



सत्यमेव जयते

GOVERNMENT OF MAHARASHTRA

**REPORT  
OF  
THE MINIMUM WAGES COMMITTEE  
FOR  
EMPLOYMENT IN ANY COTTON GINNING  
AND COTTON PRESSING MANUFACTORY**



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**REPORT OF THE MINIMUM WAGES COMMITTEE FOR  
EMPLOYMENT IN ANY COTTON GINNING OR COTTON  
PRESSING MANUFACTORY.**

**CHAPTER I.**

**INTRODUCTION,**

**Appointment of the Committee and Terms of Reference—**

The Government of Maharashtra in Industries and Labour Department, appointed under section 5 (1)(a) of the Minimum Wages Act, 1948, the Minimum Wages Committee consisting of the following members for the employment in any Cotton Ginning and Cotton Pressing Manufactory under Government Resolution No. MWA-2562-LAB-III. dated 12th February 1963 :—

*Chairman:—*

Shri N. H. Muzumdar, 192, Mashruwala Road, Dharampeth Extension, Nagpur.

*Employers' Representatives—*

1. Shri T. J. Tamboli, Honorary Secretary, East-West Khandesh and Nasik Districts Ginning Pressing Factories Owners Association, Amalner, district Jalgaon.
2. Shri J. T. Kapadia, Proprietor, Laxmi Industries, 10, Bruce Street, Second Floor, Fort, Bombay.
3. Shri V. M. Hirkhanwala, 36, Ridge Road, Malbar Hill, Bombay-6.

*Employees' Representatives—*

1. Shri Vijendra Kabra, President, Marathwada Rashtriya General Machinery Kamgar Sangh, Dhanoasing Building, Aurangapur, Aurangabad.
2. Shri C. P. Kurwane, President, Ginning and Pressing Factory Workers' Union, Jawahar Road, Amaravati.
3. Shri Jagannathrao Jadhav, President, Ginning Press Oil Mill Kamgar Union, C/o Shri R. J. Wankhede near Gajanan Talkies, Malkapur, district Buldhana.

Shri C. B. Dingare, Assistant Commissioner of Labour, Bombay, was appointed Secretary of the Committee. Subsequently, Shri R. P. Siddhanti, Assistant Commissioner of Labour, Nagpur, was appointed Secretary to the Committee in place of Shri C. B. Dingare under Government Resolution, Industries and Labour Department, No. MWA. 2562-Lab-III, dated 10th April 1963.

The Committee was appointed to enquire into the conditions prevailing in the employment in any Cotton Ginning or Cotton Pressing Manufactory and to advise the Government in the matter of revision of minimum rates of wages fixed for the employment in Bombay and Vidarbha areas of Maharashtra State and to advise the Government in the matter of fixation of minimum rates of wages in respect of the said employment in Marathwada Region of the Maharashtra State. The Committee was directed to submit its report within 6 months from the date of its appointment *i.e.* on or before 12th August 1963. The Government subsequently extended the time limit for submission of the report by the Committee up to 30th November 1963, under Government Resolution No. MWA-2652-Lab-III, dated 30th July 1963.

#### Procedure Followed by the Committee

The Committee at its first meeting held on 10th April 1963, had preliminary discussions about the scope of enquiry and the procedure to be followed. The Committee decided to frame and issue questionnaire to the employers and trade unions functioning in this employment in the State and thereafter arrange visits to various places in the State for spot enquiry, grant interviews to the employers and trade unions and the workers engaged in the employment and to record their evidence. The questionnaire was finalised by the Committee at its next meeting on 14th May 1963, and it was decided to issue the questionnaire to all the employers and grade unions in duplicate, the unions being given questionnaire in Marathi and the employers in English (*vide* Appendix No. I & II). The questionnaire was divided into two parts. The first part contained questions to the employers and the second questions to the associations of employers and organisations of workers (*vide* Appendix No. I & II). Copies of the questionnaire were despatched to the employers and the trade unions towards the end of May 1963, with a request to submit replies by 30th June 1963. The time limit for submission of replies was extended subsequently upto 20th July 1963 to enable the employers and the trade unions to submit their replies. Suitable press notes were issued through the Director of Publicity and the Regional Publicity Officers regarding the issue of the questionnaires. The following is a tabular statement of the number of questionnaires issued and the replies received:—

TABLE NO. I

Name of the party	No. of questionnaires issued	No. of replies received	No. of questionnaires returned back
Employers ..	506	193	16
Employer's Association	1	1	....
Trade Unions ..	12	7	....

From the above table, it would be seen that about 38 per cent of the employers and about 58 per cent of the Trade Unions submitted their replies. The information received from the employers and the trade unions was processed and the data was analysed and tabulated by the Secretary with most commendable promptness and efficiency and the information so analysed is given in the following paragraphs and the tabular statements are given in Appendix No. IV.

### Visits and personal contacts

At its meeting held on 12th August 1963, the Committee decided to undertake visits to the following 5 places with a view to having personal discussions with the employers and the trade unions functioning in the employment in those areas and to ascertain their views, and collect facts from them in connection with the fixation or revision of rates of wages. The Committee was aware that the Cotton Ginning and Pressing Factories were not working in the month of September 1963, but decided to visit the places during the off season as the Committee wanted to submit its report at a very early date so that the workers could get the benefits of the new rates in the ensuing season of 1963-64. The Committee took this decision in response to the desire expressed by both the Employers and trade unions that the Committee should submit its report well in advance of the commencement of the ensuing season. The Committee visited the following places on the dates shown against them:—

Place	Date of visits
1. Amaravati .. .. .	6th September 1963.
2. Malkapur .. .. .	7th September 1963.
3. Amalner .. .. .	8th September 1963.
4. Ahmednagar .. .. .	18th September 1963.
5. Jalna .. .. .	20th September 1963.

With a view to giving wide publicity to the visits of the Committee, suitable press notes were issued and individual intimation to the factory owners and the trade unions functioning in this employment at the important places of the district, which the Committee proposed to visit were also sent. It would, therefore, be interesting to note that even though the Committee visited the above centres during the off season, there was very good response from the employers and the trade unions and the workers and quite a few employers and all the trade unions functioning in this employment in these areas called on the Committee and placed their views and facts before the Committee. The Committee recorded evidence of the employers, representatives of the employers' associations, trade unions and even some workers actually engaged or employed in the industry. The Committee made searching enquiries in regard to the actual rates of wages paid; rise in the cost of living, cost of maintaining a family consis-

ting of three consumption units with one wage earner on subsistence level and the views or suggestions of the employers and the trade unions regarding revision of wages in Vidarbha and Bombay areas of the State and fixation of rates for the first time in Marathwada region. The Committee, also, asked questions regarding the extent to which the Cotton Ginning and Pressing Factories could bear the burden of increased wages. Members of the Committee had informal discussions among themselves during their tours to the abovementioned places.

### Meetings

The Committee had in all five formal meetings on the dates and places mentioned below:—

Date of Meeting	Place
10th April 1963 .. .. .	Bombay.
14th May 1963 .. .. .	Bombay.
12th August 1963 .. .. .	Nagpur.
30th September 1963, 1st October and 2nd October 1963.	Bombay.
9th November 1963 .. .. .	Nagpur.

The Committee considered the tabular and analytical statements prepared by the Secretary on the basis of the information collected through the questionnaires, a brief report received from the office of the Commissioner of Labour, Bombay in regard to the findings of the survey conducted by the Socio Economic Branch of the Commissioner's office in the year 1961 to evaluation the effects of the minimum rates of wages fixed in this employment in Vidarbha and Bombay Regions of the State, the evidence recorded during the visits to the five places and the memoranda submitted by the employers and the trade unions and the other information collected from various sources including the rates of wages fixed for this employment by the neighbouring States like Madras and Mysore.

## CHAPTER II

### PRESENT STATE OF THE INDUSTRY

Maharashtra State occupies a place of pride in the Country in respect of Cotton growing. There are certain cotton growing belts in the State, which produce some of the finest cotton in the Country. The following table shows

the area in acres under cotton cultivation in Maharashtra State and the production of cotton (in bales) from 1956-57:—

TABLE No. II

*Area and Production of Cotton in Maharashtra State*

		Area (In hundred acres),						
		1956-57	1957-58	1958-59	1959-60	1960-61	1961-62	1962-63
Vidarbha	..	34,299	35,107	35,629	34,955	35,518	35,899	....
Marathwada	..	19,337	18,628	18,608	18,977	19,108	17,894	....
Rest of Maharashtra	..	11,119	9,111	9,190	8,764	8,254	8,462	....
Total	..	64,755	62,846	63,427	62,696	62,880	62,255	66,94,000

  

		Production (In hundred bales of 392 lbs.)						
		1956-57	1957-58	1958-59	1959-60	1960-61	1961-62	1962-63
Vidarbha	..	7,268	7,151	7,125	3,109	8,892	3,712	.....
Marathwada	..	2,326	2,933	2,820	2,426	4,473	2,865	....
Rest of Maharashtra	..	2,778	2,761	2,429	1,752	2,742	2,556	....
Total	..	12,372	12,845	12,374	7,287	16,107	9,133	12,25,000

*Notes.*—Information supplied by the Indian Central Cotton Committee, Bombay.

From the above table it will be seen that the area under cotton cultivation in Bombay Region of the State has been declining during the last 7 years, whereas the area under cotton cultivation in Vidarbha Region of the State has been going up. The above table would also show that Vidarbha Region produced more than 50 per cent. of the cotton grown in the State except in the years 1959-60 and 1961-62 when it produced slightly less than 50 per cent. of the cotton grown in the State. It may, however, be noted that cotton is grown largely in the four districts of Berar in Vidarbha, the two districts of the former Central Provinces *viz.* Nagpur and Wardha and the two districts of Khandesh, Ahmednagar, Sholapur and Nasik in the Bombay Region of the State and in the districts of Nanded, Aurangabad and Parbhani in Marathwada area. A glance at Table No. III in the appendix would support this in as much as the Cotton Ginning and Cotton Pressing Factories are mainly situated in the midst of cotton growing areas. Even among these districts Berar in Vidarbha and Khandesh in Bombay Region are the well known cotton growing areas.



The Cotton Ginning and Cotton Pressing Factories employ a large number of workers. It is a processing industry and occupies intermediate place between the stage of raw cotton and the stage of its conversion into cloth. Table No. III shows the number of Cotton Ginning or Cotton Pressing Factories registered under the Factories Act in each district of the State along with the average daily number of workers employed therein. From the information supplied by the Chief Inspector of Factories at Table No. III it is seen that there are 548 Cotton Ginning or Cotton Pressing Factories registered under the Factories Act in the State employing about 35,482 employees daily on an average.

The first comprehensive, authentic and official survey in respect of Cotton Ginning and Cotton Pressing Industry was carried on by the Labour Investigation Committee appointed by the Government of India in 1945-46. In 1942 there were 1,814 Cotton Ginning and Cotton Pressing Factories in the whole country, out of which 55 per cent. were located in the then States of Bombay and Central Provinces and Berar. The Labour Investigation Committee listed the following peculiarities of the industry.

The important feature of the industry is that it is essentially seasonal. Secondly, in many places it is carried on intermittently because it depends upon the supply of cotton from the surrounding areas. The industry has to rely much on the supply of cotton, which in turn depends on the vagaries of Monsoon and, therefore, the supply is neither regular nor certain. Because of this irregular and uncertain supply of cotton, there is much uncertainty of employment which results in large absenteeism and turn over, but this absenteeism or turn over has not affected the industry mainly because of the fact that the industry itself has to work intermittently and the workers do not get wages for the days when there is no work during the season itself. This irregularity in supply leads to many uncertainties and, therefore, the factories have to work intermittently except in those places where there is abundance of cotton grown. The Labour Investigation Committee further found the prevalence of contract system on a wide scale. The contract system gave rise to a number of malpractices adversely affecting the interests of labour. It also noted another peculiarity of the industry namely, combination of the Cotton Ginning Factories with certain other industries like oil milling, rice milling and groundnut decortication. The Committee also noted the pooling of factories widely adopted in most of the areas. The idea behind the pooling agreements is to pool and concentrate production in a few factories according to the availability of work, keeping the other factories idle in order to eliminate competition, waste and duplication. Such pooling arrangements were in the interests of employers but not necessarily so in the interest of employees. Further, they noted that the Labour Acts were not properly implemented by the factories and the diseases like Bronchitis, Asthma, Tuberculosis were prevalent as a result of nuisance of dust and inhalation of cotton fibre.

The minimum rates of wages were fixed for the first time for the employees employed in this employment in the old Bombay State in 1956 and in the same year in the Vidarbha which was forming a part of the then Madhya Pradesh State (*vide* Government Notifications No. MWA. 2555, dated 31st January 1956,

No. 3232/4774-XXIII, dated 29th October 1956, respectively). These rates are shown in Table No. IV in Appendix IV and they are still in force but are now sought to be revised by the Government.

### **Information collected from the replies to the questionnaire issued by the Committee**

It has already been stated above that a total of 193 replies were received from the employers and the seven trade unions functioning exclusively in this employment. This information so collected has been scrutinised, tabulated and analysis of the tabular statements is given below. It is, however, necessary to sound a word of caution. The information given below has to be read with the following limitations in mind.

About 38 per cent. of the employers have submitted the replies to the questionnaire issued to them. Replies were scrutinised by the skeleton staff which the Secretary could muster in his office. The Committee did not have a team of investigators who could go through the replies in details to find out the inaccuracies, inconsistencies or inadequacies in the replies and make back references to the parties concerned and get the information corrected from them. It is an established principle that the best method of investigation is spot investigation in which there will be man to man contact and personal inspection of the documents and other things to verify the information supplied. In the absence of such spot checking, proper and thorough verification, the analysis given below cannot be taken as accurate and exhaustive. It is also not certain that the information supplied by way of replies to the questionnaire necessarily is true and correct. However, the analysis given herein below, though has to be read with caution because of these limitations, will give a fair indication of the actual position of the various aspects of the industry as it exists today. It is pointed out above that a total of 193 questionnaires were received from employers duly filled in. The information so received has been tabulated and the tables are given in Appendix IV. Of the 193 replies received from the employers 73 were from Bombay Region, 87 from Vidarbha and 33 from Marathwada Region. With a view to facilitate better appreciation of the position prevailing in the industry Region-wise analysis is made and given below.

*Type of Management.*—Of the 73 questionnaires received from Bombay Region, 72 factories furnished information regarding type of management. About 65 per cent. of the factories were proprietary concerns and there were hardly 4 Co-operative Ginning and Pressing Factories reporting in this region. In Vidarbha Region, 84 factories out of 87 furnished information on this point. Of the 84, 36 factories were proprietary concerns and 31 were owned and run by private limited companies. Four factories were, however, managed and run by co-operative societies.

All the 33 replies received from Marathwada area contained information on this point, 66 per cent. were proprietary concerns, remaining being public or private limited companies (*vide* Table No. V).

### Distribution of concerns according to their standing and ownership

In Bombay Region 64 factories furnished information on this point and a glance at Table No. VI will reveal that about 65 per cent. of the factories have had a standing of more than 26 years and about 35 per cent. of the concerns were owned by the same management for more than 20 years. About 20 per cent. of the concerns were under the same management for a period of not more than 5 years.

*Vidarbha Region.*—A total of 74 factories supplies information in this regard, of which 66 per cent. of the factories had a standing of more than 20 years and about 60 per cent. of the factories were owned and run by the same management for more than 20 years.

In *Marathwada Region* a total of 33 factories supplied information on this point, out of which 50 per cent had a standing of 20 years or above and 30 per cent. of the factories were owned and run by the same management between 15 and 20 years.

### Distribution of concerns according to the type of Industry (*vide* Table No. VII)

In Bombay Region 71 concerns supplied information of which 39 per cent. of the factories were purely ginning and 23.9 per cent. of the factories were composite units. Every few factories were combined with oil or other miscellaneous industries.

*Vidarbha Region.*—A total of 84 factories supplied information on this subject, out of which about 58 per cent. of the factories were composite units and slightly less than 33 per cent. were exclusively ginning factories. Of the 84, only 3 were purely pressing concerns.

*Marathwada Region.*—Thirty-three factories supplied information out of which 54 per cent. of the concerns were composite units and 39 per cent of the concerns were only ginning factories.

### Number of installed and working Gins and Presses (Table No. VII)

*Bombay Region.*—A total of 70 factories furnished information in this connection and they had a total of 1,351 Gins installed, of which 1,339 Gins were actually working. Thus on an average a factory in Bombay Region had about 19 Gins installed.

*Vidarbha Region.*—A total of 80 factories furnished information on this point and had a total of 2,564 Gins installed therein, out of which 2,514 Gins were actually working. Thus, on an average, a factory in Vidarbha had about 31 Gins installed therein, 47 factories had pressing sections attached to them.

*Marathwada Region.*—Thirty-three factories supplied information and they had 1,078 Gins installed, of which 955 were actually working. Thus in Marathwada a Gin factory had on an average 32 Gins installed therein.

**Statement showing distribution of concerns according to the duration of seasons  
Number of Working days, Nature of Seasonal working (Table No. IX)**

In *Bombay Region* 66 concerns furnished information on this point, out of which 33 reported that they start their factories in the month of November and about 33 per cent of the factories reported that they start their season in the month of October. There were very few factories reporting commencing their factories earlier than September. From the Table No. IX it will be seen that the factories generally start closing for the season in the month of February every year and about 48 per cent of the factories close by the end of March, whereas 20 per cent of the factories close by the end of May. In *Bombay region* about 33 per cent of the factories actually work between 51 to 100 days during the entire season and about 33 per cent of the factories have reported working intermittently during the season.

*Vidarbha Region.*—A total of 83 factories reported on this point, out of which 59 per cent of the factories reported that the season commences in November and about 42 per cent of the factories reported commencement of the season in the month of October. Little more than 50 per cent of the factories reported that they close their factories in the month of May every year in the season and about 33 per cent of the factories reported that they close their factories for the season by the end of April. About 50 per cent of the factories reported that they work intermittently during the season and about 34 per cent reported continuous working during the season. About 45 per cent of the factories reported that they work between 101 to 150 days during the season, whereas 20 per cent of the factories reported that they work between 51 to 100 days in a season and about 30 per cent of the factories reported that they work between 151 to 200 days in the season. From this it would be seen that the factories in *Vidarbha Region* work for more number of days in a season than their counterparts in the *Bombay Region*.

*Marathwada Region.*—A total of 33 factories furnished information on this point, out of which 66 per cent of the factories reported that they commence functioning for the season in the month of November every year. About 36 per cent of the factories reported that they close finally in the month of June. About 42 per cent of the factories reported that they work for 150 to 200 days in the season. The factories in this region did not supply information on this point whether they work continuously or intermittently during the season.

**Statement showing distribution of concerns according to the Number of shifts worked during the season (Table No. X)**

*Bombay Region.*—A total of 53 factories supplied information on this subject. A glance at table No. X will reveal that the number of factories working 2 shifts remained steady in the two years *viz.*, in 1958—59 and 1959—60, whereas it reached the maximum in the season 1961—62 and during the season 1962—63 the number of factories working 2 shifts had again gone down.

*Vidarbha Region.*—A total of 72 factories supplied information on this point. A look at the table will show that the number of factories working two shifts was the highest in the season 1960—61 but went on declining in the succeeding two seasons.

*Marathwada Region.*—A total of 33 concerns furnished information and from the table it will be seen that the number of concerns working 2 shifts has remained almost steady for all the 5 seasons shown therein.

**Statement showing Division-wise distribution of concerns reporting production of Ginned bojás and bales during the 5 seasons (Table No. XI)**

A glance at Table No. XI would show that quite a large percentage of ginning factories in Bombay Region gin not more than 3 to 4 thousands of Cotton bojás in a season, whereas a small percentage of factories press between 2 to 5 thousands bales during the season.

In Vidarbha Region, as will be revealed from the table, there were quite a few factories ginning 9 thousand and above Bojás of cotton in a season in Zone I and a large majority of the factories in Zone II were ginning between 3 to 7 thousand Bojás a year. In the pressing section in Zone I a large majority of the pressing factories were pressing between 3 to 8 thousand bales a season, whereas there were quite a few factories pressing 9 thousand and above bales a season.

*Zone II.*—A large percentage of the factories were ginning between 1 to 5 thousand Bojás a season and the pressing factories in the said Zone were Pressing Between 2 to 6½ thousand Bales a season.

*Marathwada Region.*—A substantial percentage of the Ginning Factories were ginning between 1 to 2 thousand Bojás a season though there were some factories ginning between 3 to 7 thousand bojás a season. On pressing section there were a few factories pressing two to six thousand bojás in a season.

**Statement showing Division-wise daily average employment of Males and females during the 5 years (Table No. XII)**

*Bombay Region.*—In Zone I, one factory was employing on an average 50 workers a day and the other factory was employing on an average between 51 to 100 employees a day.

