cutters Hand    |
| 7. Disintriator       | 17. Belt Cement Joint    |
| 8. Lime Yard Handlers | 18. Buffer Cover Set     |
| 9. Tan Yard           | 19. Skivers              |
| 10. Machine Helper    | 20. Belt Repairer        |

*Employees by whatever name called doing the work of the nature done by above categories.*

*Unskilled :*

- |                   |                      |
|-------------------|----------------------|
| 1. Watchmen       | 6. Washer Assembler  |
| 2. Helpers        | 7. Lorry Cleaners    |
| 3. Trimmers       | 8. Coolies           |
| 4. Buffer Presser | 9. Assistant Firemen |
| 5. Sweeper        |                      |

In the case of Leather Manufactory, categories should consist of—

*Skilled.*—Design Maker, Pattern Maker, Gents Shoe Lasting, Shoe finisher, Chappal, Bottom finisher, Baba Sandals Lasting, Controlling, Cutting, Upper stitching, Trimming, Upper Skiving, Finishing, etc.

*Semi-skilled.*—Sole pressing and rolling, Splitting, Decoration, Stamping, Slotting, Upper folding, Sole stitching, Lacing, Marketing, Punching, Sole Buffing, Cementing, Sole Pressing on machine, Numbering.

*Unskilled.*—Cleaning, different operation, all type helper jobs, such as thread cutting, bringing lasts, putting shoes on trolleys, carry materials from one place to another, cleaning, polishing, applying gum or paste.

The Committee recommends the following minimum rates of wages for the skilled, semi-skilled, unskilled and administrative staff :—

	Zone I	Zone II	Zone III	Zone IV
	Rs.	Rs.	Rs.	Rs.
Skilled	.. 221·00 p.m.	195·00 p.m.	169·00 p.m.	143·00 p.m.
Semi-skilled	.. 201·50 p.m.	175·30 p.m.	149·50 p.m.	123·50 p.m.
Unskilled	.. 182·00 p.m.	156·00 p.m.	130·00 p.m.	104·00 p.m.

*Administrative Staff*

	Zone I	Zone II	Zone III	Zone IV
	Rs.	Rs.	Rs.	Rs.
1. Supervisory ..	250	200	175	150
2. Clerical ..	220	190	170	140
3. Subordinate ..	200	175	150	125

The Committee recommends that the minimum rates of wages recommended above should be fixed at consumer price index number 290 for Bombay in the new series.

The Committee recommends that the minimum rate of daily wage should be worked out by dividing monthly rate by 26 days in case of the factories covered under the Factories Act, and by the number of days in the month in case of establishments where there is a provision for paid weekly off.

The Committee recommends that the Government should construct an all Maharashtra Consumer Price Index and the minimum rates of wages should be linked to this number. However, so long as this is not done, the above wages should be linked to Bombay Consumer Price Index Number.

For every rise of two points in the above consumer price index number there should be special allowance at the following rates:—

Zone I.—Rs. 1·50 per month.

Zone II.—Re. 1·00 per month.

Zone III.—Re. 0·75 per month.

Zone IV.—Re. 0·50 per month.

The Committee further recommends that the adolescents and children should be paid at 60 per cent. of the minimum rate of wages fixed for the classes in which they are working.

The Committee also recommends that the apprentices and learners should be paid 60 per cent. of the minimum rates of wages of the classes in which they are appointed. No worker should be considered as apprentice, if he completes one year of apprenticeship.

*Miscellaneous.*—The Committee notes that the statistics in this employment were not easily available. Moreover, wherever they were available they were inadequate. The Committee recommends that the Offices of the Commissioner of Labour should compile accurate statistics of the employment and the earnings of the employees in this industry.