*Zone II.*—About 33 per cent of the factories were found employing an average of 50 workers a day, whereas 32 per cent to 33 per cent of the factories were found employing between 51 to 100 workers a day. There were very few factories which were employing more than 100 workers a day.

*Zone III.*—About 32 per cent of the factories were found employing upto 50 employees a day. An equal percentage of factories were found employing between 51 to 100, workers a day. There were quite a number of factories employing more than 100 workers in this Zone.

*Zone IV.*—About 66 per cent of the factories were found employing upto 50 workers a day and there were a few factories employing between 51 to 100 workers a day.

*Vidarbha Region.*—In zone I it will be seen from the table that there were about 25 per cent of the factories employing more than 200 workers a day though at times there were about 30 per cent of the factories employing more than 200 workers.

*Zone II.*—A substantial majority of the factories were employing 100 or below workers a day. There were hardly any concerns employing more than 200 workers.

*Marathwada Region.*—A substantial number of factories were found employing 100 or less workers on an average per day. There was no factory employing more than 200 workers in any of the three districts in Marathwada Region from which the returns were received.

**Statement Showing the Benefits and Priveleges Enjoyed by Permanent and Temporary Employees (Table No. XIII).**

From the table it would be seen that almost all the factories were giving leave with wages or wages in lieu thereof. The ginning and pressing factories registered under Factories Act were required to give leave with wages to their workers under the Act. Similarly the column regarding medical leave indicates generally first-aid facilities required to be provided by the factory owners under the Factories Act. The benefits regarding bonus, Provident Fund, Gratuity, Housing were mostly provided to the Mechanical or Khalasi staff, either temporary or permanent. They were also required to provide uniforms to their Khalasi staff.

**Statement Showing the Wage Periods Wage Payment, Over time etc., (Table No. XIV).**

Almost all the factories, ginning or pressing had all the different types of wages period viz. monthly, weekly, or daily. There were very few factories where payments were made every fortnight. The monthly rated workers are mostly the Mechanical or Khalasi staff and the clerical staff and the unskilled workers were generally employed either on daily rates of wages or on piece rate basis. Such workers were paid their wages at the end of each week and the monthly rated workers were also given part of their wages as advance every week. In a few cases, however, the workers' wages were fixed on seasonal basis and the final accounting used to be done at the end of the season. Almost all the factories reported that they did not have system of payment in kind. The factories were required to pay overtime wages whenever overtime was taken at the rate prescribed under the Factories Act. Many of the factories had left this column blank in their replies.

**Statement Showing off Season Employment of Labour (Table No. XV)**

*Bombay Region.*—A total of 46 concerns furnished information in this respect and 42 of them reported that their employees are employed in agricultural employment during off season. Only 4 of them reported that their employees are employed in other employments like construction works etc.

*Vidarbha Region.*—Thirty-one concerns furnished informati on on this subject and all of them reported that their labour is employed in agricultural employment during off season. Very few of them reported that their employees are employed in building construction and rikshaw pulling.

*Marathwada Region.*—Twelve concerns furnished information on this point and a majority of them reported that their labourers are employed on construction works.

#### Statement Showing Position in Respect of Profits and losses (Table No. XVI).

The statement regarding profit and loss account at Table No. XVI has to be read with caution. The information supplied is very meagre and is wanting in many respects. Though a tabular statement is given in regard to the profit and loss position of the factories in the three regions of the State, it would be difficult to draw conclusions therefrom. Very few of the concerns have given the actual figures of profits or losses and fewer still are the concerns who have given income-tax figures.

*Wage Rates.*—(Table No. XVII) The information collected through the questionnaires in respect of rates of wages paid to each category of workers has been tabulated and is given in Table No. XVII. For the purpose of giving a comparative picture of the wage rates actually prevailing *vis-a-vis* the minimum rates of wages fixed by the Government for this employment which are still in force in Vidarbha and Bombay Regions of the State, it is felt desirable to present analysis of the wage rates prevalent in each of the zones in Bombay and Vidarbha Regions separately. An attempt is made to analyse the lowest, the highest and the most common rates of wages actually paid for each of the occupations in the employment in all the three regions in the last season of 1962-63. As regards Marathwada Region, rates are shown for each of the three districts from which alone the replies were received from the employers.

The workers employed in this industry can be classified into three broad categories. Those employed by the factory owners directly, those employed by the factory owners through Mukadams or contractors and those employed by merchant dealers. In the case of employees employed directly by the factory owners, there are two main categories. The one employed on monthly rates of wages and the other on daily rates of wages. The monthly rated workers are mostly the class of employees called Khalasis or mechanical staff and the daily rated workers are employed by factory owners on a temporary or casual basis as per the requirements. In the press section, besides the Khalasi or mechanical staff who are normally employed on monthly wages, a large number of workers are employed generally through the mukadams or contractors on piece rate basis. The actual system prevalent in most of the places in the pressing sections is that the factory owners fix up rates with the mukadams at the beginning of a season and these rates are based on 100 bales actually pressed. The mukadams in turn employ on behalf of the factory owners gangs of workers commonly known as tolis who work on piece rate basis and the workers employed by or through the mukadams are normally supervised and controlled immediately by the mukadams, the owners retaining final powers with them. The workers employed on piece rate basis normally earn more wages. The mechanical staff is engaged about a month or month and

half prior to the beginning of the season by the employers for repairs, overhauling, cleaning and oiling of the machinery. Normally, the mechanical staff during the off season is provided, if possible, with ancillary work or other odd jobs for some days but during off season whenever they are engaged, they are generally kept on daily rates of wages. The mechanical staff particularly fitters, engineers etc. are given advances during off season so as to bind them to the factories for the entire season, and the amount so advanced is deducted from their wages during the season.\* During the season, the factory owners may have to engage some extra workers like fitters, coalmen, firemen, oilmen etc. on daily rates of wages to meet rush of work. The monthly rated workers are paid their wages after the month is over but they are given some advances every week to meet their domestic expenses.

In the press section and in the remaining ginning section, workers who are employed on daily rates or on piece rates are paid wages at the end of every week. There is rarely a system of paying wages daily unless a particular gang of workers is employed for a day or two when the payment is made immediately after the work is over.

As regards labour employed by merchants, they are employed on daily rates of wages or on piece rate basis like 'Palewalas'. These workers are paid either daily or weekly by the merchants directly.

Our Secretary has taken great pains and compiled a statement showing the wage rates prevalent in the different regions occupation-wise which has been of great help to the Committee in considering the question of minimum rates of wages to be recommended to Government. The statement is appendix III and gives a detailed analysis of occupation-wise wage rates.

### CHAPTER III

#### MINIMUM WAGES—ORIGINAL FIXATION AND REVISION

The Committee was required to enquire into the conditions prevailing in the employment in any Cotton Ginning or Cotton Pressing Manufactory in the State and to advise the Government in the matter of revision of minimum rates of wages fixed in the employment in Vidarbha and Bombay Regions of the State and also to advise the Government in the matter of fixation of minimum rates of wages for the first time in Marathwada Region of the State. We have seen in the previous chapters the conditions of the industry in its various aspects as revealed from the information collected through the questionnaires issued to the employers. Though the committee feel that the information collected is neither very scientific nor precisely accurate, the analysis of the information collected given in the previous chapter serves as a fair indicator of the actual position in regard to wage rates and other aspects of the industry in the state.

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\* Similarly the Mukadams also advance some amounts to their gangs during the off season and the said amount is deducted from their (workers') wages during the season.



The Minimum Wages Act, 1948, has been enacted with a view to fixing the minimum rates of wages for the employees employed in the employments specified in Schedule to the Act. The term 'Minimum Wage' has, however, not been defined in the Act. To an economist, the term may mean a minimum subsistence wage, minimum fair wage or a minimum living wage. The Minimum Wages Act, 1948, does not however, provide any guidance to the wage fixing authority in regard to the content of a minimum wage, factors to be taken into account while fixing the minimum rates of wages, size of the family unit for which minimum rates have to be fixed, weightage to be given to different factors like cost of living, needs of the workers and the capacity of industry to pay etc. It is, therefore, left to the individual committees to have their own approach to the problem and to come to conclusions uninhibited by any of the legal provisions or instructions. However, the absence of such guiding factors has made the task of this committee rather difficult and the committee has, therefore, to make a cautious approach to the task assigned to it and make a pragmatic approach to the problem rather than in a doctrinaire dogmatic manner. The committee has, however, taken notice of the recent trends in the principles of wage fixation as are discerned from the awards given by the various State and National Tribunals. The Fair Wage Committee appointed by the Government of India in its report submitted in 1948 has defined the terms "Living wage", "Minimum" Wage and "Fair Wage" as follows :—

(1) The "Living Wage" represents a standard of living which provides not merely for a bare physical subsistence but for the maintenance of health and decency, a measure of frugal comforts and some Insurance against the more important misfortunes.

(2) The "Minimum wage" must provide not merely for the bare subsistence of life but for the preservation of the efficiency of the worker by providing for some measure of education, medical requirements and amenities.

(3) The "Fair Wage" must have its lower limit set by the minimum wage, and the upper limit by the capacity of industry to pay, but between these two limits the actual wages will depend on (a) productivity of labour, (b) prevailing rates of wages, (c) the level of the national income and its distribution and (d) the place of the industry in the economy of the country.

The Fair Wage Committee, further, desired that the wage fixing machinery should relate a fair wage to fair load of work and in case of doubt whether the existing work load is reasonable, proper time and motion studies should be instituted on a scientific basis. Besides noting the recommendations of the Fair Wages Committee, this Committee had the advantage of having a look at the reports of the various committees appointed under the Minimum Wages Act, 1948, by the then State of Bombay in order to see the factors which were taken into account by those committees while recommending the minimum rates of wages for the respective employments. However, to the Committee the term "Minimum Wage" has a special and important meaning and it is this that the minimum wages is one payment below which will render an employer liable to both civil and criminal action. This will be clear from the provisions of section 12, of the Minimum Wages Act which enjoins upon an employer

the obligation to pay wages to his employees at a rate not less than the minimum rate fixed for that class of employees employed in that employment in respect of which minimum rates of wages have been fixed.

In this connection it would be desirable and certainly not out of place to discuss some of the representations made by the employers and their organisations, trade unions and workers, both orally and in writing, during the visit of the committee to the five centres in the State.

*Employers' Submission.*—The employers and the employees and the Trade-Union who called on the committee and had oral discussions or submitted written memoranda in respect of revision of rates of wages for the employment in the Vidarbha and the Bombay Regions of the State and fixation of the rate for the first time in the Marathwada Region are shown in Table No. XVIII. The table, however, does not reveal the full picture of the evidence tendered by the aforesaid persons. The employers who called on the committee at Amravati and Malkapur did not oppose an increase in the present wage rates. In fact, the employers from Amravati in this employment actually suggested a certain schedule of rates to the various categories of workers employed in the employment. The employers in Buldhana District have organised themselves into an association named "Buldhana District, Gin, Pressing and Oil Mill Karkhandar Sangh." The President of the said Association stated that the Association had no objection to an increase in the rate of wages of the employees proportionate to the increase in the cost of living since 1956.\* The employers, however, emphasised that the prices of stores and spare parts have gone very high and there is keen competition among the factory owners. The employers in Amravati have a special difficulty in as much as they have to pay very high rate for the supply of electricity to their factories and in fact the committee was informed that some of them were thinking of going back to coal. The owners of ginning and pressing factories in the two districts of Khandesh and Nasik district are well organised and have an association of their own since 1954. The Association under the name. "Jalgaon, Dhulia and Nasik District, Ginning and Pressing Factories Owners' Association" claims membership of all the owners of the ginning Factories in the three districts except a few. It would be interesting to note that the Association has about 13 members who are running Ginning and Pressing Factories on co-operative basis. This Association, however, was opposed to any increase in the present wage rates on the following grounds :—

- (1) the rate fixed for the workers in 1956 for the three districts were already very high ;
- (2) the factories do not get sufficient work and, therefore, a majority of the factories in the 3 districts are running in losses. An average factory presses about 2000 to 2500 bales a year ;
- (3) the production of cotton and the acreage under cultivation has declined during the last 30 years, e. g., according to the Association, in 1930 the cotton produced in Dhulia and Nasik Districts was near about 2 lacs of

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\* The President has subsequently written to the committee that there should not be any wage increase, as according to him, wage levels prevailing in Khamgaon in Buldhana district were already higher than the minimum rates of wages and did not necessitate any further increase.

bales. In 1940, however, it came to 75 thousand bales and by 1960 it increased by about 25,000 bales over the 1940 figure. The decrease in the area of Cotton cultivation and the subsequent reduction in production of cotton has adversely affected the cotton Ginning and Pressing Industry. The number of factories engaged in cotton ginning and cotton pressing in Dhulia District has gone down by 30 per cent since 1930 and about the same percentage of factories has been remaining closed every year for lack of cotton ; and

(4) the pilot scheme introduced by the Government has encouraged Co-operative factories and has adversely affected the factories run by the private owners. The Association, therefore, demanded that for all these reasons the rates already fixed which are still in force in the three districts be reduced and strongly objected to any increase in the present wage level.

The employers in Ahmednagar District who called on the committee stated that the Ahmednagar city be placed in Zone-III of the present Bombay notification and accepted that the towns of Shrirampur (Belapur) and Kopargaon were on par with Ahmednagar in regard to the cost of living and were in certain respects costlier than the latter. They, however, emphasised that the number of Cotton Ginning and Pressing factories in Ahmednagar District has doubled since 1956 which is clear from the following statement :—

Name of the place	No. of Gins	
	1956	1963
Shrirampur .. .. .	24	63
Ahmednagar .. .. .	200	450
Kopargaon .. .. .	..	70
Rahuri .. .. .	..	40

The Association further represented that in addition to the above increase in number of factories many more factories, mostly in the co-operative sector, were expected to start within a year or two. There is not enough of work in each of the factories and the cost of spare parts and stores including oil has gone up very high. These employers, also have complained that they do not get coal regularly in sufficient quantity and whatever coal they get is of a low quality and hence they are forced to purchase fire-wood at higher rates in place of coal. All these factors have resulted in higher cost of production, low return and in many cases losses. One of the employers, however, agreed that the rates should be increased by 10 per cent to meet the increase in the cost of living.

The employers in Marathwada opposed any increase in the present wage level as there was not enough work for the ginning and pressing factories, the cost of production is very high, the ginning and pressing rates charged were quite low, there was keen competition among the factory owners with the result that there is under cutting of rates. They also suggested that Aurangabad and Jalna be placed in the present Zone-III of the Bombay notification and rest of the places in Marathwada be placed in Zone-IV.

**Employees' Submission.**—The trade unions and the employees who called on the committee at five places demanded, as is clear from the Table No. XVIII in appendix IV, a substantial increase in the wage level of all the employees on the following grounds:—

The cost of living has gone up very high, habits of workers have changed, the minimum wages should provide not merely for the bare subsistence but also for efficiency and frugal comforts of life. They wanted the committee to fix wage rates, sufficiently high to ensure that a standard family of three units with one wage earner can maintain in such a way as to provide for not merely the minimum necessities of life but also for the minimum comforts of life. The trade unions also, contended that the owners of ginning and pressing factories have been making adequate profits and they would be in a position to bear the increase wage level. The unions claimed that the minimum wage should be need based and the capacity of the industry should not be the guiding factor at all. They wanted that this committee should recommend high level of wages to lift the working classes from the present low level of living.

Some of the trade unions wanted the committee to recommend the minimum rates of wages on the basis of recommendations of the 15th Session of the Indian Conference held in 1957. They further demanded that the committee should recommend higher rates of wages with a view to enabling the workers to save some amount for the off season during which period, according to them, the workers were not getting regular and adequate work at normal rates of wages. Majority of the trade unions and worker's representatives demanded that looking to the seasonal nature of the industry, workers should be paid subsistence allowance in the off seasons as the workers are being paid in industry like Sugar. The trade unions also strongly demanded that there must be sliding scales in the minimum wages and the workers should be given yearly increment in their wages. Some trade unions also pleaded for awarding some kind of cost of living allowance (D.A.) linking with the rise of cost of living index. All the unions were unanimous that the workers should be paid minimum wages of Rs. 80 per month for an un-skilled worker and if he is paid less than that it shall be below subsistence.

The trade union at Washim and Khamgaon and Ahmednagar complained that in their places the unskilled workers in particular were not paid the legally fixed minimum rates of wages. They, therefore, wanted the Committee to recommend to Government to strictly implement the rates fixed.

The 15th Session of the Indian Labour Conference held in July, 1957 made the following recommendations:—

“(1) While accepting that minimum wage was need based and should assure 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, wages boards, adjudications etc.—

(i) in calculating the minimum wage the standard working class family should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescent being disregarded;

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

(iii) clothing requirements should be estimated on the basis of 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 rent corresponding to the minimum area provide for under Government's Industrial Housing scheme should be taken into consideration in fixing the minimum wage ; and

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

(2) 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.

It may be noted that the above recommendations of the Indian Labour Conference have Seldom been followed in the country while fixing the rates of wages at least in the unorganised industries. The recommendations of the Indian Labour Conference are no doubt an ideal which a wage fixing machinery should keep in mind and try to achieve it as far as possible in gradual stages.

The central Minimum wages Advisory Board had recommended the fixation of certain minimum rates of wages under its resolution dated 9th April 1955. The relevant portion of the resolution reads as follows :—

“ The wage fixing and rivising machinery should regard the following consolidated wage *i.e.* basic wage plus dearness allowance and other allowance which form part of wages as defined in the Act (Minimum Wages Act, 1948) as the lowest minimum wages for an adult worker for a normal working day—

Daily rate and its monthly equivalent.	Rs.	a.
Class A ..	2	0
Class B ..	1	10
Class C ..	1	6
Class D ..	1	2

The Board, however, qualified the above recommendations by stating in the resolution “ where, in view of the existing low level of wages, the increase to the extent of the Minimum Wages mentioned above would be sharp, the existing rates may be so advanced in a phased manner that not later than the period of three years, the minimum wages for the lowest category of workers fixed under the Minimum Wages Act would be the minimum wage mentioned above, In very exceptional cases where the advancement of the existing

level to the minimum wage mentioned above will lead to considerable unemployment, such advancement may be made as may appear feasible from time to time, the matter being reviewed every year until the minimum wage mentioned above is reached". The Board also recommended fixation of equal pay for equal work and no discrimination be made on the basis of sex.

The committee respectfully accepts this view, and has kept these recommendations of the Minimum Wages Central Advisory Board in mind while making its recommendations.

## CHAPTER IV

### RECOMMENDATIONS

We have seen in the previous chapters the position of the industry as revealed from the replies to the questionnaires submitted by the employers, the views expressed by the employers and their associations the trade unions and a few of the employees in regard to the capacity of the industry to pay, the cost of living, the cost of maintaining a family consisting of three consumption units with one wage earner, the requirements of working class family, their suggestions regarding the revision or fixation of rates of wages etc. The committee has also before it the entire picture of the industry as revealed from the replies to the questionnaires the rates of wages fixed by the neighbouring states of Mysore and Madras for the employment in Cotton Ginning and Pressing manufactory and a note supplied by the office of the Commissioner of labour, Bombay in respect of the survey conducted by the Socio-economic Section of that office to evaluate the effects of minimum rates of wages on the Cotton Ginning and Cotton Pressing manufactory in the Bombay and the Vidarbha Regions of the State and the report of the Minimum Wages Committee for the employment in Cotton Ginning and Pressing Manufactory appointed by the then Government of Bombay in 1955 and the other information collected from various sources. The committee has taken note of the plea of some of the employers that the capacity of the industry to pay should be the guiding factor in determining the minimum rates of wages. The view largely shared is that the establishments which are unable to pay minimum rates of wages have no right to exist. This has been affirmed by several Industrial Tribunals and the Supreme Court in their decisions. The committee has given anxious thought to this problem and it feels that the capacity of the industry cannot over ride other requirements. The Committee, therefore, is of the view that the minimum rates of wages should be fixed at as high a rate as the industry can bear in normal times.

The Committee was faced with a difficult task because of the wide disparity in the rates of wages fixed under the Act for the Vidarbha and the Bombay Regions of the State in respect of many of the categories of workers. A glance at the minimum rates of wages fixed under the Act for the Vidarbha and the Bombay Regions of the State shown at Table No. IV-A will confirm this disparity. Similarly, in the Marathwada Region the rates in respect of the unskilled workers like Gin Feeders were found to be very much depressed. The committee, therefore, wanted to bring up the depressed wage levels in the Marathwada

and the Vidarbha Regions in regard to the unskilled workers on par with the wage rates in force in the Bombay Regions of the State and then increase the existing wage rates in the Bombay Region along with the wage rates in the two other regions to neutralise the increase in the cost of living since 1956 to ensure minimum rates of wages to an unskilled worker, which the committee feels should be paid to an unskilled worker in any part of the State. The committee's work was, however, hampered because of the absence of the cost of living indices for various centres of the cotton Ginning and Pressing manufactory. In fact, the big centres of the cotton Ginning and Pressing manufactory like Amaravati, Khamgaon, Dhulia, Amalner, Ahmednagar and Jalna etc., have no separate cost of living indices for those towns and, therefore, the committee had to rely on the cost of living indices published by the State Government for the six centres in the State. A statement showing the cost of living indices for each of the years beginning from 1956 in all these centres is given at Table No. XIX from the Table it would be seen that there has been no uniform increase in the cost of living indices for the 6 centres. Since the base years differ it is not possible to make a comparative study of the rise in cost of living of one centre with that of another. The rise in cost of living from 1956 to July 1963 varies from 23.4 per cent in Nanded to 55 per cent in Sholapur, Nagpur recording 35 per cent increase in cost of living over 1956 level. The committee could have simply increased the rates of wages fixed in Vidarbha and Bombay proportionate to the rise in the cost of living indices of the centres nearby the respective places, but the committee has tried to strike a balance between rise in the cost of living indices in different centres of the State and the imminent need to fix a minimum floor level of wage even in areas like the Marathwada Region where the wages of an unskilled worker like the Gin Feeder are highly depressed. The committee is aware of the fact that the rates which they have recommended hereinbelow for unskilled workers are almost on par with rates recommended by the minimum wages committee appointed by the then Government of Bombay in 1955 but it may be noted that the Government did not accept the recommendations of that committee in respect of certain zones and finally fixed lower rates of wages than those recommended by the committee. Therefore, the rates proposed have to be seen in the light of the minimum rates of wages in force in the two regions of the state (Bombay and Vidarbha Regions) vis-a-vis the rise in the cost of living indices since 1956. The committee is keenly aware that in its attempt to propose uniform wage levels for the three regions of the state excluding Greater Bombay, the rise in wage levels in three regions of the state will not be uniform. In respect of the unskilled workers it will be seen that the increase in the wage rates in the Marathwada and the Vidarbha Regions will be more than in the Bombay Region, but in respect of the skilled workers, the rise in rates on Bombay side of the state will be more than the rise in the Vidarbha Region. The committee has given careful thought to all the aspects of the problem. While the committee does not consider the paying capacity of the industry should be allowed to influence its decision as regards minimum rates of wages, which must necessarily be such as would provide a family of three consumption units with food, shelter and clothes and a medium for education, medical aid and recreation, it does consider it necessary that the authorities also do not create a handicap in the way of the employers

implementing the final orders of the Government fixing minimum wage rates by fixation of ceiling rates for ginning and pressing without regard to the results of revision or fixation of minimum wage rates, i.e. the increase in the wage bill of each concern. The committee is clearly of opinion that the authorities fixing ceiling rates for ginning and pressing cotton should see that it is commensurate with the revised minimum wage rates. And yet it has to be admitted that the committee's recommendations do not raise the rates of minimum wages to the level expected and falls considerably short of the level indicated by the Indian Labour Conference. The reasons for this are obvious. The level of wages so far paid is so low that to raise it at once to the one recommended by the Indian Labour Conference would certainly upset the entire industry and lead to a crisis. Such a precipitate action has to be avoided and the danger of the closing down of the industry and consequent wide and alarming unemployment has to be warded off. It is, therefore, that the committee has made a unanimous recommendation proposing such rates of minimum wages as would render possible the realisation of the objective of raising in due course of time the rates of minimum wages to the level determined by the Indian Labour Conference. The Chairman feels that the representatives of the employers have shown full appreciation of the necessity of raising minimum rates of wages due to the increase in the cost of living in the recent years and the representatives of employees have also taken a realistic view of the conditions which will be created in the industry due to the increase in the wage bill consequent on revision of minimum rates of wages and they did not, therefore, insist on minimum rates of wages higher than what the committee have recommended. The realistic approach of the representatives of both parties have made unanimous recommendation possible and the chairman feels grateful to them for the co-operation thus extended to him by representatives of both the parties employers and employees for the successful termination of the stupendous task, to which the committee had set itself.

*Zone-wise Rates of Wages.*—The Committee feels that it would not be advisable to recommend uniform minimum wage rates for the entire state of Maharashtra and therefore, it would be necessary to divide the State into different zones and recommend separate rates (revised or original fixation) for each of the zones. The committee however feels that there should not be many zones but only two zones in the entire State, apart from Greater Bombay which has a unique position in our State. The population of each city or town cannot be the guiding factor for zone-wise division of the State in so far as this employment is concerned as most of the important centres of cotton ginning and cotton pressing manufactory are cities or towns having much less population than cities like Nagpur or Poona. The committee has taken into account the importance of each city or town from the point of view the number of cotton ginning and cotton pressing factories situated therein, the annual out-turn, the cost of living and the commercial and business importance of the prospective places. While proposing the zonal distribution of the State, the committee has in mind the paramount importance of reducing the disparity in wage rates in the three regions of the State and bring up the depressed wage levels in certain parts of the State. The committee has also taken into account the



rapid development made by small towns like Kopergaon and Shirampur in Ahmednagar District in the last 6-7 years. Keeping all these factors in view the committee has unanimously decided to include the six towns in Marathwada viz. Aurangabad, Jalna, Hingeli, Nanded, Prabhani and Latur and the towns of Shirampur and Kopergaon in Ahmednagar District and Washim in Akola District and Pulgaon in Wardha District in Zone-II. The committee. therefore unanimously decides that the state be divided in the following three zones :—

*Zone I.* Area falling within the limits of the Municipal Corporation of Greater Bombay ;

*Zone II.*—Areas falling within the limits of the Municipal Corporations of Nagpur, Poona and Sholapur ;

Area falling within the limits of Municipalities or Municipal Committees of Akola, Amaravati, Khamgaon, Achalpur, Akot, Wardha, Yeotmal, Wani, Malkapur, Hinganghat, Pulgaon, Washim, Sholapur, Nasik Ahmednagar, Kolhapur, Ulhasnagar, Thana, Kalyan., Jalgaon, Bhusawal, Malegaon (in Nasik District) Miraj, Sangli, Chalisgaon, Dhulia, Shirampur, Kopergaon, Jalna, Aurangabad, Hingoli, Nanded, Prabhani, and Latur.

*Zone III.*—All other places in Maharashtra State not included in Zone I and II.

#### **Fixation of Rate of Wages for each of the Occupations Separately.**

The committee has noted that many of the committees appointed by the then Government of Bombay have recommended the rates of wages for three broad classes of employees namely skilled, semi-skilled and unskilled, but it is felt on a thorough study of the problem that it would be better and practical to fix the rates of wages for each of the occupations instead of fixing for broad classes of employees. The committee has, therefore, recommended fixation of minimum rates of wages for each of the occupations of the employees employed in the scheduled employment.

*Fixation of Piece Rates of Wages.*—The committee has noticed that a large number of employees employed in the cotton pressing section of the factories in particular are employed on piece rate basis. This is so despite the fixation of minimum time rates of wages in the Bombay Region of the State. The committee, therefore, feels it desirable to recommend piece rates of wages in the case of many of the employees employed in the pressing section of the employment.

#### **Recommendations of the Revised Rates of Wages in the Bombay and the Vidarbha Regions of the State and Fixation of Rates of Wages for the First Time in the Marathwada Region of the State.**

The committee recommends the following all inclusive rates of wages including the dearness allowance, if any, for each of the occupations employed in the employment for the three zones of the state.

Serial No.	Category	Zone-I	Zone-II	Zone-III
		Rs.	Rs.	Rs.
1	Engineer ..	150 per month	120 per month	100 per month
2	Boiler Attendant ..	130 ..	120 ..	100 ..
3	Fitter ..	130 ..	120 ..	110 ..
4	Fireman ..	85 ..	75 ..	65 ..
5	Roll Cutter ..	70 ..	65 ..	60 ..
6	Cobbler (Mochi) ..	90 ..	80 ..	70 ..
7	Carpenter ..	90 ..	80 ..	70 ..
8	Oil-man ..	70 ..	65 ..	60 ..
9	Engine Driver ..	90 ..	82 ..	75 ..
10	Blacksmith ..	90 ..	80 ..	70 ..
11	Valveman or Half-pressman ..	85 ..	75 ..	70 ..
12	Finisherman ..	85 ..	72 ..	68 ..
13	Openerman ..	85 ..	72 ..	68 ..
14	Coalman (Coal Carrier) ..	70 ..	60 ..	55 ..
15	Chowkidar (watchman) (for Gin and/or Press Boy Peon/ Office peon) ..	65 ..	55 ..	50 ..
16	Clerks (Stores or Office) Accountant ..	100 ..	85 ..	80 ..
17	Semi-clerks ..	90 ..	75 ..	70 ..
18	Gin Mukaddam or Gin Mukad- dami. ..	80 ..	70 ..	65 ..
		Rs. nP.	Rs. nP.	Rs. nP.
19	Gin Feeder ..	2.50 per day	1.65 per day	1.50 per day
20	Sweepers (Gin or Press) (Zaduwala or Wali) ..	2.50 ..	1.65 ..	1.50 ..
21	Relievers (Kadiwalas) ..	2.50 ..	1.65 ..	1.50 ..
22	Bondawala or Bondawali ..	2.50 ..	1.65 ..	1.50 ..
23	Kapas Carrier [Raw (Cotton Carrier) Dalawala] ..	2.50 ..	2.10 ..	1.95 ..
24	Gunnybag filler (Machanwala) ..	2.50 ..	2.10 ..	1.95 ..
25	Lint Carrier (Galewala) ..	2.50 ..	2.10 ..	1.95 ..
26	Cotton-seed carrier ..	2.50 ..	2.10 ..	1.95 ..

Serial No.	Category		Zone-I		Zone-II		Zone-III
27	Number Marker	.. ..	2.50	per 100 bales	2.00	Per 100 bales	1.75 Per 100 bales
28	Labadia (Lashers)	.. ..	3.00	"	2.75	"	2.50 "
29	Toliwala (Weigher) or Mukadam.	Toliwala	2.75	"	2.40	"	2.25 "
30	Bale Sewer (Sinewala)	.. ..	2.50	"	2.25	"	2.00 "
31	Hessian Cutter (Bardana cutter)	.. ..	2.60	"	1.25	"	1.10 "
32	Palewals or Palewalis	.. ..	2.50	"	1.5	"	1.65 "
33	Press Mukadam/Mukkadami	.. ..	80	Per month	70	p.m.	65 p. m.
34	Dable	.. ..	3.10	per 100 bales	2.80	per 100 bales	2.50 per 100 bales
35	Bariwala, Digliwala Phadanewala.	Bondri	2.25	"	2.10	"	1.95 "
36	Turner (qualified)	.. ..	130	per month	120	per month	110 per month
37	Turner (non-qualified)	.. ..	100	"	80	"	70 "
38	Electrician (Qualified from LTI)	.. ..	130	"	120	"	110 "
39	Wireman	.. ..	100	"	90	"	80 "
40	Employees employed on picking and cleaning of raw cotton employed by factory Management.	.. ..	2.50	per day	1.65	per day	1.50 per day

\*This Category refers to the employees doing Pala work of ginned cotton. These rates will apply to all Palewales whether employed by factory, management or any other agent.

†As regards this class of employees employed by the merchants reference has been made to the Law Department through the Government and if the law Department advises that this committee is competent to recommend the rates for such employees employed by the merchants on any other agents, the Government should cover these employees also in the Notification by addition of the words of "any other agency," after the words "By Factory Management"

The committee recommends that the Government may, if necessary, notify separately the minimum rates of wages as recommended above for the Marathwada Region, a few towns of which are included in zone-II and the above remaining places in zone-III.

The committee did not come across the employment of children or adolescents in the Cotton Ginning and Pressing Manufactory. However, if any children or adolescents are employed, the committee recommends the following rules :-

(1) Minimum rates of wages payable to a child shall be 50 per cent of minimum rates of wages fixed for that category or occupation.

(2) The minimum rates of wages payable to an adolescent, if certified to be 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 rates of wages payable to an apprentice shall be 50 per cent of the minimum rates of wages fixed for the occupation or category in which he is employed.

(4) The committee further recommends that in respect of those who are employed on daily rates of wages but in respect of which occupation the committee has recommended monthly rate of wages, the daily rate of wages shall be computed by dividing the monthly rates by 26, the quotient being stepped upto the nearest Naya Paisa.

Further, if employee in respect of whom daily rates of wages are fixed is employed on monthly rates of wages, the monthly wages shall be calculated by multiplying the daily rate by 26.

### Acknowledgements

The committee cannot close this report without expressing its gratitude to the Commissioner of Labour, Bombay and the Deputy Commissioners of Labour at Bombay and Nagpur for their co-operation and timely help in supplying previous reports and other relevant documents and in fixing up places for holding meetings. The committee is also indebted to the secretariate Officers, particularly Shri Pimenta, Under Secretary to the Government of Maharashtra, Industries and Labour Department, Bombay who made available to the committee several reports and other papers relevant to the work before the committee. The committee also appreciates the services rendered by its enthusiastic secretary, Shri Siddhanti to it. We were much impressed by the pains taken by him in collecting very useful information and supplying it to the committee to enable it to form a correct idea of the conditions of the labour employed in this industry. Though busy with his regular work as Assistant Commissioner of Labour he at a great sacrifice of his leisure and energy prepared a careful and exhaustive note (and appendices) which forms chapters I, to III of this report. But for the tremendous effort made by him in compilation and tabulation of the information collected by the committee, it could not have been possible for the committee to complete its work so soon as this. The committee also appreciates the hard clerical work done by the staff of the office of the Deputy Commissioner of Labour. Nagpur particularly by Shri W. V. Balkundi, Junior Labour Investigator and Sarvashri P. V. Mahajan and S. M. Dhamorikar, Senior Clerks in connection with the committee work.

N. H. MUJUMDAR,  
Chairman.

### *Employers' Representatives—*

1. T. J. Tamboli.
2. J. T. Kapadi.
3. V. M. Hirakhanwala.

### *Employees' Representatives—*

1. Vijendra Kabra.
2. C. P. Kurwane.
3. Jaggannathrao Jadhav.

R. P. Siddhanti,  
Secretary

Nagpur, Dated the 9th November, 1963.

## APPENDIX I

*Minimum Wages Committee for Cotton Ginning or Cotton Pressing, Manufactory  
under the Minimum Wages Act, 1948*

## QUESTIONNAIRE

## PART I

1. Name and address of the concern ..
2. Whether—
  - (a) Proprietary ..
  - (b) Private Limited ..
  - (c) Public Limited or ..
  - (d) Co-operative ..
3. Whether covered by the—
  - (a) Factories Act, 1948 ..
  - (b) If not by (a), by which Act ? ..
4. The year the concern started working—
  - (a) The date on which the concern first started working.
  - (b) The date on which the present occupiers came into possession.
5. Whether the concern is—
  - (a) A ginning manufactory ; or ..
  - (b) A pressing manufactory ; or ..
  - (c) A ginning and pressing manufactory ..
- 5-A. Number of gins ..
- 5-B. Number of presses ..
6. Whether the concern is—
  - (a) A seasonal one ..
  - (b) If as at (a) above, the months during which the season falls (showing the respective dates of commencement and end) ;
  - (c) Total number of days the concern usually works in a year.
- 6-A. Whether the concern, if seasonal, works continuously or intermittently during the season ?
7. (a) Is the industry combined with other industries ;
- (b) If so, mentioned such industries ? ..
- (c) The months during which these industries work.
8. (a) No. of shifts working in—
  - (i) 1958-59 ..
  - (ii) 1959-60 ..
  - (iii) 1960-61 ..
  - (iv) 1961-62 ..
  - (v) 1962-63 ..
- (b) Timings of each shift ..
9. (a) Cotton growing season months ..
- (b) Whether cotton ginned on behalf of the concern or on behalf of the merchant if both percentage of each.

10. (a) The extent of availability of local labour.

(b) Places from which labour is imported ..

(c) Proportion of local labour to imported labour.

(d) Absenteeism and turnover among workers for—

1958-59	..	..	..
1959-60	..	..	..
1960-61	..	..	..
1961-62	..	..	..
1962-63	..	..	..

11. Maximum installed capacity of production in bales of the concern—

(a) Ginning Factory and/or ..

(b) Pressing Factory ... ..

12. Total production in bales during the years :—

	(a)	(b)	(c)	(d)	(e)
	1958-59	1959-60	1960-61	1961-62	1962-63
(1) Ginning—(Please state the Unit) ..					
(2) Pressing—(in Bales). .. ..					

13. Total No. of workers employed during the season for each of the following years :—

year	Males	Females	Adolescents (15 to 18 years)	Children (Below 15 years)	Total
(a) 1958-59 ..					
(b) 1959-60 ..					
(c) 1960-61 ..					
(d) 1961-62 ..					
(e) 1962-63 ..					

13-A. Daily average of the workers employed during the season—

Year	Males	Females	Adolescents (15 to 18 years)	Children (Below 15 Years)	Total
(a) 1958-59 ..					
(b) 1959-60 ..					
(c) 1960-61 ..					
(d) 1961-62 ..					
(e) 1962-63 ..					

14. (a) Total number of permanent workers and the total number of temporary workers for each of these five years.

(b) Benefits and privileges enjoyed by permanent/temporary workers—

Particulars	Permanent workers	Temporary workers
(1) Leave with wages ..	..	..
(2) Bonus ..	..	..
(3) Provident fund ..	..	..
(4) Gratuity ..	..	..
(5) Medical Relief ..	..	..
(6) Subsidised Canteen ..	..	..
(7) Uniforms ..	..	..
(8) Housing ..	..	..
(9) Education ..	..	..
(10) Additional holidays, if any, besides weekly off, etc.	..	..

15. Please specify rates of wages categorywise for men, women and children separately for  
(Please add any other categories of workmen not found below but employed by you

## A) GINNING

	1958-59					
	Minimum rates			Actual wages paid		
	M.	W.	Ch.	M.	W.	Ch.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
I. Category—						
(i) Engineer .. .. .						
(ii) Boiler Attendent .. .. .						
(iii) Fitter .. .. .						
(iv) Fireman .. .. .						
(v) Roll Cutter .. .. .						
(vi) Cobbler .. .. .						
(vii) Carpenter .. .. .						
(viii) Oilman .. .. .						
(ix) Engine Driver .. .. .						
(x) Blacksmith .. .. .						
(xi) Valveman .. .. .						
(xii) Finisherman .. .. .						
(xiii) Half Pressman .. .. .						
(xiv) Openerman .. .. .						
(xv) Coalman .. .. .						
(xvi) Chowlidar .. .. .						
(xvii) Clerks .. .. .						
II. Category—						
(i) Mukadam .. .. .						
(ii) Mukadami .. .. .						
(iii) Gin Feeder .. .. .						
(iv) Sweepers .. .. .						
(v) Relievers .. .. .						
(vi) Cotton-seed Pickers .. .. .						
(vii) Kapas Pickers .. .. .						
(viii) Kapas carriers .. .. .						
(ix) Gunny bag fillers .. .. .						
(x) Cotton carriers .. .. .						
(xi) Cotton-seed Carriers .. .. .						

M=Males. W=Women. Ch.=Child.





1961-

	Minimum rates		
	M.	W.	Ch.
	Rs.	Rs.	Rs.
<b>I. Category—</b>			
(i) Engineer .. ..			
(ii) Boiler Attendant .. ..			
(iii) Fitter .. ..			
(iv) Fireman .. ..			
(v) Roll Cutter .. ..			
(vi) Cobbler .. ..			
(vii) Carpenter .. ..			
(viii) Oilman .. ..			
(ix) Engine Driver .. ..			
(x) Blacksmith .. ..			
(xi) Valveman .. ..			
(xii) Finisherman .. ..			
(xiii) Half Pressman .. ..			
(xiv) Openerman .. ..			
(xv) Coalman .. ..			
(xvi) Chowkidar .. ..			
(xvii) Clerks .. ..			
<b>II. Category—</b>			
(i) Mukadam .. ..			
(ii) Mukadami .. ..			
(iii) Gin Feeder .. ..			
(iv) Sweepers .. ..			
(v) Relievers .. ..			
(vi) Cotton-seed Pickers .. ..			
(vii) Kapas Pickers .. ..			
(viii) Kapas carriers .. ..			
(ix) Gunny bag fillers .. ..			
(x) Cotton carriers .. ..			
(xi) Cotton-seed Carriers .. ..			

M = Male, W = Women,

FACTORIES— *contd.*

62

1962-63

Actual wages paid			Minimum rates			Actual wages paid		
M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.