The Committee notes that the implementation of this Act, in this employment, has not been quite satisfactory. The Committee urges on Government to secure effective enforcement of the minimum rates of wages in this industry, if necessary, by strengthening the enforcement machinery. \* \* \*



CHAPTER VI  
ACKNOWLEDGEMENT

The Committee Members are grateful to Government for giving them an opportunity to serve on the Committee and for the indulgence shown by it in granting extensions from time to time. The Committee is also grateful to the Commissioner of Labour and the Officers working under him in the different places in Maharashtra State for the assistance and co-operation which they extended to the Committee. The Committee thanks the various employers who have afforded facilities to it for visiting their factories.

The Committee is grateful to Shri M. D. Naik, Assistant Commissioner of Labour and Member-Secretary of the Committee for the pains he has taken in collecting the information, organising the work of the Committee and drafting the report. The Committee would like to mention its appreciation of the work done by Shri C. E. Culas, Senior Clerk, who has rendered the clerical help to the Committee and Shri V. V. Ramchandani, Steno, who has typed this report.

*Chairman*

(R. A. Khaire, M.L.A.)

Employers' Representatives :

1. Shri M. K. Bhagwat.
2. Shri D. S. Vilekar.
3. Shri Madhukar Pol.

Employees' Representatives :

1. Shri A. D. Sawant.
2. Shri Ranganath T. Pund.
3. Shri Anand D. Satpute.

*Member-Secretary*

(M. D. Naik)

Bombay,  
Dated

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## APPENDIX I

*Minimum Wages Act, 1948.*

Appointment of a Committee under the

## GOVERNMENT OF MAHARASHTRA

## INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2167/12807/Lab-III-A

Sachivalaya, Bombay 400 032 dated the 24th 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 tanneries and leather manufactory in the State of Maharashtra and to advise Government in the matter of revision of minimum rates of wages in the said employed fixed under Government Notifications Industries and Labour Department No. MWA.2162-Lab-III, dated 20th May 1965.

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

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

4. The non-official Members of the Committee 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. The non-official members of the Committee who are members of the Legislative Assembly/Council shall be granted travelling allowance and daily allowance in accordance with the Government Resolution, Finance Department No. TRA.1470/131/XVIII, dated the 27th January 1971.

6. Shri M.D. Naik, Secretary of the Committee should be the controlling Authority in respect of the travelling allowance bills of the non-officials Members of the Committee.

7. All Officer's and Departments of Government are requested to give such assistance as may be required by the Committee for the purposes of the enquiry.

8. 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.

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

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

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

## APPENDIX II

*Minimum Wages Act, 1948.*

Appointment of a Committee under the—  
for employment in tanneries and leather  
manufactory.

## GOVERNMENT OF MAHARASHTRA

## INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2173/157609/Lab-III-A

Sachivalaya, Bombay 400 032, dated the 18th March 1974

*Read.*—Government Resolution, Industries and Labour Department No. MWA. 2167/128073/  
Lab-III-A, dated 24th July 1973.

Government Resolution, Industries and Labour Department No. MWA. 2167/152570/Lab-  
III-A, dated 15th February 1974.

Letter No. VLI/EST/WAGE/3325, dated 1st November 1973 from the Deputy Director  
(Leather), Khadi and Village Industries Commission, Bombay.

Letter No. CL/MWC/Leather and T/1074/M, dated 12th February 1974 from the Chair-  
man, Minimum Wages Committee for employment in leather and tanneries manufactory,  
Bombay.

**RESOLUTION.**—Government is pleased to appoint Shri D.S. Vilekar, Assistant Director  
(Leather), C/o Office of the Khadi and Village Industries Commission, 'Gramodaya', 3,  
Irla Road, Vile Parle (West), Bombay-400 056, as employers, representative in place of  
Shri A. M. Muthu, Leater Development Officer, Khadi Gramodyog Commissioner, Wardha  
on the Committee appointed under Government Resolution, Industries and Labour Depart-  
ment, No.MWA. 2167/128073/Lab-III-A, dated 24th July 1973, to hold enquiries into the con-  
ditions prevailing in the employment in tanneries and leather manufactory in the State of  
Maharashtra and to advise Government in the matter of revision of minimum rates of wages.

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

(Signed) S. D. SULE,

Section Officer, Government of Maharashtra.