Ch = Child

## (B) PRESSING

		1958-59					
		Minimum rates			Actual wages paid		
		M.	W.	Ch.	M.	W.	Ch.
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
I.	Category—						
	(i) Engineer .. ..						
	(ii) Boiler attendant ..						
	(iii) Fitter .. ..						
	(iv) Fireman .. ..						
	(v) Roll Cutter .. ..						
	(vi) Cobbler .. ..						
	(vii) Carpenter .. ..						
	(viii) Oilman .. ..						
	(ix) Engine Driver .. ..						
	(x) Blacksmith .. ..						
	(xi) Valveman .. ..						
	(xii) Finisherman .. ..						
	(xiii) Half Pressman ..						
	(xiv) Openerman .. ..						
	(xv) Coalman .. ..						
II.	Category—						
	(i) Labadia (Lashers) ..						
	(ii) Toliwala (Weighers) ..						
	(iii) Bale Sewers .. ..						
	(iv) Gunnybag Cutter ..						
	(v) Gunny bag fillers ..						
	(vi) Paliwalas .. ..						
	(vii) Cotton carriers ..						
	(viii) Cotton pickers ..						

M = Males. W = Women.

**FACTORIES**

1959-60						1960-61					
Minimum rates			Actual wages paid			Minimum rates			Actual wages paid		
M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.	M.	W.	Ch.
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.

Ch = Child.

1961-

	Minimum rates		
	M.	W.	Ch.
	Rs.	Rs.	Rs.
<b>I. Category—</b>			
(i) Engineer .. .. .			
(ii) Boiler Attendent .. .. .			
(iii) Fitter .. .. .			
(iv) Fireman .. .. .			
(v) Roll Cutter .. .. .			
(vi) Cobbler .. .. .			
(vii) Carpenter .. .. .			
(viii) Oilman .. .. .			
(ix) Engine Driver .. .. .			
(x) Blacksmith .. .. .			
(xi) Valveman .. .. .			
(xii) Finisherman .. .. .			
(xiii) Half Pressman .. .. .			
(xiv) Openerman .. .. .			
(xv) Coalman .. .. .			
<b>II. Category—</b>			
(i) Labadia (Lasher) .. .. .			
(ii) Toliwala (Weighers) .. .. .			
(iii) Bale Sewers .. .. .			
(iv) Gunny bag cutter .. .. .			
(v) Gunny bag fillers .. .. .			
(vi) Paliwalas .. .. .			
(vii) Cotton carriers .. .. .			
(viii) Cotton pickers .. .. .			

FACTORIES—concl.

62

1962-63

Actual paid wages			Minimum rates			Actual paid wages		
M	W	Ch	M	W	Ch	M	W	Ch
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.

M = Male, W = Women, Ch = Child.

16. (a) Proportion of female Labour to male Labour under each category of workers.

(b) Wages paid to male and female workers under each category.

(c) Since when have you started paying minimum rates of wages to your workers ?

17. Which of the above categories would you put under—

- |                        |    |    |    |
|------------------------|----|----|----|
| (a) Skilled            | .. | .. | .. |
| (b) Semi-skilled ; and | .. | .. | .. |
| (c) Unskilled          | .. | .. | .. |

18. Wage period—whether—

- |                              |     |    |    |
|------------------------------|-----|----|----|
| (a) Monthly                  | ... | .. | .. |
| (b) Fortnightly              | ..  | .. | .. |
| (c) Weekly ; or              | ..  | .. | .. |
| (d) Daily ; or               | ..  | .. | .. |
| (e) At the end of the season | ..  | .. | .. |

19. Whether the wage—

- |  |    |
|--|----|
| (a) includes dearness allowance                | .. |
| (b) is paid entirely in cash                   | .. |
| (c) is paid partly in cash and partly in kind. | .. |
| (d) if paid in cash and kind                   | .. |
- please indicate proportion of each.

20. (a) Is overtime paid to workers ? If so, at what rates ?

(b) Figures of total overtime paid for—

- |               |    |    |    |
|---------------|----|----|----|
| (i) 1958-59   | .. | .. | .. |
| (ii) 1959-60  | .. | .. | .. |
| (iii) 1960-61 | .. | .. | .. |
| (iv) 1961-62  | .. | .. | .. |
| (v) 1962-63   | .. | .. | .. |

(c) Deductions made from workers' wages for—

- |               |    |    |    |
|---------------|----|----|----|
| (i) 1958-59   | .. | .. | .. |
| (ii) 1959-60  | .. | .. | .. |
| (iii) 1960-61 | .. | .. | .. |
| (iv) 1961-62  | .. | .. | .. |
| (v) 1962-63   | .. | .. | .. |

*Amount*

*Reasons*

21. (a) If you are an employer in Vidarbha or Bombay side of Maharashtra, please state whether the minimum rates of wages fixed under the Act for your area should be revised ? If so, should they be increased or lowered ? Give your reply with reasons for each category of workers employed by your concern.

(b) If you are an employer in Marathwada area, please suggest minimum wages for each category of workers together with reason.

22. In Labour recruited by management—  
 (a) directly ; or  
 (b) through merchant dealers ; or  
 (c) through contractors  
 (d) please show percentage of each ..
23. Is Labour paid by management—  
 (a) directly; or  
 (b) by the contractor or merchant dealer?
24. In case of contract labour, what is the ontract rate, or piece-rate—  
 (i) For " Boja " (about 392 lbs). in ginning concerns (180 kg.).  
 (ii) For 100 bales in pressing concern.  
 (iii) What are the actual wages paid by the contractor to the workmen under him and the proportion it bears to his earnings?
25. Are you a party to—  
 (a) Pooling agreements?  
 (b) If so, the terms of the agreement and period;  
 (c) Monetary contribution under that arrangement.
26. Is there any organisation of workmen your concern? If, so, mention name and address.
27. Are you a member of any Employers' Association? If so, mention name and address.
28. Occupation of your workers during off-season and the extent of their earnings during that period.
29. Are there any agreements/settlements/ awards in respect of wages and other monetary benefits to the workers of your concern? If so, please attach copies of the same.
30. Rate of ginning per Boja (392 lbs/ 180 kg.) and rate of pressing per bale during below mentioned seasons fixed by Collector and actually charged:—

Year	Boja		Bales	
	Fixed by Collector.	Actually charged.	Fixed by Collector.	Actually charged
(i) 1958-59	..			
(ii) 1959-60	..			
(iii) 1960-61	..			
(iv) 1961-62	..			
(v) 1962-63	..			



## 31. Profits Losses for the last five years—

Year	Gross	Net	Assessed by income-tax authorities
(1)	(2)	(3)	(4)
(i) 1958-59	..		
(ii) 1959-60	..		
(iii) 1960-61	..		
(iv) 1961-62	..		
(v) 1962-63	..		

## 32. Any other remarks—

*Note.*—(1) Please attach copies of the balance-sheets audited or otherwise and income-tax assessment orders.

(2) Please give reasons for making losses, if any, in any of the years.

## PART II

## Questionnaire for Employer's and Employees' Organisations and Important Persons

33. (a) Name of the Employers' Association/Trade Union—

(b) Address—

(c) Year of establishment/registration including registration Number.

(d) Membership of the Association/Union.

(e) Area of operation.

(f) Is the union strong enough to ensure collective bargaining in your area?

(g) Are there any agreements/settlements/Awards in regard to wages and other monetary benefits to workers in this employment in your area? If so, please attach copies of the same.

34. Please state your views and/or suggestions on the following.—

(a) What should be the principles for fixing revised or original minimum wages in Cotton Ginning and Cotton Pressing Manufactory?

(b) Rates of minimum wages for unskilled labour in the following centres :—

	Minimum Rates of Wages in force		Suggested revised Rates	
	Category	Rate Rs. nP	Category	Rate Rs. nP.
<i>Western Maharashtra—</i>				
(1) Bombay .. .. .	..	..	..	..
(2) Jalgaon .. .. .	..	..	..	..
(3) Poona .. .. .	..	..	..	..
(4) Ahmednagar .. .. .	..	..	..	..
(5) Sholapur .. .. .	..	..	..	..
(6) Barsi .. .. .	..	..	..	..
<i>Vidarbha—</i>				
(7) Nagpur .. .. .	..	..	..	..
(8) Akola .. .. .	..	..	..	..
(9) Khamgaon .. .. .	..	..	..	..
(10) Amravati .. .. .	..	..	..	..
(11) Wani .. .. .	..	..	..	..
<i>Marathwada—</i>				
(12) Parli-Vaijanath .. .. .	..	..	..	..
(13) Jalna .. .. .	..	..	..	..
(14) Udgir .. .. .	..	..	..	..
(15) Other centres .. .. .	..	..	..	..

(c) Should the employees in these establishments be paid basic wages and dearness allowance separately? If so, suggest flat or graded scale of dearness allowance at item. No. (b).

(d) Effects of fixation of minimum wages and measures to mitigate them.

\*Please show categorywise rates on the basis of category of workers in table at question 15. If need be, the information be shown on a separate sheet of paper and be attached to this.

35. What rates of revised minimum wages including dearness and other allowances you will suggest in your Centre for the following.—

	(Please mention the name of the Centre)			
	Wages	D. A.	Other Allowances	Total
(a) Skilled .. .. .	..	..	..	..
(b) Semi-skilled .. .. .	..	..	..	..

35. Please classify the categories of employees in the Cotton Ginning and Cotton Pressing Industry under the Skilled, Semi-skilled and unskilled groups.

Category of workers	Classification
(1)	(2)

37. Are there any out-workers engaged for the factory work ?

(a) If so, what should be the basic Minimum Wages and dearness allowance for them?

(b) Whether the wage should be consolidated one (inclusive of dearness allowance)?

38. (a) Your views regarding the paying capacity of Cotton Ginning and Cotton Pressing Industry :

(b) Do you think the business is lucrative and, if so, to what extent?

(c) Percentage of return on investment.

39. Your views regarding the attempts made by the Industry to effect economies in production of goods in these Cotton Ginning and Cotton Pressing establishments by effecting combinations or through joint action or any other measure.

40. Do you advocate separate wages for male and female workers for the same type of work? If so, why?

41. (a) Do you consider it possible and necessary to distinguish heavy from light work in the categories of unskilled work and fix different rates of minimum wages for heavy and light work?

(b) If so, please specify the heavy and light categories and suggest rates of minimum wages for heavy and light work as under:—

Categories of unskilled work	Rates suggested for		Reasons
	Heavy work	Light work	
(1)	(2)	(3)	(4)
1.			
2.			
3.			
4.			
5.			

Date and Place :

Signature of the Proprietor/Manager/important person/  
representative of Employers' Association/Employees  
Organisation.

## APPENDIX I-A

**Very Urgent**

No. DY. CL./MW/CGCP/RPS/QUE/-  
Office of the Deputy Commissioner of Labour,  
Liberty Cinema Building, Sadar, Nagpur-1.

**FROM :**

Shri R. P. Siddhanti, M.A., LL.B., D.S.W. (L. W.),  
Assistant Commissioner of Labour and Secretary, Minimum Wages Committee for  
Employment in any Cotton Ginning or Cotton Pressing Manufactory, Nagpur.

**To**

Minimum Wages Committee for Employment in any Cotton Ginning or  
Cotton Manufactory.

**Subject**

Questionnaire for collection of data for the—

**STR,**

I am directed to inform you that the Government of Maharashtra have appointed the Minimum Wages Committee for enquiring into the conditions prevailing in the employment in any Cotton Ginning or Cotton Pressing Manufactory and advising the Government in fixing and revising the minimum rates of wages for the said employment in Marathwada, Bombay and Vidarbha regions of the State respectively. The Committee has already commenced functioning and it has decided to collect information in respect of various aspects pertaining to Cotton Ginning and/or Cotton Pressing Industry from employers'/employers' associations/workers' organisations and other important persons actively interested in the industry. Two copies of the Questionnaire finalised by the Committee are attached herewith for your information. You are requested kindly to give the information required therein, in specific details and return one of the same so as to reach the undersigned at the above-mentioned address on or before 30th June 1963 without fail.

2. Replies to part I of the Questionnaire are to be given by the employers but employers' associations and trade unions may also reply to this part of the Questionnaire (question Nos. 15 to 24 and 28 in particular) in respect of their area or district in a general way. Replies to Part II of the Questionnaire have to be given by the employers' associations, trade unions and other important persons actively interested in the industry as the case may be.

3. It need not be emphasised here that full and accurate information, as required by the Questionnaire, will be of immense help to the Committee in looking into the problem of minimum wages of the employees employed in the cotton ginning or cotton pressing industry. It will, therefore, be in your own interest to supply correct and complete information. If necessary, you may take the help of any officers of the Labour Department situated in your area or district for filling the Questionnaire. These offices have been given necessary instructions in the matter. Further, if you desire to file any statement in support of your arguments, you may append the same to the Questionnaire.

4. The information that may be supplied by you through the Questionnaire will strictly be treated as confidential.

Counting of your best co-operation and thanking in advance.

Yours faithfully,

(R. P. SIDDHANTI)  
Assistant Commissioner of Labour and  
Secretary, Minimum Wages Committee for  
Employment in Cotton Ginning or  
Cotton Pressing Manufactory, Nagpur.

## APPENDIX II

किमान वेतन कायदा, १९४८, च्या अन्वये जिनिंग व प्रेसिंग फॅक्टरीजकरितां  
नियुक्त केलेली सल्लागार समिती

## प्रश्नपत्रिका

## भाग १

१. गिरणीच नाव व पत्ता ..
२. गिरणीची मालकी—
  - (अ) खाजगी ..
  - (ब) खाजगी मर्यादित ..
  - (क) पब्लिक मर्यादित ..
  - (ड) सहकारी ..
३. आपल्या गिरणीला—
  - (अ) १९४८ चा फॅक्टरी कायदा लागू आहे का ?
  - (ब) नसल्यास, दुसरा कोणता कायदा लागू आहे ?
४. (अ) आपली गिरणी अगदी प्रथम केव्हा सुरू झाली ती तारीख.
- (ब) सध्याच्या मालकांनी ताबा घेतल्याची तारीख.
५. आपली गिरणी खाली नमूद केल्यापैकी कोणते काम करते:—
  - (अ) जिनिंग ..
  - (ब) प्रेसिंग ..
  - (क) जिनिंग व प्रेसिंग दोन्ही ..
६. (अ) उपयोगात आणलेल्या एकूण जिनिंग मशीन्सची संख्या.
- (ब) उपयोगात आणलेल्या एकूण प्रेसिंग मशीन्सची संख्या.

७. आपली गिरणी कशा स्वरूपाची आहे—

(अ) हंगामी

(ब) जर (अ) प्रमाणे असल्यास, हंगाम सुरू होण्याचा महिना व तारीख.

तसेच बंद होण्याची तारीख ..

(क) वर्षातून किती दिवस गिरणी चालू असते ?

७-अ. हंगामी काम करीत असली तर तुमची गिरणी सर्व हंगामभर एकसारखी चालू असते का किंवा मघून मघून चालू असते ?

८. (अ) तुमचा घंदा दुसऱ्या कोणत्या घंदाशी संलग्न आहे ? तसा असल्यास—

(ब) त्या घंदाची नावे

(क) हे घंदा कोणत्या महिन्यात चालतात ?

९. (अ) तुमच्या गिरणीत खालील वर्षी किती पाळ्या चालू होत्या—

(१) १९५८-५९ ..

(२) १९५९-६० ..

(३) १९६०-६१ ..

(४) १९६१-६२ ..

(५) १९६२-६३ ..

(ब) प्रत्येक पाळीचे वेळापत्रक द्या ..

१०. (अ) कापसाच्या हंगामाचे महिने ..

(ब) कापूस जिनिंगचे काम गिरणीसाठीच केले जाते किंवा व्यापारासाठी केले जाते? दोघांही-साठी (म्हणजे गिरणीसाठी व व्यापारासाठी) काम केले जात असल्यास प्रत्येकासाठी किती प्रमाणात काम केले जाते ?

११. (अ) स्थानिक कामगार किती प्रमाणात मिळतात ते प्रमाण.

(ब) बाहेरून आणविलेले कामगार कोणत्या गावाचे आहेत ?

(क) स्थानिक कामगारांचे बाहेरून आलेल्या कामगारांशी प्रमाण.

(ड) खालील वर्षातील कामगारांची गैर-  
हजरती व टर्नओव्हर (Turn-over) द्या :-

(१)	१९५८-५९
(२)	१९५९-६०
(३)	१९६०-६१
(४)	१९६१-६२
(५)	१९६२-६३

१२. आपल्या गिरणीच्या उत्पादनाची कमाल  
मर्यादा वेलमध्ये (in bales) द्या—

(१)	जिनिंग आणि/किवा	..
(२)	प्रेसिंग फॅक्टरी	..

१३. हंगामात एकूण किती गासड्या उत्पादन झाले—

(अ) जिनिंग	..	१९५८-५९, १९५९-६०, १९६०-६१, १९६१-६२, १९६२-६३
(ब) प्रेसिंग	..	..

१४. खालील वर्षी हंगामात नेमलेल्या एकूण कामगारांची संख्या—

वर्ष	पुरुष	स्त्रिया	मुले	मुले	एकूण
(१)	(२)	(३)	(४)	(५)	(६)
(१)	१९५८-५९.		(१५ ते	(१५ वर्षा-	
(२)	१९५९-६०.		१८ वर्ष)	खालील)	
(३)	१९६०-६१.				
(४)	१९६१-६२.				
(५)	१९६२-६३.				

१४-अ. खालील वर्षी हंगामात नेमलेल्या कामगारांची दैनिक सरासरी संख्या—

वर्ष	पुरुष	स्त्रिया.	मुले	मुले	एकूण
(१)	(२)	(३)	(४)	(५)	(६)
(१)	१९५८-५९.		(१५ ते	(१५ वर्षा-	
(२)	१९५९-६०.		१८.वर्ष)	खालील)	
(३)	१९६०-६१.				
(४)	१९६१-६२.				
(५)	१९६२-६३.				

१५. (अ) वरील पाच वर्षांपैकी प्रत्येक वर्षी नेमलेल्या कायम व तात्पुरत्या कामगारांची संख्या.

(ब) कायम व तात्पुरत्या कामगारांना मिळण्याच्या, सवलती व फायदे :—

सवलती	कायम कामगार	तात्पुरते कामगार
(१)	(२)	(३)
(१) पगारी सुट्ट्या .. .. .	.. .. .	.. .. .
(२) बोनस .. .. .	.. .. .	.. .. .
(३) प्रॉव्हिडंट फंड .. .. .	.. .. .	.. .. .
(४) ग्रॅज्युइटी .. .. .	.. .. .	.. .. .
(५) औषधोपचाराच्या सवलती .. .. .	.. .. .	.. .. .
(६) स्वस्त उपहारगृहाची सोय .. .. .	.. .. .	.. .. .
(७) गणघेब .. .. .	.. .. .	.. .. .
(८) राहण्याची व्यवस्था .. .. .	.. .. .	.. .. .
(९) शिक्षणाची व्यवस्था .. .. .	.. .. .	.. .. .
(१०) हप्त्याच्या खेरीज इतर सुट्ट्या .. .. .	.. .. .	.. .. .

१६. पुढील पानावर दर्शविलेल्या वर्गवारीनुसार कामगार पुरुष, स्त्री व मुले यांचे मजुरीचे दर वेगवेगळ्या द्या. हे दर महागाई भत्त्यासह आहेत अजर महागाई भत्त्यारहित आहेत ते स्पष्ट करा.

(तसेच कृपा करून जर वर्गवारीव्यतिरिक्त इतर कामगार असतील तर त्यांचेसुद्धा मजुरीचे दर द्या.)



	१९५८-५९					
	न्यूनतम दर			दिलेले वेतन		
	पु.	स्त्री	मुले	पु	स्त्री	मुले
	रु.	रु.	रु.	रु.	रु.	रु.
(१) वर्गवारी						
(१) इंजिनियर ..						
(२) बॉयलर अटेंडंट ..						
(३) फिटर ..						
(४) फायरमन (अंगारवाला)						
(५) रोल कटर ..						
(६) मोची ..						
(७) सुतार ..						
(८) तेलवाला ..						
(९) इंजिन ड्रायव्हर ..						
(१०) लोहार ..						
(११) व्हलमन ..						
(१२) फिनिशरमन ..						
(१३) हाफ प्रेसमन ..						
(१४) ओपनरमन ..						
(१५) कोळशेवाला ..						
(१६) चौकीदार ..						
(१७) कारकून ..						
(२) वर्गवारी						
(१) मुकादम ..						
(२) मुकादमीण ..						
(३) जिनफिडर ..						
(४) रिलीव्हर ..						
(५) झाडूवाला ..						
(६) कापूस सीड पीकर ..						
(७) कापूस वेचणारे ..						
(८) कापूस बाहणारे ..						
(९) पोती भरणारे ..						
(१०) कॉटन कॉरिअर्स ..						
(११) कॉटन सीड कॉरिअर ..						

रु. ह्या कॉलममध्ये मजूरीचे दर



	६१			१९६१-		
	दिलेले घेतन			न्यूनतम दर		
	पु.	स्त्री	मुलें	पु	स्त्री	मुले
	रु.	रु.	रु.	रु.	रु.	रु.
(१) वर्गवारी						
(१) इंजिनियर ..						
(२) बॉयलर अटेंडंट ..						
(३) फिटर ..						
(४) फायरमन (अंगारवाला)						
(५) रोल कटर ..						
(६) मोची ..						
(७) सुतार ..						
(८) तेलवाला ..						
(९) इंजिन ड्रायव्हर ..						
(१०) लोहार ..						
(११) व्हलमन ..						
(१२) फिनिशरमन ..						
(१३) हाफ प्रेसमन ..						
(१४) ओपनर मन ..						
(१५) कोळशेवाला ..						
(१६) चौकीदार ..						
(१७) कारकून ..						
(२) वर्गवारी						
(१) मुकादम ..						
(२) मुकादमीण ..						
(३) जिन फिडर ..						
(४) रिलीव्हर ..						
(५) झाडूवाला ..						
(६) कापूस सीड पीकर ..						
(७) कापूस घेचणारे ..						
(८) कापूस वाहणारे ..						
(९) पोती भरणारे ..						
(१०) कॉटन कॉरिअर्स ..						
(११) कॉटन सीड कॉरिअर्स ..						

## जिर्निग

-६२			१९६२-६३					
दिलेले वेतन			न्यूनतम दर			दिलेले वेतन		
पु.	स्त्री	मुले	पु.	स्त्री	मुले	पु.	स्त्री	मुले
रु.	रु.	रु.	रु.	रु.	रु.	रु.	रु.	रु.

रुपये व नवीन पैश्यामध्ये लिहावेत.

	१९५८-५९					
	न्यूनतम दर			दिलेले वेतन		
	पु.	स्त्री	मुले	पु.	स्त्री	मुले
	रु.	रु.	रु.	रु.	रु.	रु.
(१) वर्गवारी						
(१) इंजिनियर ..						
(२) बायलर अटेंडंट ..						
(३) फिटर						
(४) फायरमन (अंगारवाला)						
(५) रोल कटर						
(६) मोची ..						
(७) सुतार ..						
(८) तेलवाला ..						
(९) इंजिन ड्रायव्हर ..						
(१०) लोहार ..						
(११) व्हलमन ..						
(१२) हाफ प्रेसमन फिनिशरमन						
(१३) हाफ प्रेसमन ..						
(१४) ओपनर मन ..						
(१५) कोळशेवाला ..						
(१६) चौकीदार ..						
(२) वर्गवारी						
(१) लवाडीया (लायशर)						
(२) टोळीवाला ..						
(३) बेल शिवणार ..						
(४) पोती (बोंद्री) कापणारा						
(५) पोती (बोंद्री) भरणारा						
(६) पालेवाले ..						
(७) कापूस नेणारे ..						
(८) कापूस वेचणारे ..						

रु. हा कॉलममध्ये मजुरीचे दर



	१९६१			१९६१		
	दिलेले वेतन			न्यूनतम दर		
	पु.	स्त्री	मुले	पु.	स्त्री	मुले
	रु.	रु.	रु.	रु.	रु.	रु.
(१) वर्गवारी						
(१) इंजिनअर ..						
(२) वायलर अटेंडंट ..						
(३) फिटर ..						
(४) फायरमन (अंगारवाला)						
(५) रोल कटर ..						
(६) मोची ..						
(७) सुतार ..						
(८) तेलवाला ..						
(९) इंजिन ड्रायव्हर ..						
(१०) लोहार ..						
(११) व्हुलमन ..						
(१२) हाफ प्रेसमन फिनिशरमन						
(१३) हाफ प्रेसमन ..						
(१४) ओपनर मन ..						
(१५) कौलशेवाला ..						
(१६) चौकीदार ..						
(२) वर्गवारी						
(१) लवाडीया (लायशर)						
(२) टोळीवाला ..						
(३) बेल शिवणार ..						
(४) पोती (बोंद्री) कापणारा						
(५) पोती (बोंद्री) भरणारा						
(६) पालेवाले ..						
(७) कापूस नेणारे ..						
(८) कापूस वेचणारे ..						

रु. ह्या कॉलममध्ये मजुरीचे दर

प्रेसींग

-६२

१९६२-६३

दिलेले वेतन			न्यूनतम दर			दिलेले वेतन		
पु.	स्त्री	मुले	पु.	स्त्री	मुले	पु.	स्त्री	मुले
रु.	रु.	रु.	रु.	रु.	रु.	रु.	रु.	रु.

रुपये व नवीन पैश्यामध्ये लिहावेत



१७. (अ) स्त्री कामगारांचे व पुरुष कामगारांचे वर्गवारीनुसार प्रमाण.

(ब) स्त्री व पुरुष कामगारांना वर्गवारीनुसार मजूरीचे दर.

(क) आपण न्यूनतम वेतन दर कामगारांना कधीपासून देऊन राहिलात?

१८. वर्गवारीत दिलेल्या कामगारांपैकी कोणते कामगार तुमच्या मते—

(१) कुशल	..	..
(२) साधारण कुशल	..	..
(३) सामान्य	..	..

आहेत.

१९. पगार देण्याच्या अवधी—

(अ) दरमहा	..	..
(ब) दर पंधरवड्यास	..	..
(क) दर आठवड्यास	..	..
(ड) दररोज	..	..
(इ) हंगामाचे शब्दी	..	..

२०. पगार—

(अ) महागाई भत्यासह आहे?

(ब) संपूर्ण रोख दिला जातो का?

(क) काही रोख व काही अंशी इतर वस्तूंच्या रूपाने देण्यात येतो का?

(ड) (क) प्रमाणे असल्यास, रोखीचे व वस्तूंच्या मुल्याचे प्रमाण द्या.

२१. (अ) अधिक कामाचा ( Overtime ) पगार देण्यात येतो का? जर देण्यात येत असल्यास त्याचा दर.

(ब) एकंदर अधिक कामासाठी ( Overtime ) दिलेल्या पगाराचे आकडे—

(१) १९५८-५९	..	..
(२) १९५९-६०	..	..
(३) १९६०-६१	..	..
(४) १९६१-६२	..	..
(५) १९६२-६३	..	..

(क) मजूरांच्या पगारातून कापून घेतलेल्या रकमा—

(१) १९५८-५९	..	..
(२) १९५९-६०	..	..
(३) १९६०-६१	..	..
(४) १९६१-६२	..	..
(५) १९६२-६३	..	..

२२. (अ) जर तुम्ही विदर्भ विभागात व मुंबई विभागात असणारे मालक असाल तर न्यूनतम वेतनाचे दर बदलविण्यात यावे का ?

असे असल्यास ते वाढवावे किंवा कमी करावे का? वर्गवारीनुसार किमान वेतनाच्या सूचना व कारणे द्या.

(ब) जर तुम्ही मराठवाडा विभागात असाल तर वर्गवारीप्रमाणे न्यूनतम वेतनाचे दराबाबत सूचना सकारण द्या.

२३. (अ) मजूरांची भरती मालक स्वतः करतात काय? किंवा

- (ब) व्यापाऱ्यातर्फे, किंवा .. ..
- (क) कंत्राटदाराकडून, .. ..
- (ड) प्रत्येकाचे शेंकडेवारी प्रमाण द्या. ..

२४. (अ) मजूरांना पगार मालकाकडून मिळतो काय? किंवा

(ब) कंत्राटदाराकडून किंवा व्यापाऱ्याकडून देण्यात येतो काय?

२५. जर कंत्राटदाराकडून कामगार भरती करण्यात येत असतील तर कंत्राटाचा दर किंवा अंगावरील कामाचा दर द्या—

- (१) बोजामागे (३९२ पौडाच्या/१९२ कि. ग्रा.) जिनिंग गिरणीत.
- (२) १०० गांसड्याप्रमाणे (१०० बेल्स) प्रेसिंग गिरणीत.
- (३) कंत्राटदाराकडून मजूरांना मिळणारी मजूरी व कंत्राटदारांच्या प्राप्तीशी प्रमाण.

२६. तुम्ही एखाद्या—

- (अ) पुलींग अॅग्रिमेंट (Pooling agreement) मध्ये भागीदार आहात काय ?  
 (ब) असल्यास, त्या कराराच्या अटी, मसुदा आणि कालमर्यादा द्या.  
 (क) तुम्हाला त्या कराराखाली द्यावी लागणारी रक्कम.

२७. तुमच्या कारखान्यातील मजुरांची एखादी संघटना आहे काय ? असल्यास, तिचे नाव व पत्ता.

२८. तुम्ही मालकांच्या एखाद्या संघटनेचे सभासद आहात काय ? असल्यास, तिचे नाव व पत्ता.

२९. तुमच्याकडील मजुरांचे विंगर हंगामी उद्योग-वृंदे कोणते ? त्यांच्या त्या काळातील मजुरीच्या मिळकतीचा अंदाज द्या.

३०. तुमच्या गिरणीत काम करणाऱ्या कामगारात मजुरी अगर आर्थिक सवलतीसंबंधाने करार, अगर समझौता अगर निवाडा झाला आहे काय ? असल्यास त्यांच्या प्रती सोवत जोडाव्या :—

३१. (अ) जिल्हाधिकार्यांकडून ठरविण्यात आलेल्या एका वोज्याच्या (३९२ पौंडाच्या/१९२ कि. ग्रा) जिर्निंगचा दर व एका गांसडीच्या प्रेसिंगचा दर व प्रत्यक्ष आकारलेला दर द्या.—

वोजा		गांसडी		
—	जिल्हाधिकार्यांकडून ठरविलेले दर	प्रत्यक्ष आकारलेले दर	जिल्हाधिकार्यांकडून ठरविलेले दर	प्रत्यक्ष आकारलेले दर
(१)	(२)	(३)	(४)	(५)
(१) १९५८-५९ ..				
(२) १९५९-६० ..				
(३) १९६०-६१ ..				
(४) १९६१-६२ ..				
(५) १९६२-६३ ..				

(१)	मागील पाच वर्षातील नफा/ एकूण (ग्रॉस) तोटा.	(३)	निष्कल	(५)
(१) १९५८-५९	..			इन्कम टॅक्स अधिकाऱ्या-कडून आकार-लेले कर
(२) १९५९-६०	..			
(३) १९६०-६१	..			
(४) १९६१-६२	..			
(५) १९६२-६३	..			

टिपणी.—(१) कृपा करून जमाखर्चचे तक्ते अधिकृत किंवा इतर सोधत जोडावे.

(२) जर तोटा झाला असल्यास त्याची कारणे द्या.

३३. इतर माहिती.—

### भाग २ रा

\* मालकांच्या संघटनेकरिता व कामगारांचे संघटनेकरिता व तसेच प्रमुख व्यक्तीकरिता प्रश्नावली.

३४. (अ) मालकांच्या संघटनेचे/कामगारांचे संघटनेचे नाव— .. .. .

(ब) पत्ता

(क) स्थापनेचे वर्ष/पंजियनचे वर्ष/पंजियन क्रमांक.

(ड) सभासदांची संख्या .. .. .

(इ) कार्यक्षेत्र .. .. .

(फ) कामगार संघटना सांघिक देवाणघेवाणाकरिता समर्थ आहे काय ?

(ज) कामगार व मालक ह्यात काही मजुरीसंबंधाने अगर आर्थिक करार, समझौता अगर निवाडे झाले आहेत काय ? असल्यास, त्यांच्या प्रती जोडाव्या.

३५. कृपा करून खाली दर्शविलेल्या बाबीसंबंधी आपल्या सूचना व मत द्या.

(अ) न्यूनतम वेतनांत फरक करण्याकरिता किंवा किमान वेतन प्रथम ठरविण्यात येण्याकरिता कोणती तत्त्वे (Principles) अनुसरावीत ?

(ब) खालील ठिकाणाकरिता बिनकुशल (Unskilled) कामगारांचे न्यूनतम वेतनदर \*

(१)	शासन निर्धारित		सुचविलेले दर	
	वर्ग (२)	दर (३)	वर्ग (४)	दर (५)

**पश्चिम महाराष्ट्र.**

- (१) मुंबई .. .. .  
 (२) जळगाव .. .. .  
 (३) पुणे .. .. .  
 (४) अहमदनगर .. .. .  
 (५) सोलापूर .. .. .  
 (६) बारशी .. .. .

**विदर्भ विभाग.**

- (७) नागपूर .. .. .  
 (८) अकोला .. .. .  
 (९) खामगांव .. .. .  
 (१०) अमरावती .. .. .  
 (११) वणी .. .. .

**मराठवाडा विभाग.**

- (१२) परळी-वैजनाथ .. .. .  
 (१३) जालना .. .. .  
 (१४) उद्गीर .. .. .  
 (१५) इतर ठिकाणे .. .. .

\*तपशीलवार माहिती नमुना अ "वर्गवारी २" जिनिंगप्रमाणे देण्यात यावी. ही माहिती निराळ्या कागदावर घेऊन तो येथे जोडावा.

- (क) वर दर्शविलेल्या स्थळांतील कामगारांना न्यूनतम वेतन दरमहागाई भत्त्यासह देण्यात यावे किंवा महागाई भत्त्यारहित देण्यात यावे. असे असल्यास,  
 (ब) मध्ये नमूद केलेल्या स्थळी महागाई भत्त्यासहचे न्यूनतम वेतनदर व महागाईरहित न्यूनतम वेतनदर नमूद करा.  
 (ड) न्यूनतम वेतनाचे परिणाम काय होतील व ते निवारण्याचे उपाय या.

३६. आपण आपल्या स्थळाकरिता कोणते महागाई भत्त्यासह व इतर भत्त्यासह न्यूनतम वेतन दर व महागाई भत्त्यारहित व इतर भत्त्यारहित दर सुचवाल :-

स्थळाचे नांव	न्यूनतम वेतन दर	महागाई भत्ता	इतर भत्ते	एकूण
(१)	(२)	(३)	(४)	(५)

(अ) कुशल

(ब) साधारण कुशल

३७. जिनिंग व प्रेसिंग फॅक्टरीतील कामगारांची कुशल/साधारण/(अर्ध) कुशल व बिनकुशल वर्गवारी द्या.

कामगारांचा ह्रदा वर्गवारी (Classification)

३८. फॅक्टरीच्या कामाकरिता बाहेर काम करणारे कामगार नियुक्त केलेले आहेत काय ?

(अ) असल्यास, त्यांना न्यूनतम वेतन व महागाई भत्ता किती देण्यात यावा ?

(ब) न्यूनतम वेतन महागाई भत्त्यासह असावे काय ?

३९. (अ) जिनिंग व प्रेसिंग फॅक्टरीची आर्थिक क्षमतासंबंधी (Paying Capacity) आपले मत काय आहे?

(ब) जिनिंग व प्रेसिंगचा घंदा किफायतशीर आहे काय? असल्यास, कितपत ?

(क) गुंतविणीतील परतीची शेकडेवारी द्या.

४०. जिनिंग व प्रेसिंग घंदातील उत्पादन मूल्यांत कोणी काटकसर करण्याचे प्रयत्न व एकत्रित व सांघिकरीतीने अगर इतर मार्गाने केलेले आहेत काय ?

४१. एकाच प्रकारच्या कामाकरिता स्त्री व पुरुषांना वेगवेगळी मजुरी देण्यात यावी काय? असल्यास कारणे द्या.

४२. (अ) आपल्या मते बिनकुशल कामगारांचे कमी कष्टाचे व अधिक कष्टाचे कामाप्रमाणे वर्गीकरण करिता येईल काय? असल्यास, त्यांचे न्यूनतम दर वेगवेगळे ठरवावे काय ?

(ब) असल्यास कमी कष्टाचे काम करणाऱ्यांचे व अधिक कष्टाचे काम करणाऱ्यांचे न्यूनतम वेतनाचे दर खालीलप्रमाणे सुचवा :—

बिन-कुशल कामगारांची वर्गवारी	सुचविलेले न्यूनतम वेतन दर			कारणे
	अधिक कष्टाचे	कमी कष्टाचे		
(१)	(२)	(३)	(४)	

टिप—\* मालक/मॅनेजर/प्रतिनिधी/मालकांची संघटना/कामगारांची संघटना.

आवश्यक नसल्यास ते खोडावे.

दिनांक आणि स्थळ :

सही .....

## APPENDIX-III

*Analytical statement of the occupationwise rates prevalent in each of the zones in Vidarbha and Bombay Regions of the State and in each of the three \* districts of Marathwada areas :*

The following is an occupationwise analysis of the wage rates prevalent in each of the zones in Vidarbha and Bombay Regions of the State and each of the three districts of Marathwada area of the 87 replies received from employers in Vidarbha, 41 are from A zone and 46 from B zone.

*Bombay Section.*—A total of 73 employers submitted their replies. Zonal distribution of the replies received is as follows:—

Zone	No. of replies received from the employers.
I	2
II	16
III	35
IV	20

*Marathwada Regions.*—A total of 33 employers sent their replies of whom 13, 9 and 11 were from Aurangabad, Nanded and Parbhani respectively.

## Engineer

*Vidarbha.*—Out of 41 employers in A zone, 22 employers reported that they did not employ any engineer. Out of 46 employers in B zone only 6 employers reported that they employed engineers. In the Press section out of 41 in Zone A, 35 reported that they did not employ engineers and out of 46 in B zone 43 reported that they did not employ engineers. No minimum rates for the engineers as a separate category have been fixed. The highest rate for an engineer reported was Rs. 550 per month, whereas about 14 concerns in Ginning in A zone reported that they were paying Rs. 165 and above to their engineers. In the Pressing Section the highest rate for an engineer was Rs. 298 per month and 6 of them reported that they were paying Rs. 150 p.m. or above to their engineers. In zone B, the highest rate for an engineer in ginning was Rs. 285 and the most common rate was Rs. 100 or above.

In the Pressing Section in B zone, the highest rate to an engineer was Rs. 160 and the most common rate was Rs. 140 p.m.

*Bombay.*—The two concerns from zone I reported that they did not have any engineer with them of the 16 concerns in Zone II, 14 concerns reported that they did not have any engineer, of the 35 concerns in zone III, 22 concerns reported that they did not have any engineer, of the 20 concerns in the zone IV, 6 concerns reported that they employed an engineer each.

The highest rate paid to an engineer in Zone II was Rs. 200 and the minimum rates fixed for zone II was Rs. 68. In zone III the minimum rate of wages fixed is Rs. 62 and the highest rate paid was Rs. 250 whereas the most common rate paid was Rs. 100. In zone IV, the minimum rates of wages fixed is Rs. 56 p.m. whereas the highest rate paid was Rs. 300. The most common rate paid was Rs. 100 p.m.

*Marathwada Region.*—The Minimum rates of wages have not been so far fixed in respect of the employment in Cotton Ginning or Cotton Pressing Manufactory in this region. The analysis given herein below gives an account of the lowest and highest rates of wages prevalent in each of the occupations in this employment in different districts of Marathwada from which the replies were received

\*No replies were received from Bhir and Osmanabad districts. In this analytical note the rates shown are monthly rates for 26 working days (unless otherwise stated) irrespective of whether the workers are paid actually on monthly basis or on daily rates.



*Aurangabad District.*—Of the 13 employers, 4 reported that they did not employ an engineer. The lowest wage was Rs. 100 per month and the highest rate was Rs. 210. But 6 concerns were found paying Rs. 150 or above to their engineers. In the Pressing section, only one concern reported employing an engineer and was found paying Rs. 120 per month.

*Parbhani District.*—Three concerns reported employing engineers and the lowest wage paid was Rs. 125 and the highest was Rs. 151 per month.

*Nanded District.*—Six concerns reported that they were employing engineers and the lowest wage was Rs. 100 and the highest wage was Rs. 300 per month. Four concerns were found paying Rs. 150 or above.

### Boiler Attendant

*Vidarbha.*—The minimum rates of wages fixed for Boiler Attendants was Rs. 95 for A zone and Rs. 80 for B zone. The highest rate paid to a boiler attendant in zone A was Rs. 180, whereas the most common rate was Rs. 100 or above. All the 11 concerns were found paying more than the minimum rates of wages in zone A.

In B zone, the highest rate paid to a boiler attendant was Rs. 185 per month, and all the 12 concerns reporting in B zone were found paying Rs. 100 or above to their boiler attendants. In the Pressing Section, however, the highest rate in A zone was Rs. 150, whereas in B zone it was Rs. 100 p.m.

*Bombay.*—The minimum rates of wages fixed for Boiler attendants are Rs. 75 in zone I, Rs. 68 for zone II, Rs. 62 for zone III and Rs. 56 for zone IV. The two concerns in zone I have not reported any boiler attendants. Three concerns in ginning and one concern in Pressing in Zone II reported that they employed boiler attendants. The highest rate was Rs. 225. Ten concerns in zone III reported that they had boiler attendants and the highest rate paid was Rs. 125, the most common rate being Rs. 90 and above. In zone IV, 14 concerns reported that they had boiler attendants and the highest rate paid was Rs. 75.

*Marathwada Region, Aurangabad District.*—Nine concerns reported that they did not employ boiler attendants. The lowest wage was Rs. 92 per month, the highest being Rs. 120 per month. Three concerns were found paying Rs. 100 or above per month. In the Pressing section, the highest rate paid was Rs. 100 per month.

*Parbhani District.*—Six concerns reported employing boiler attendants and were found paying the lowest wage of Rs. 71 and the highest rate of Rs. 115 per month.

*Nanded District.*—Four concerns were found employing boiler attendants and the lowest wage was Rs. 100 and the highest was Rs. 135 per month.

### Fitter

*Vidarbha Region.*—The minimum rates fixed for a fitter in A zone are Rs. 100, and for zone B Rs. 90 p.m. Out of the 41 replies received in A zone, 34 employers reported that they employed fitters and the highest rate was Rs. 126 p.m. while the most common rate was Rs. 100. Two concerns were, however, found paying less than the minimum wages. In the Pressing Section, the highest rate paid to a fitter was Rs. 125 and the most common rate was Rs. 100 or above. One concern in the Pressing section was found paying less than the minimum rates of wages.

*B Zone.*—Thirty-eight concerns reported that they employed fitters and the highest rate in ginning section for a fitter was Rs. 140 the most common rate being Rs. 90 per month. One concern was found paying less than the minimum rate.

*Bombay Region.*—The minimum rates of wages fixed for a fitter in zone I are Rs. 75, for zone II Rs. 68, zone III Rs. 62 and zone IV Rs. 56. Of the two concerns in zone No. 1, one concern has a fitter who is paid Rs. 75. Eleven concerns in zone No. II have reported

employment of fitters and the highest wage paid was Rs. 125. In zone III, 20 concerns reported that they had fitters and the highest rate paid was Rs. 125, the most common rate being Rs. 90 and above. In zone IV, 15 concerns reported that they had fitters and the highest rate paid was Rs. 140, the most common rate being Rs. 90 and above.

*Marathwada Region—Aurangabad District.*—The concerns reported employing fitters. The lowest wage was Rs. 90 and the highest rate was Rs. 135. Eight concerns were however, found paying Rs. 100 or more per month. In the Pressing Section, however the highest wage was Rs. 70 per month.

*Parbhani District.*—Ten concerns reported employing fitters. The lowest wage was Rs. 90 and the highest rate was Rs. 120 per month. Five concerns were found paying Rs. 95 and above. In the Pressing section, the highest wage was Rs. 100.

*Nanded District.*—Seven concerns were found employing fitters and the lowest wage paid was Rs. 65, highest being Rs. 110 per month. Six concerns were found paying Rs. 90 or above.

### Fireman

*Vidardha Region.*—The minimum rates of wages fixed for a fireman are Rs. 60 for zone A and for B zone they are Rs. 55 per month. Sixteen concerns in zone A and 13 concerns in zone B reported that they employed firemen. The highest rate in A zone was Rs. 75 per month, the most common rate being Rs. 60. Two concerns in A zone were found paying less than the minimum rates of wages.

*B Zone.*—The highest rate paid to a fireman was Rs. 67 per month whereas the most common rate was Rs. 55.

*Bombay Region.*—The minimum rates of wages fixed for a Fireman are Rs. 65 for zone I, Rs. 59 for zone II, Rs. 54 for zone III and Rs. 48 for zone IV. The two concerns in zone I did not report employment of firemen. Five concerns in zone II reported employment of fireman, the highest rate being Rs. 90 and the most common rate was between Rs. 60 to 75. In zone III, 11 concerns reported firemen and the highest salary paid was Rs. 60 in gin section and Rs. 100 in Press section. In zone IV, 5 concerns reported employment of firemen. The highest rate paid was Rs. 75 and the most common rate was Rs. 54 and above.

*Marathwada Region—Aurangabad District.*—Nine concerns reported employing firemen and the lowest wage paid was Rs. 54, the highest being Rs. 90 per month. Seven concerns were found paying Rs. 70 or above. In the Press section the highest wage paid to a fireman was Rs. 60 per month.

*Parbhani District.*—Seven concerns reported employing firemen and the lowest wage paid was Rs. 50 and the highest 100 per month. In the Press Section, the highest rate was Rs. 60 p.m.

*Nanded District.*—Five concerns reported employing firemen. The lowest rate was Rs. 50 and the highest was Rs. 70 p.m. In the Pressing section firemen were found paid the highest rate of Rs. 80 p.m.

### Rollcutter

*Vidarbha Region.*—The minimum rates of wages for a rollcutter are Rs. 45 per month in A zone and Rs. 40 p.m. in B zone. Twenty-eight concerns in A zone and 22 concerns in B zone reported that they employed rollcutters and the highest rate paid in A zone was Rs. 77 p.m., the most common rate being Rs. 45 p.m. One concern in A zone was found paying less than the minimum:

In the B zone, the highest rate was Rs. 60 and the most common rate was Rs. 40 p.m.

*Bombay Region.*—The minimum rates of wages fixed for a rollcutter are Rs. 65, 59, and 43 for zones I, II, III and IV respectively. The two concerns in Bombay did not report any rollcutter. Four concerns in zone II reported employment of rollcutters and the highest rate of wages paid was Rs. 65. In zone No. III, 14 concerns reported the employment of roll-cutters and the highest rate paid was Rs. 90 and the most common rate was Rs. 54. In zone IV, 4 concerns reported the employment of rollcutters and the highest rate paid was Rs. 75 and the most common rate was Rs. 50 and above.

*Marathwada Region—Aurangabad District.*—Ten concerns reported employing rollcutters. The lowest wage was Rs. 40 and the highest was Rs. 62 per month. Six concerns were found paying Rs. 45 and above.

*Parbhani District.*—Seven concerns reported employing rollcutters. The lowest wage was Rs. 35 and the highest rate paid was Rs. 47. In the Pressing section, however, the highest rate was Rs. 40 per month.

*Nanded District.*—Two concerns reported employing rollcutters, while one was paying Rs. 30 and the other Rs. 42 per month. In the Pressing section, the highest wage paid was Rs. 50 p.m.

#### Cobbler

*Vidarbha Region.*—The minimum rates of wages fixed for a Cobbler are Rs. 60 for A zone and Rs. 55 p.m. for B zone. Thirty-two concerns in zone A and 34 concerns in zone B reported that they employed cobblers. The highest rate in A zone was Rs. 88 p.m. and the most common rate was Rs. 60 per month. Two concerns in A zone were found paying less than the minimum.

*B zone.*—The highest rate paid to a cobbler was Rs. 70 and the most common rate was Rs. 55 per month.

*Bombay Region.*—The Minimum rates of wages fixed for a cobbler are Rs. 75, 65, 62 and 56 in zones I, II, III and IV respectively. One concern in zone I has a cobbler in pressing who was paid Rs. 83. Ten concerns in zone II reported employment of cobblers, the highest rate being Rs. 75 and the most common rate was Rs. 68. In Press section, however, the highest rate paid was Rs. 139.50 p.m. In zones III, 16 concerns reported employment of cobblers the highest rate being Rs. 90 and the most common rate was the minimum rate itself. In zone IV, 8 concerns reported employment of cobblers the highest rate being Rs. 75 and the most common rate was Rs. 60 to 70.

*Marathwada Region—Aurangabad District.*—Ten concerns reported employing cobblers. The lowest wage was Rs. 50 and the highest was Rs. 85 per month. Five concerns were found paying Rs. 70 or above.

*Parbhani District.*—The lowest wage was Rs. 40 and the highest wage was Rs. 65 per month in Ginning Section. The highest rate paid in pressing section was Rs. 68.

*Nanded District.*—None of the concerns supplied information on this point.

#### Carpenter

*Vidarbha Region.*—Twenty concerns in A zone and 11 concerns in B zone reported that they employed carpenters in the ginning section. The minimum monthly rates of wages for a carpenter are Rs. 70 for A zone and Rs. 65 for B zone. The highest rate in A Zone was Rs. 100 and the most common rate was Rs. 70 per month which is the minimum rate. Two Ginning Concerns were, however, found paying less than the minimum. One concern in Pressing section was found paying less than the minimum in Zone A and the highest rate in pressing section was Rs. 98 p.m.

*B Zone.*—The highest rate to a Carpenter was Rs. 91, the most common being the minimum rate of Rs. 65 per month. In the Pressing section in B Zone, the highest was Rs. 75 per month.

**Bombay Region.**—The minimum rates of wages fixed for a Carpenter are Rs. 75, 68, 62 and 56 respectively for Zones I, II, III and IV, respectively. The two concerns in Bombay did not report. In Zone II, 7 concerns reported employment of Carpenters. The highest wage paid was Rs. 125 and the most-common rate was Rs. 68 to 85. In Zone III, 12 concerns reported employment of Carpenters. The highest pay was Rs. 90. In Zone IV, 4 concerns reported the employment of Carpenters and the highest rate was Rs. 75.

**Marathwada Region—Aurangabad District.**—Eight concerns were found employing Carpenters. The lowest wage paid was Rs. 50 and the highest rate was Rs. 80. Four concerns were found paying Rs. 70 or above.

**Parbhani District.**—Seven concerns were employing Carpenters. The lowest wage paid was Rs. 65 and the highest being Rs. 80 per month.

**Nanded District.**—Five concerns were found employing Carpenters and the lowest wage paid was Rs. 50, the highest rate being Rs. 80 per month.

#### Oilmen

**Vidarbha Region.**—The minimum rate fixed for an Oilman are Rs. 40 in A Zone and Rs. 35 in Zone B. Thirty-five concerns in A Zone and 37 concerns in B Zone reported that they employed Oilmen. The highest rate in A Zone was Rs. 75 per month and the most common rate found was between Rs. 40 to Rs. 50. One concern in A Zone was found paying less to its Oilman in the Ginning Section. In the Pressing Section 21 concerns in A Zone reported that they employed Oilmen and the highest rate to an Oilman was Rs. 43 per month, the most common being Rs. 45. One concern in Pressing Section was found paying less than the minimum. The highest rate paid in B Zone was Rs. 65 and the most common rate was Rs. 40 per month.

**Bombay Region.**—The minimum rates of wages fixed for an Oilman are Rs. 65, 59, 54 and Rs. 48 for Zones I, II, III and IV respectively. One concern in Bombay reported employment of Oilman in Press Section and he was paid Rs. 76. In Zone II, 10 concerns reported employment of Oilman, the highest salary paid was Rs. 60. In Zone III, 20 concerns in Ginning and Pressing reported employment of Oilman. The highest rate paid was Rs. 65. In Zone IV, 14 concerns in Gin and 2 in Press reported employment of Oilmen. The highest salary paid was Rs. 78·60 and the most common rate was Rs. 50 to 60.

**Marathwada Region.—Aurangabad District.**—Of the 13 concerns, 11 reported employing Oilmen. The lowest wage was Rs. 40, the highest being Rs. 61. In the Pressing Section, however, the highest was Rs. 45 per month.

**Parbhani District.**—The highest rate was Rs. 45 and the lowest was Rs. 35. Seven concerns were found paying Rs. 45. In the Press Section, however, the highest amount paid was Rs. 50 per month.

**Nanded District.**—The highest was paid was Rs. 65 and the lowest was Rs. 30. Six concerns were found paying Rs. 40 and above. In the Pressing Section, however, the highest wage was Rs. 44 and 4 concerns were found paying Rs. 35 and above.

#### Engine Driver

**Vidarbha Region.**—The minimum rates fixed for Engine Drivers are Rs. 70 per month for A Zone and Rs. 65 per month for B Zone. The highest rate in Zone A was Rs. 175, the most common rate being Rs. 70 per month. Of the 30 concerns reporting, two concerns were found paying less than the minimum. In Pressing Section the highest rate was Rs. 90 and the most common rate was Rs. 70 per month. Three concerns in the Pressing Section were found paying less than the minimum.

**B Zone.**—The highest rate paid was Rs. 125 in Ginning Section, the most common being Rs. 65. In the Pressing Section the highest rate was Rs. 120, the most common rate being Rs. 65 per month. One concern out of 18 reporting in the Pressing Section was found paying less than the minimum.

**Bombay Region.**—The minimum rates of wages fixed for Engine Drivers are Rs. 75, 68, 62 and 56 for Zones I, II, III, IV respectively. In Zone I, no information in regard to this category was supplied. In Zone II, 9 concerns reported employment of Engine Drivers and the highest rate paid was Rs. 145 and the most common rate found paid was Rs. 68 to 75. In Pressing Section the highest wage paid was Rs. 155 and the most common rate was Rs. 68 to 85 per month. In Zone III, 19 concerns in Gin and 10 in Press reported employment of Engine Drivers and the highest rate paid was Rs. 100. In Zone IV, 12 concerns reported employment of Engine Drivers, the highest rate being Rs. 125 and the most common rate paid was Rs. 60 to 85.

**Marathwada Region—Aurangabad District.**—Ten concerns reported employing Engine Drivers. The lowest wage was Rs. 45 and the highest was Rs. 100. In the Pressing Section, however, the highest rate was Rs. 80 per month.

**Parbhani District.**—The lowest wage was Rs. 60 and the highest rate was Rs. 93. In the Pressing Section, the highest rate was however Rs. 75 per month.

**Nanded District.**—The lowest wage was Rs. 40 and the highest was Rs. 110. Five concerns were found paying Rs. 50 or above.

#### Blacksmith

**Vidarbha Region.**—The minimum rates fixed for a Blacksmith are Rs. 70 for Zone I and Rs. 65 for Zone II. The highest rate paid to a Blacksmith in Zone A was Rs. 125 and the most common rate was Rs. 70 per month. One concern was found paying less than the minimum. In the Pressing Section the highest rate was Rs. 85, the most common rate being Rs. 70 to 75. Two concerns in Pressing Section were found paying less than the minimum.

**B Zone.**—The highest rate paid was Rs. 85, the most common rate being Rs. 65 to 80 per month. In the Pressing Section, the highest rate was Rs. 90, while the most common rate was Rs. 65 to 75 per month.

**Bombay Region.**—The minimum rates of wages fixed are Rs. 75, 68, 62 and 56 for Zone I, II, III, IV respectively. One concern in Zone I reported employment of Blacksmith in Pressing Section and he was paid Rs. 93. One concern in Zone II reported employment of Blacksmith and he was paid Rs. 70 per month. The highest wages for a Blacksmith employed in Pressing concern in Zone II were Rs. 130. In Zone III, 9 concerns reported employment of Blacksmiths and the highest rate paid was Rs. 90. In Zone IV, 3 concerns reported employment of Blacksmiths and the highest rate paid was Rs. 85.

**Marathwada Region—Aurangabad District.**—The lowest wage was Rs. 45 and the highest was Rs. 90 per month. Seven concerns was found paying Rs. 60 and above.

**Parbhani District.**—The lowest wage was Rs. 70 and the highest was Rs. 75 per month. Only one concern from Nanded District reported employing Blacksmith and was found paying Rs. 90 per month.

#### Valvemen

**Vidarbha Region.**—The minimum rates fixed are Rs. 55 for A Zone and Rs. 50 in B Zone per month. In A Zone the highest rate paid to a Valveman was Rs. 65 and the most common rate was Rs. 55 per month. In Pressing Section the highest rate paid was Rs. 70 per month. In the Pressing Section in B Zone, 15 concerns reported that they employed Valveman and the highest rate was Rs. 60, the most common rate being Rs. 50 per month.

**Bombay Region.**—The minimum rates of wages fixed for Valveman are Rs. 75, 68, 62 and 30 respectively for Zones I, II, III and IV. One concern in Zone I reported employment of Valveman in Press Section and he was paid Rs. 89. In Zone II, six concerns reported Valveman in their presses and the minimum rate paid was at Rs. 63 and highest rate paid was Rs. 126. In an other Pressing Concern Valveman was being paid at Rs. 126 per month. In Zone III, there were 14 concerns employing Valveman and the highest rate was Rs. 125. In Zone IV, two Pressing concerns were paying less than the minimum rates of wages to their Valvemen.

*Marathwada Region—Aurangabad District.*—The lowest wage paid to a Valveman was Rs. 50 and the highest rate was Rs. 85 per month.

*Parbhani District.*—The lowest wage paid was Rs. 42 and the highest rate was Rs. 60 per month.

*Nanded District.*—The lowest rate was Rs. 44 and the highest rate was Rs. 60. Three concerns were found paying Rs. 44 and above.

#### Finisherman

*Vidarbha Region.*—Seventeen concerns in Pressing Section in A Zone reported that they employed Finishermen. The highest rate paid was Rs. 77 and the most common rate was Rs. 55 per month. In B Zone, 15 concerns reported that they employed Finishermen in their Pressing Section. The highest rate was Rs. 55 the most common rate being Rs. 50 per month.

*Bombay Region.*—The minimum rates of wages fixed for Finishermen are Rs. 65, 59, 54 and 48 for Zones I, II, III and IV respectively. One concern in Zone I reported employment of Finisherman who was paid at Rs. 85 per month. Six Pressing concerns in Zone II reported employment of Finishermen and the highest rate paid was Rs. 141. In Zone III, 12 concerns reported employment of Finisherman in Pressing Section, the highest rate paid was Rs. 115 and the most common rates were Rs. 60 and Rs. 65. In Zone IV, two concerns reported employment of Finishermen in Pressing and the highest rate paid was Rs. 50.

*Marathwada Region—Aurangabad District.*—In Press Section the lowest wage was Rs. 45 and the highest rate was Rs. 48 per month.

*Parbhani District.*—In the Pressing Section the lowest wage was Rs. 35 and the highest rate was Rs. 55 per month.

*Nanded District.*—In Pressing Section the lowest rate was Rs. 40 and the highest wage was Rs. 45.

#### Half Pressman

*Vidarbha Region.*—Ten concerns in Zone A in Pressing reported that they employed Half Pressmen. The highest rate paid was Rs. 66 and the most common rate was Rs. 55 to 60 per month.

*B Zone.*—Eleven concerns reported that they employed Half Pressmen and the highest rate was Rs. 50 which was also the most common rate.

*Bombay Region.*—The minimum rates of wages fixed for Half Pressmen are Rs.60, Rs.49-10-0, Rs. 45-6-0 and Rs. 40-8-0 per month for Zones I, II, III and IV respectively.\* One concern in Zone I reported employment of Half-Pressman who was paid Rs. 86. In Zone II, two Pressing concerns were employing Half-Pressmen and the highest rate was Rs. 136-50 nP. In Zone III, 8 concerns reported employment of Half-Pressmen. The highest salary paid was Rs. 95 and the most common rate was Rs. 60 to 65 per month. In Zone IV, two concerns reported employment of Half-Pressmen and the highest wage paid was Rs. 50 per month.

*Marathwada Region—Aurangabad District.*—Four concerns were found employing Half-Pressmen. The lowest rate was Rs. 50 and the highest was Rs. 60 per month.

*Parbhani District.*—The lowest wage was Rs. 40 and the highest was Rs. 60 per month.

*Nanded District.*—One concern was found employing Half-Pressman and he was paid Rs. 50 per month.

\* No. separate rates fixed for Half Pressman. Hence taken in Unskilled heavy.

### Openerman.

*Vidarbha Region.*—The minimum rates of wages fixed are Rs. 1-12 As. for A Zone and Rs. 1-10 As. for B Zone per day. The highest rate found in Pressing Section was Rs. 60 per month the most common rate being Rs. 55 to 60. Two concerns were found paying less than the minimum.

*B Zone.*—The highest rate was Rs. 58-50 nP. per month, the most common rate being Rs. 45 to 50. Five concerns in B Zone were found paying less than the minimum rates of wages.

*Bombay Region.*—The minimum rates of wages fixed for Openermen are Rs. 75, 68, 62 56 for Zone I, II, III and IV respectively. The two Bombay concerns did not report employment of any Openerman. One Pressing concern in Zone II reported employment of Openerman and the highest wages paid was Rs. 133-50 nP. In Zone III, 5 concerns in Pressing Section reported Openermen and the highest rate paid was Rs. 60. In Zone IV, two Pressing concerns reported employment of Openermen and the highest rate paid was Rs. 60 per month.

*Marathawada Region.*—In Aurangabad District, in Pressing Section, the lowest wage was Rs. 42 and the highest rate was Rs. 45 and in Parbhani District, the lowest wage was Rs. 36 and the highest was Rs. 39. In Nanded District, the lowest wage of an Openerman was Rs. 26 and the highest was Rs. 42 per month.

### Coalman

*Vidarbha Region.*—The minimum rate fixed for a Coalman for A Zone in Ginning Section is Rs. 1-6 As., whereas in B Zone it is Rs. 1-4 As. per day. The minimum rates fixed for a Coalman in Pressing Section for A Zone are Rs. 1-12 As. per day and for B Zone Rs. 1-10 As. The highest rate paid to a Coalman in Ginning Section in A Zone was Rs. 55 per month, the most common rate being Rs. 45. In B Zone in Ginning Section, the highest rate was Rs. 45-50 nP. the most common rate being Rs. 39 per month. In the Pressing Section in A Zone, the highest rate to a Coalman was Rs. 55, the most common rate being Rs. 45-50 nP. per month. Two concerns were found paying less than the minimum. In B Zone the highest rate was Rs. 50 per month, the most common rate being Rs. 42-12 nP. per month. Two concerns were found paying less than the minimum.

*Bombay Region.*—The minimum monthly rates of wages fixed for Coalmen are Rs. 60, Rs. 49-10 As., Rs. 45-6 As. and Rs. 40-8 As. for Zones I, II, III and IV respectively. The two concerns in Bombay did not report employment of any Coalman. In Zone II, one concern in Ginning and 6 concerns in Pressing reported employment of Coalmen and the most common rate was the minimum rate itself. In Zone III, 8 concerns reported employment of Coalmen in Ginning Section and 10 concerns in Pressing Section. The highest rate was Rs. 54. In Zone IV, two concerns reported employment of Coalmen in Ginning and two concerns in Pressing and the highest rate paid was Rs. 54 per month.

*Marathawada Region.*—The lowest rate paid to a Coalman in Aurangabad District was Rs. 43 per month and the highest wage was Rs. 50. per month whereas in Parbhani District the lowest rate wage was Rs. 35 and the highest rate was Rs. 40 per month. In Nanded District, however the lowest wage of a Coalman was Rs. 32-50 nP. and the highest was Rs. 45 per month.

### Chowkidar

*Vidarbha Region.—Zone A.*—The minimum rate fixed for a Chowkidar in Ginning Section is Rs. 1-6 As., whereas for a Pressing Factory it is Rs. 1-12 As. per day. In B Zone, the minimum rates fixed are Rs. 1-4-0 per day in Ginning and Rs. 1-10 As. per day for Press Factories. The highest rate paid to a Chowkidar in Ginning Factories in A Zone was Rs. 100 per month, the most common rate being Rs. 45 per month. In the Pressing Section the highest rate paid was Rs. 55, the most common rate being Rs. 47 to 50.

*Zone B.*—The highest rate paid to Chowkidar was Rs. 70 per month, the most common rate being Rs. 40 per month. In the Pressing Section, the highest rate paid was Rs. 55, the most common rate being Rs. 45 to 50 per month.

(Bombay Region).—No minimum rates of wages have been fixed for this category separately but his work may be treated as un-skilled heavy work and, therefore, the monthly rates fixed will be Rs. 60, Rs. 49-10 As., Rs. 45-6 As. and Rs. 40-8 As. respectively for zones I, II, III and IV respectively. None of the Bombay concerns reported employment of chowkidars. In zone II & 6 ginning concerns reported employment of chowkidars and the highest wage paid was Rs. 68 and the most common rate being Rs. 50 to Rs. 60. In Pressing section, 3 concerns reported employment of chowkidars and the highest rate of wages was Rs. 121. In zone III, 16 concerns reported employment and the highest rate was Rs. 65. In zone IV, 7 concerns reported employment of chowkidars and the highest rate paid was Rs. 63.

(Marathwada Region).—Aurangabad District.—The lowest wage was Rs. 40 and the highest rate was Rs. 60. Nine concerns were found paying Rs. 45 and above.

Parbhani District : The lowest wage was Rs. 30 and the highest wage was Rs. 50. Seven concerns were found paying Rs. 40 and above. Nanded District : The lowest wage rate was Rs. 25 and the highest was Rs. 47. Seven concerns were found paying Rs. 30 and above. In Pressing section the highest wage paid was Rs. 55.

### Clerks.

(Vidarbha Region).—The minimum rates of wages fixed for clerks are Rs. 70 p. m. for both A and B zones. In zone A, the highest rate paid to clerk was Rs. 216, the most common rate being the minimum rate of Rs. 70 only. In the B zone, the highest rate paid to a clerk was Rs. 100, the most common rate being the minimum of Rs. 70 only per month.

(Bombay Region).—No rates of wages have been fixed for the clerical staff under the notification dated 31st January 1956. Two Bombay concerns have not supplied information. In zone II, six concerns in ginning section have reported clerical staff and the highest pay was Rs. 202.50 n.P. per month and the most common rate was Rs. 60 to 80 p. m. In zone III, 10 concerns reported employment of clerks and the highest rate of wages paid was Rs. 90. In zone IV, 5 concerns reported employment of clerks. The highest salary was Rs. 100 and the most common rate paid was Rs. 65 to 75 p. m.

Marathwada Region.—Aurangabad District.—The lowest rate paid to a clerk was Rs. 55 and the highest rate was Rs. 100 p.m. Seven concerns were found paying 60 and above. The lowest wage in Parbhani district was Rs. 45 and the highest rate was Rs. 150 p.m. whereas in Nanded district the lowest rate was Rs. 35 p.m. and the highest was Rs. 125 p.m.

### Mukadam or Mukadami.

Vidarbha Region.—The minimum rates fixed for a Mukadam are Rs. 60 per month for A zone and Rs. 55 for B zone per month. The highest rate paid in A zone to a Mukadami was Rs. 75 per month, the most common rate being the minimum rate itself. Two concerns were found paying less than the minimum to their Mukadamin.

B zone.—The highest rate paid to a Mukadam was Rs. 65 and the highest rate paid to a Mukadami was Rs. 55-12 As., the most common rate being Rs. 55-12 As. to Mukadam and Mukadami per month. Four concerns were found paying less than the minimum to their Mukadams and five concerns were found paying less than the minimum to their Mukadamis.

Bombay Region.—Of the 16 concerns in zone II, only 6 reported employment of Mukadams and the highest rate paid was Rs. 90 p.m. and the most common rate was Rs. 59 which was paid by four concerns. The highest rate paid to a Mukadami was Rs. 80 and the most common rate is Rs. 50 to 60. In zone III, 8 concerns reported employment of Mukadams and all of them paid not less than minimum wage of Rs. 54 and the highest rate paid was Rs. 65 p.m. The Mukadamis were found paid only the minimum rate of wages. In zone IV, 5 concerns reported employment of Mukadamin and the maximum rate was Rs. 52 per month. The Mukadamis were however being paid less than the minimum rate.



**Marathwada Region—Aurangabad District.**—The lowest wage paid to a Mukadam was Rs. 1·50 per day and the highest rate was Rs. 95 per month. Seven concerns were found paying Rs. 60 and above.

**Parbhani and Nanded Districts :** The lowest wage was Rs. 75 p.m. and the highest was Rs. 95 p.m. whereas in Nanded district the lowest rate was Rs. 1·06 per gin and the highest was Rs. 75 per month.

#### Gin-Feeder

**Vidarbha Region.**—The Minimum rates fixed for a gin-feeder are Rs. 1-2 As. for A zone and Re. 1-00 for B zone per day. The highest rate paid was Rs. 42-12 nP. per month to a male and Rs. 30·9d nP. to a female gin-feeder. The most common rate found was Rs. 29·12 nP. per month i.e. Rs. 1·12 nP. per day.

**B Zones :** The highest rate paid to a gin-feeder was Rs. 32·50 per month to a male worker, whereas the most common rate paid to the male and female gin-feeders was Re. 1 per day.

**Bombay Region.—Zone II.**—Nine concerns reported employment and almost all the concerns were found paying the minimum rate of wages to their gin-feeders. In zone III, 16 concerns reported paying the minimum rate of Rs. 32·37 p.m. to their gin-feeders. In zone IV, 8 concerns reported that they were paying not less than the minimum rate of wages of Rs. 27·50 p.m. and the highest rate was Rs. 32·37.

**Marathwada Region.**—The lowest rate paid to a gin-feeder in all the three districts of Marathwada from which replies were received was 75 naye Paise per day. The highest rate paid to a gin-feeder was Rs. 2 per day in both the districts of Aurangabad and Parbhani but the highest rate paid to a gin-feeder was Re. 1 per day in Nanded district. The highest daily rate of Rs. 2 was paid in the former two districts only to male gin-feeders. The most common rate paid to gin-feeders in all the three districts was 75 naye Paise per day.

#### Sweepers.

**Vidarbha Region.**—The minimum rates fixed for sweepers for A zone are Rs. 1-3 As. and for B zone Rs. 1-1 As. per day. The highest rate paid to a male sweeper in A zone was Rs. 32·50 per month, the most common rate being the minimum rates of wages only.

**B zone.**—The highest rate paid was Rs. 32·50 to a Male Sweeper, the most common rate being the minimum rate only.

**Bombay Region.—Zone II.**—Seven concerns reported employment of sweepers and the most common rate was the minimum rate of Rs. 36·62 per month. In zone III, 14 concerns reported employment of sweepers and the highest rate was Rs. 45·50 p.m., the most common rate being Rs. 32·37 p.m. In zone IV the highest rate paid was Rs. 30 to a male sweeper.

**Marathwada Region.**—The sweepers in Nanded District were paid the lowest wage 56 nP. per day whereas their counter parts in Parbhani and Aurangabad districts were paid Rs. 0·75 nP. per day as the lowest wage. The highest rate paid was in Aurangabad District, the rate being Rs. 50 p.m. followed by Parbhani and Nanded districts where the highest rate paid to sweepers were Re. 1 and Re. 0·87 nP. per day.

#### Relievers.

**Vidarbha Region.**—The minimum rate fixed for relievers for A zone is Rs. 1·3 As. and for B zone it is Rs. 1-1 As. per day. The most common rate paid was the minimum rate itself. Two concerns in A zone were found paying less the minimum.

**B zones.**—The highest rate was Rs. 32·50 to a male reliever and Rs. 35·62 to a female reliever the most common rate being the minimum rate itself. Twenty-seven concerns were found paying less than the minimum to their females relievers and one concern was found paying less than minimum to their male relievers.

**Bombay Region.—Zone II.**—The highest rate paid to a male reliever and a female reliever was Rs. 36·40 and Rs. 36·62 p.m. respectively. In zone III, the highest rate paid to a reliever was Rs. 45·50 p.m. and the most common rate paid to a reliever was Rs. 32·50 and above. In zone IV the highest rate was Rs. 29·62 p.m. to a male reliever and for a female reliever the rate was Rs. 27·62 per month.

**Marathwada Region.**—The Relievers in all the three districts were paid 75 nP. as their daily wages. The highest rate paid to a reliever was in Parbhani District, the rate being Rs. 1·50 nP. per day followed by Aurangabad and Nanded Districts where the highest rates paid to relievers were Rs. 1·21 nP. and Re. 1 per day respectively.

### Cotton Seed Pickers.

**Vidarbha Region.**—The minimum rates fixed per day are Rs. 1·6 As. and Rs. 1·4 As. for male and female workers in A zone, whereas for B zone are Rs. 1·1 As. and Rs. 1·2 As. per day for male and female workers respectively. The highest rate paid to a female picker was Rs. 34·06 per month, the most common rate being the minimum rate itself.

In B zone, the highest rate was Rs. 39 to a male picker and Rs. 32·50 to a female picker per month.

**Bombay Region.—Zone II.**—The minimum wage fixed is Rs. 35·62 per month and the rate prevalent was also the same. In zone II, the minimum rate fixed for pickers is Rs. 32·37 and the highest rate prevalent was Rs. 45·37 and all the 17 concerns were found paying not less than the minimum. In zone IV, the minimum rate fixed is Rs. 27·50 and the highest rate paid was Rs. 45·50 p.m. to a male picker and the most common rate found was the minimum rate itself.

**Marathwada Region.**—The lowest rate paid to cotton seed pickers in Parbhani district was 00·19 nP. per gin per day whereas their counter-parts in Nanded and Aurangabad District, were paid Rs. 00·50 and 00·75 nP. per day. The highest rate paid in Aurangabad district was Rs. 1·25 nP. per day, followed by Nanded and Parbhani Districts where the highest rate paid was Rs. 1·12 nP. and Rs. 1·06 nP. per day respectively.

### Kapas Pickers

**Vidarbha Region.**—The minimum rates fixed are Rs. 1·6 As. and Rs. 1·4 As. per day for male and female pickers in A zone and Rs. 1·4 As. and Rs. 1·2 As. per day for male and female workers for B zone respectively. The minimum rate was common rate prevalent for both male and female in A zone and highest rate paid in B zone was Rs. 52 per month for a male worker (i. e. Rs. 2 per day.)

**Bombay Region.—Zone II.**—The minimum rate fixed is 36·62 and all the 7 concerns reporting were found paying the minimum rate.

**Zone III.**—The minimum rate fixed is Rs. 32·37 and the highest rate was Rs. 52·50 per month whereas the most common rate was Rs. 32·50 only. In zone IV, the minimum rate of wages fixed is Rs. 27·50 and the highest rate paid was Rs. 65 per month, whereas the most common rate was between Rs. 29·25 to Rs. 32·37 per month.

**Marathwada Region.**—The rate paid to kapas pickers in Parbhani district was Rs. 00·31 nP. per day per gin, whereas their counter parts in Aurangabad and Nanded Districts were paid Rs. 0·50 nP. per day per gin.

The highest rate paid in Aurangabad district was Rs. 32·50 per month i. e. Rs. 1·25 per day, followed by Parbhani and Nanded districts where the highest rate paid was Rs. 1·50 nP per day respectively.

### Kapas Carriers

**Vidarbha Region.**—The minimum rates fixed are Rs. 1-10 As. for A zone and Rs. 1-8 As. for B zone per day. The highest rate was Rs. 42-12 per month for male workers in A zone and Rs. 52 for female workers per month in B zone, the highest rate paid was Rs. 65 to a male and Rs. 45-50 per month to a female worker per month.

**Bombay Region.**—The minimum rate of wages fixed for zone II is Rs. 49-62 and the highest rate paid was Rs. 52 per month and the most common rate was the minimum rate itself. In zone III, the minimum rate fixed is Rs. 45-37 and the highest rate was Rs. 45-50 and 12 concerns were found paying Rs. 45-50 per month. In zone IV, the minimum rate fixed is Rs. 40-50 nP. and the most common rate paid was Rs. 40-62 to Rs. 45-50 per month.

**Marathwada Region.**—The lowest rate paid to Kapas carriers was Rs. 0-37 nP. per day per gin in Parbhani District whereas their counterparts in Aurangabad and Nanded districts were paid Rs. 0-47 and 0-50 nP. per day per gin respectively. The highest rate paid in Parbhani District was Rs. 39-00 per month and in Aurangabad and Nanded districts they were paid Rs. 45-50 per month.

### Cotton Carriers

**Vidarbha Region.**—The minimum rate fixed for a female cotton carrier and male carrier was Rs. 1-4 As. and Rs. 1-6 As. per day in A zone and Rs. 1-4 As. and Rs. 1-2As. in B zone for male and female workers respectively. The highest rate paid to a male worker was Rs. 45-50 in A zone and Rs. 39 to a female worker per month.

In B zone, the highest rate was Rs. 45-50 per month to both male and female cotton carrier and the most common rate was Rs. 32-50 to a male and Rs. 35-62 to a female carrier per month.

**Bombay Region.**—The minimum rate fixed for zone II is Rs. 49-62 and most of the concerns were found paying the minimum rate only. In zone III, the minimum rate fixed is Rs. 45-37 and the most common rate was Rs. 45-50. In zone IV, the minimum rate fixed is Rs. 40-50 and the maximum rate found was Rs. 65 per month and the most common rate was Rs. 40-50 to Rs. 45-50 per month.

**Marathwada Region.**—The lowest rate paid to a Cotton carrier was Rs. 0-25 nP. per day per gin in Parbhani district whereas in Aurangabad and Nanded districts they were paid Rs. 0-31 nP. per day per gin and Re. 1 per day respectively. The highest rate paid in Aurangabad district was Rs. 45-50 i. e. 1-75 per day whereas in Parbhani and Nanded districts it was Rs. 1-50 per day.

### Cotton Seed Carriers.

**Vidarbha Region.**—The minimum rate fixed for A zone is Rs. 10-8 As. and for B zone it is Rs. 1-6 As. per day. The highest rate paid to a male carrier was Rs. 58-50 nP. per month in A zone whereas the most common rate was the minimum rate.

In B zone, the highest rate paid to a male cotton seed carriers was Rs. 50-90 per month whereas the female carriers earned Rs. 45-50 per month.

**Bombay Region.**—The minimum rate fixed for zone II is Rs. 49-62 and the most common rate found was Rs. 49-62 only. In zone III, the minimum rate fixed is Rs. 45-37 and the highest rate paid was Re. 54-00, the most common rate being Rs. 45-37 to 45-50 p.m.. In zone IV, the minimum rate fixed is Rs. 40-50 and the maximum rate was Rs. 65 p.m. The most common rate varied between Rs. 40-50 and Rs. 45-50, p.m.

**Marathwada Region.**—The lowest rate paid to a cotton seed carrier was Rs. 0-19 nP. per day per gin in Parbhani district whereas in Aurangabad and Nanded it was 00-25 nP. per day per gin respectively. The highest rate paid in Aurangabad district was Rs. 45-50 p.m. whereas their counterparts in Parbhani and Nanded districts were paid Rs. 26-00 and Rs. 39-00 p.m. respectively.

### Labadia (Lashers)

*Vidarbha Region.*—The Labadias were employed on piece rate basis and the minimum piece rate fixed is Rs. 2 for zone A and Rs. 1-14-0 for B zone per 100 bales. The highest rate paid to a Labadia in zone A was Rs. 75-92 p.m., the most common rate being the minimum of Rs. 52 per month, i.e. Rs. 2 per 100 bales. In B zone, the minimum rates of wages fixed are Rs. 1-14 per 100 bales and the highest rate earned by one labadia was Rs. 78 per month and the most common rate was the minimum rate itself.

*Bombay Region.*—The labadias were found employed on piece rate basis and they were found working under a contractor or a Mukadam generally. The rates for Labadias fixed under the Minimum Wages Act for zone I are Rs. 65 p.m. and in the same zone only one concern submitted information regarding Labadias. The rates are normally fixed with the contractors or Pressing Mukadams on the basis of 100 bales and the contractor distributes the amount amongst the Labadias on the basis of work done by them. The minimum rate fixed for zone II is Rs. 59 and almost all the Labadias were found paid not less than the minimum rate. In zone III, the minimum rate fixed for labadias is Rs. 54 and the highest rate paid was Rs. 78. In zone IV, the minimum rate fixed is Rs. 48 and the highest rate found was Rs. 65 p.m.

*Marathwada Region.*—The most common rate paid to Labadia in Aurangabad district was Rs. 3-00 per 100 bales whereas in Parbhani district, it was Rs. 1-75 per 100 bales as the lowest rate and Rs. 3-00 was the highest rate per hundred bales. But in Nanded district, the lowest rate was Rs. 2-89 per 100 bales and the highest rate was Rs. 4-00 per 100 bales.

### Toliwala (Weighers)

*Vidarbha Region.*—The minimum rate of wages is Rs. 1-14 annas per 100 bales for A zone and Rs. 1-12 annas for B zone. The highest rate earned in A zone was Rs. 91 per month whereas in B zone Rs. 61-78 nP. per month and the most common rate being the minimum rate itself.

*Bombay Region.*—The minimum rate fixed for a Toliwala for zone I is Rs. 60 per month whereas in Zone II, it is Rs. 49-62 p.m. All the concerns were found paying not less than the minimum rate. In zone III, the minimum monthly rate fixed is Rs. 45-37 and the highest rate found was Rs. 65 and the most common rate varied between Rs. 45-50 and Rs. 60 p.m. In zone IV, the minimum monthly rate fixed is Rs. 40-50 and the maximum rate paid was Rs. 65 p.m.

*Marathwada Region.*—The common rate paid to a toliwala in Aurangabad district was Rs. 2-25 nP. per 100 bales whereas in Parbhani district the highest rate was Rs. 2-50 and the common rate was Rs. 1-10 nP. per 100 bales. In Nanded district, the lowest rate was Rs. 2 per 100 bales and the highest rate was Rs. 3 per 100 bales.

### Bale sewers.

*Vidarbha Region.*—The minimum rate fixed for A zone is Rs. 2 per 100 bales and for B zone it is Rs. 1-14 annas per 100 bales. The highest rate earned in A zone is Rs. 65 per month and in B zone it was Rs. 78 per month, the common rate being the minimum rate itself in both the zones.

*Bombay Region.*—The minimum monthly rate fixed for zone II is Rs. 49-62 and the most common rate was the minimum rate itself. In most of the concerns, it was noticed that actually the bale sewers were paid on the basis of per 100 bales. In zone III, the minimum rate fixed is Rs. 45-37 and most of the concerns were found paying the minimum rate and the maximum rate was Rs. 62 p.m. In zone IV, the minimum rate fixed is Rs. 40-50 and the highest rate was Rs. 48-10 p.m.

*Marathwada Region.*—The common rate paid to a Bale sewer was Rs. 2 per 100 bales in Aurangabad district, whereas in Parbhani and Nanded districts it was Rs. 1-10 and Rs. 2 per 100 bales respectively. The highest rate paid in Nanded and Parbhani Districts was Rs. 3-00

### Gunny Bag Cutter.

*Vidarbha Region.*—The minimum rate of wages fixed is Rs. 1-12 annas for A zone and for B zone Rs. 1-10 annas per 100 bales and the highest rate earned was Rs. 45-50 p.m. in A zone and in B zone it was Rs. 65 per month. The most common rate in zone B was Rs. 39 p.m.

*Bombay Region.*—The minimum rate fixed is Rs. 49-62 p.m. for zone II and 3 of the concerns reporting were found paying the minimum rate. In zone III, the minimum rate fixed is Rs. 45-37 and the highest rate was Rs. 52 and most of the concerns were found paying Rs. 45 to Rs. 45-50. In zone IV, the minimum rate fixed is Rs. 40-50 and the highest rate was Rs. 40-62 p.m.

*Marathawada Region.*—The highest rate paid to a gunny bag cutter in Aurangabad district was Rs. 2 per 100 bales, but the most common rate was Rs. 1-50 nP. per 100 bales, whereas in Parbhani district, the highest rate was Rs. 2-25 nP. per 100 bales and the most common rate was Rs. 1-10 nP. per 100 bales. In Nanded district the lowest rate was Rs. 1-65 nP. per 100 bales and the highest rate was Rs. 3-00 per 100 bales.

### Gunny Bag Fillers

*Vidarbha Region.*—The minimum rates fixed for gunny bag fillers in zone A are Rs. 1-12-0 and Rs. 1-10-0 for B zone. The highest rate paid in A zone was Rs. 52-00 p.m., whereas in B zone the most common rate was Rs. 39-00 which was less than the minimum when worked on the basis of 26 days.

*Bombay Region.*—The minimum rates fixed are Rs. 60 for zone I and Rs. 49-62 for zone II respectively. It may however be noted that in many of the concerns gunny bag fillers were paid on piece rate basis. None of the 16 concerns in zone II reported employment of gunny bag fillers. In zone III, the minimum rate fixed is Rs. 45-37 and the highest rate found paid Rs. 45-50. In zone IV, the minimum rate fixed is Rs. 40-50 but none of the 20 concerns supplied information regarding gunny bag fillers.

*Marathawada Region.*—The most common rate paid to gunny bag fillers in all the three districts was Rs. 1-50 per 100 bales but the highest paid was in Parbhani district, the rate being Rs. 2-25 per 100 bales, followed by Aurangabad district where the highest rate was Rs. 2 per 100 bales.

### Palewalas or Palewallis

*Vidarbha Region.*—The minimum rate fixed was Rs. 1-6 Annas in A zone per 100 bales and 1-4 annas for B zone. The highest rate earned was Rs. 45-50 p. m. in A zone and in B zone it was the same and the most common rate was the minimum rate itself.

*Bombay Region.*—The minimum rate fixed for a Palewala is Rs. 60 per month for zone I. One of the two concerns in zone I reported employment of Palewalas and the maximum rate was Rs. 63 per month. For zone II, the minimum rate fixed is Rs. 35-62 and all the concerns were found paying not less than the minimum rate of wages. It may however be noted that in most of the concerns, the Palewalas were paid on piece rate basis. In zone III, the minimum rate fixed is Rs. 32-37 and the maximum rate paid was Rs. 32-50 to a female worker. In zone IV, the minimum rate fixed for a Palewala is Rs. 27-00 and the highest rate paid to a female was Rs. 32-50 per month.

*Marathwada Region.*—The highest wage paid in Marathwada region to a Palewala was Rs. 2 per 100 bales and that was in Parbhani district, followed by Aurangabad and Nanded districts where the highest wage rates were Rs. 1-50 nP. per 100 bales. The lowest rate paid was in Nanded district, the rate being Re. 1 per 100 bales, followed by Parbhani and Aurangabad district where the most common rates were Rs. 1-25 nP. and Rs. 1-40 nP. per 100 bales respectively.

### Cotton Carriers

*Vidarbha Region.*—The highest rate paid to cotton carriers was Rs. 52 per month to male and Rs. 39 to a female worker in A zone and in B zone it was Rs. 56·94 for a male worker and for a female worker it was Rs. 23·12 per month.

*Bombay Region.*—None of the concerns have reported employment of cotton carriers in their concerns.

*Marathwada Region.*—The highest rate paid to cotton carriers was in Parbhani district, the rate being Rs. 2·75 nP. per 100 bales, followed by Aurangabad district where the highest rate was Rs. 2 per 100 bales. The lowest rate in Parbhani district was 0·75 nP. per 100 bales whereas in Aurangabad the lowest wage was Rs. 1·50 nP. per 100 bales.

### Cotton Pickers

*Vidarbha Region.*—The highest rate earned was Rs. 45·50 nP. per month by a male picker and Rs. 42·12 nP. by a female picker in A zone and the highest rate earned in B zone was Rs. 45·50 nP. by a male picker and Rs. 39 for a female worker per month.

*Bombay Region.*—None of the concerns have reported employment of cotton pickers in their concerns.

*Marathwada Region.*—One concern in Nanded district supplied information on this point and the rate paid was Re. 1 per 100 bales. The most common rate prevalent in Aurangabad and Parbhani districts were Rs. 1·25 nP. and Rs. 1·50 nP. per 100 bales respectively. The highest rate paid amongst all the three districts was Rs. 2 per 100 bales in Parbhani district.

TABLE NO. III.

*Districtwise information regarding number of factories and the average number of workers employed in the Cotton Ginning and Pressing Factories.*

Serial No.	Name of the District.	Number of Factories.	Average daily number of workers employed.
1	2	3	4
1	Ahmednagar	40	1,382
2	Akola	48	3,469
3	Amravati	32	3,820
4	Aurangabad	32	2,343
5	Bhir	7	127
6	Bombay	18	602
7	Buldhana	63	4,576
8	Chanda	4	75
9	West Khandesh	32	1,815
10	Jalgaon	77	5,570
11	Kolhapur	1	13
12	Nagpur	15	697
13	Nanded	22	1,116
14	Nasik	16	759
15	Osmanabad	3	187
16	Parbhani	32	1,823
17	Poona	7	425
18	Sangli	1	20
19	Satara	2	2
20	Sholapur	29	1,343
21	Wardha	25	1,369
22	Yeotmal	42	3,769
Total		548	35,482

TABLE No. IV.

Statement showing the minimum rates of wages fixed under the Minimum Wages Act for the Old Bombay State (vide Notification No. MW 2555, dated the 31st January 1956 Labour and Social Welfare Department, Bombay.)

Classes of Employees in the said Scheduled employed.	RATES			
	Zone I	Zone II.	Zone III	Zone IV.
1	2			
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
<b>SKILLED.</b>				
Engineer				
Engine Driver				
Fitter				
Boiler Attendant				
Cobbler	75 0 0	68 0 0	62 0 0	56 0 0
Carpenter				
Black-smith				
Valveman				
Openerman				
<b>SEMI-SKILLED.</b>				
Fireman				
Rollcutter				
Oilman				
Number Marker	65 0 0	59 0 0	54 0 0	48 0 0
Finisherman				
Toliwala Mukadam				
Mukadami				
Labadias.				
<b>UNSKILLED (LIGHT).</b>				
Ginman				
Sweeper				
Employees employed on picking and cleaning at raw or Ginned Cotton.	60 0 0	36 10 0	32 6 0	27 8 0
<b>UNSKILLED (HEAVY).</b>				
Employees employed in all other occupations not included under the skilled, semi-skilled and unskilled (light) categories.	60 0 0	49 10 0	45 6 0	40 8 0

Explanation.—(1) For the purpose of this notification :—

(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 BBA (Amendment) Act, 1956, (Bom. LVIII of 1956).

(b) Zone II shall comprise of the cities and towns of Ahmedabad, Poona, Sholapur, Surat, Nasik, Ahmednagar, Kolhapur, Baroda, Ulhasnagar, Nandiad, Thana Kalyan, Jalgaon, Bhusaval, Dhulia, Malegaon, Miraj, Sangli, Viramgaum, Hubli, and Chalisgaon.

(c) Zone III shall comprise of the cities and towns of Palanpur, Prantij, Modasa, Himatnagar, Talod, Dhansura, Radhanpur, Mansa, Patan, Sidhpur, Mehasana, Kalol, Amreli, Dabhoi, Dholka, Dhanduka, Kapadwanj, Anand, Borsad, Umreth, Dakor, Mehmedabad, Kaira, Cambay, Balasinor, Petlad, Godhra, Dohad, Lunawada, Ankleshwar, Jambusar, Rajpipla, Bulsar, Navsari, Billimora, Bissein, Bhivandi, Shrirampur, Sangamner, Kopergaon, Chopdi, Dharangaon, Erandol, Parola, Faizpur, Nasirabad, Taloda, Sahada, Nasirabad, Amalner, Pachora, Yawal, Raver, Savda, Shendurni, Jamner, Nandurbar, Shirpur, Dondicha, Manmad, Yeola, Igatpuri, Sinnar, Nandgaon, Lonavala, Dhond, Barmati, Junnar, Satara, Karad, Wai, Phaltan, Barsi, Pandharpur, Akalkot, Panvel, Mahad, Alibag, Murud, Belgaum, Nipani, Gokak, Athani, Bailhongal, Chikodi, Sankeshwar, Ramdurg, Bijapur, Bagalkot, Guledgudd, Ilkal, Jamkhandi, Rabkavi and Banhatti, Terdal, Dharwar, Gadag, Ranabennur, Haveri, Gajendragad, Savnur, Laxmeshwar, Karwar, Kunta, Bhatkal, Sirsi, Honavar, Ratnagiri, Vengurla, Malwan, Chiplun, Sawantwadi, Ashta, Islampur, Tasgaon, Kurundwad, Ichalkaranji, Varangaon, Bodwad, Kasgaon, Annigeri and Kundgol;

(d) Zone IV shall comprise of all other areas in the State not included in Zones I to III.

TABLE No. IV-A

Statement showing the Minimum Rates of Wages fixed under the Minimum Wages Act for Vidarbha Region under Notification No. 3232/4774, dated 29th October 1956.

Serial No.	Category of employees	Minimum rates of wages	
		A Zone*	B Zone†
1	2	3	4
		Per month Rs.	Per month Rs.
<i>Ginning and Pressing Section</i>			
1	Boller Attendent .. .. .	95	80
	Turner .. .. .	95	80
	Moulder .. .. .	95	80
2	Ginning Fitter .. .. .	100	90
3	Engine Driver .. .. .	70	65
4	Fireman .. .. .	60	55
5	Oiler and Oilman .. .. .	40	35
6	Carpenter and Blacksmith .. .. .	70	65
7	Mochi .. .. .	60	66
8	Roll Cutter .. .. .	45	40
9	Valveman .. .. .	55	50
		Per 100 bales Rs. a. p.	Per 100 bales Rs. a. p.
10	Press workers—		
	(a) Labadi .. .. .	3 0 0	1 14 0
	(b) Sinewala .. .. .	1 14 0	1 12 0
	(c) Tolwala .. .. .	1 8 0	1 6 0
	(d) Jalwala (Boza Carrier) .. .. .	1 8 0	1 6 0
	(e) Chadiwala (Lint Carrier) .. .. .	1 8 0	1 6 0
11	Marker .. .. .	1 6 0	1 4 0
12	Cotton Palewala .. .. .	2 4 0	2 0 0
13	Press Mukadam .. .. .	Per month	Per month
14	Ginning Mukadam .. .. .	60 0 0	55 0 0
15	Gin Mukadamin .. .. .	50 0 0	55 0 0



Serial No. 1	Category of employees 2	Minimum rates of wages	
		A Zone* 3	B Zone† 4
		Rs. a. p. Per day	Rs. a. p. Per day
16	Gin Feeder .. .. .	1 2 0	1 0 0
17	Zaduwalla and Reliever .. .. .	1 3 0	1 1 0
18	Galewala (Lint Carrier) .. .. .	1 6 0	1 4 0
19	Cotton Seed carrier .. .. .	1 8 0	1 6 0
20	All other employees of Ginning Section—		
	Male .. .. .	1 6 0	1 4 0
	Female .. .. .	1 4 0	1 2 0
21	Kapas carrier .. .. .	1 10 0	1 8 0
22	All other employees of Pressing Factory—		
	Male .. .. .	1 12 0	1 10 0
	Female .. .. .	1 10 0	1 8 0
23	Clerks .. .. .	70 per month	7 0 0

*Note.*—Labadi includes Lint Press Worker and Lint Fitter in Box.

The above rates are inclusive of dearness allowance or compensatory cost of living allowance.

\*Akola, Amravati, Achalpur, Khamgaon, Nagpur, Wardha, Akot, Yeotmal, Wani, Khandwa, Malkapur, Hinganghat and Burhanpur towns.

†All other places.

TABLE No. V

Statement showing distribution of concerns according to Organisation Type.

Region.	M. W. Zone	No. of Questionnaires received	No. of concerns furnishing information	Organisation type				
				Proprietary	Private Limited	Public Limited	Co-operative	Any other
1	2	3	4	5	6	7	8	9
Old Bombay	I	2	2	..	2	..	..	..
	II	16	16	10	3	2	..	1
	III	35	35	26	2	..	2	5
	IV	20	19	12	3	..	2	2
Total	..	73	72	48	10	2	4	8
Vidarbha	A	41	39	11	21	4	2	1
	B	46	45	25	10	2	..	8
Total	..	87	84	36	31	6	2	9
Marathwada—								
	Aurangabad	.. I	13	13	10	3	..	..
	Nanded	..	9	9	4	5	..	..
Parbhani	..	11	11	7	3	1	..	..
Total	..	33	33	21	11	1	..	..

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TABLE No. VI.

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TABLE  
Distribution of concerns according to

Region and Zones	No. of Questionnaires received	No. of concerns furnishing information	Concerns Standing				
			1 to 5 years	More than 5 to 10 years	More than 10 to 15 years	More than 15 to 20 years	Above 20 years
1	2	3	4	5	6	7	8
<b>Old Bombay</b>							
I	2	2	--	--	--	1	1
II	16	12	..	..	1	..	11
III	35	34	7	1	4	3	19
IV	20	16	2	2	1	1	10
Total ..	73	64	9	3	6	5	41
<b>Vidarbha—</b>							
A	41	32	3	1	..	3	25
B	46	42	4	2	8	1	27
Total ..	87	74	7	3	8	4	52
<b>Marathwada—</b>							
Aurangabad	13	13	--	3	6	--	4
Nanded ..	9	9	1	..	1	1	6
Parbhani.	11	11	2	1	1	1	6
Total ..	33	33	3	4	8	2	16

## No. VI

*concerns and ownership standing.*

Ownership Standing					No. of concerns furnished information.
1 to 5 years	More than 5 to 10 year	More than 10 to 15 years	More than 15 to 20 years	Above 20 years	
9	10	11	12	13	14
..	1	....	....	1	2
2	....	2	3	8	15
9.	1	7	4	9	30
3	5	....	3	5	16
14	7	9	10	23	
7	2	4	4	20	37
6	3	7	1	26	43
13	5	11	5	46	
1	....	8	4	....	13
..	1	1	7	....	9
..	....	2	1	....	3
1	1	11	12	....	

TABLE No. VII

## Statement showing distribution of Concerns according to Industry Type

Region	M. W. Zone	No. of Questionnaires received	No. of concerns furnishing information.	Industry Type								
				Ginning only	Pressing only	Ginning and Pressing combined	Ginning combined with		Pressing combined with		Ginning and Pressing	
							Oil	Other	Oil	Other	Oil	Other
1	2	3	4	5	6	7	8	9	10	11	12	13
Old Bombay	I	2	2	..	2	..	..	..	..	..	..	..
	II	16	15	6	1	5	..	..	..	..	2	1
	III	35	34	10	5	11	5	..	..	..	1	2
	IV	20	20	12	2	1	2	3	..	..	..	..
Total	..	73	71	28	10	17	7	3	..	..	3	3
Vidarbha	A	41	38	5	..	32	1	..	..	..	..	..
	B	46	46	25	3	17	..	..	..	..	1	..
	Total	..	87	84	30	3	49	1	..	..	1	..
Marathwada—	Aurangabad.	13	13	5	..	7	..	1	..	..	..	..
	Nanded	9	9	5	1	3	..	..	..	..	..	..
	Parbhani	11	11	3	..	8	..	..	..	..	..	..
	Total	..	33	33	13	1	18	..	1	..	..	..

TABLE No. VIII

*Statement showing Division-wise strength of Installed and Working Gins and Presses*

Region	M. W. Zone	No. of Questionnaire received	No. of Concerns furnishing information	No. of Gins.		No. of Presses
				Installed	Working	
1	2	3	4	5	6	7
Old Bombay	I	2	2	..	..	3
	II	16	16	396	396	11
	III	36	35	688	688	19
	IV	20	19	267	255	3
Total ..		74	72	1,351	1,339	36
Vidarbha	A	41	38	1,519	1,514	28
	B	46	42	1,045	1,000	19
Total ..		87	80	2,564	2,514	47
<i>Marathwada—</i>						
Auranabad ..		13	13	491	491	7
Nanded ..		9	8	246	210	4
Parbhani ..		11	11	341	264	5
Total ..		33	32	1,078	965	16

TABLE

Statement showing Distribution of concerns according to duration of

M. W. Zone	No. of questionnaires received	No. of concerns furnishing information	Duration of Season								
			Starts during					Ceases during the			
			August	September	October	November	December	January	February	March	April
<i>Old Bombay—</i>											
I	2	2	..	..	..	..	..	..	..	..	..
II	16	16	..	..	10	5	..	..	1	6	..
III	35	29	4	1	8	20	..	2	4	21	..
IV	20	19	Jan. 1	..	4	8	..	..	4	3	5
			Feb. 2								
			Aug. 2								
Total ..	73	66	..	1	22	33	..	2	9	30	5
<i>Vidarbha—</i>											
A	41	38	..	..	20	19	..	..	..	1	9
B ..	46	45	..	..	15	30	..	..	..	4	18
Total ..	87	83	..	..	35	49	..	..	..	5	27
<i>Marathwada—</i>											
Aurangabad	13	13	Jan. 1	..	3	9	..	..	..	3	1
Nanded ..	9	9	..	..	1	7	1	..	..	2	1
Parbhani ..	11	11	..	1	1	7	2	..	..	4	4
Total ..	33	33	1	1	5	23	3	..	..	9	6

## No. IX

Season, number of Working Days and Nature of Seasonal working.

month of				No. of Working days					Seasonal Working	
May	June	November	December	Up to 50 days.	51 to 100 days.	101 to 150 days.	151 to 200 days.	201 and above.	Continuous	Intermittent.
..	..	..	..	..	..	..	..	2	..	..
8	..	..	..	..	8	2	6	..	..	..
2	..	1	2	3	15	10	1	..	8	23
3	1	1	2	..	..	..	..	..	..	..
13	1	2	4	3	23	12	7	2	8	23
23	6	..	..	..	8	13	17	..	16	12
21	1	..	..	1	9	25	8	2	13	28
44	7	..	..	1	17	38	25	2	29	40
1	8	..	..	..	2	1	10	..	..	..
3	2	..	..	..	..	6	3	..	..	..
1	2	..	..	2	7	..	1	..	..	..
5	12	..	..	2	9	7	14	..	..	..



TABLE

Statement showing distribution of concerns

Region	M. W. Zone	No. of Questionnaires received	No. of concerns furnishing information	No. of SHIFTS			
				1958-59			
				Shifts			
			I	II	III		
<i>Old Bombay</i>	I	2	2	..	2	..	
	II	16	14	7	5	..	
	III	35	22	9	10	3	
	IV	20	15	10	4	..	
	Total	..	83	53	26	21	3
<i>Vidarbha</i>	A	41	36	7	21	2	
	B	46	36	16	15	..	
	Total	..	87	72	23	36	2
<i>Marathwada</i>	Aurangabad	..	13	13	12	1	..
	Nanded	..	9	9	4	4	..
	Parbhani	..	11	10	4	4	..
	Total	..	33	32	20	9	..

## No. X

according to number of shifts worked during Season.

WORKED DURING THE SEASONS.											
1959-60			1960-61			1961-62			1962-63		
Shifts			Shifts			Shifts			Shifts		
I	II	III	I	II	III	I	II	III	I	II	III
..	2	..	..	2	..	..	2	..	..	2	..
5	7	..	6	8	..	5	8	..	10	3	..
10	8	1	7	13	1	7	13	1	4	13	3
10	4	..	11	4	..	8	7	..	9	6	..
25	21	1	24	27	1	20	30	1	23	24	3
7	19	2	3	26	3	7	24	2	5	28	3
19	12	..	14	22	..	19	16	..	16	20	..
26	31	2	17	48	3	26	40	2	21	48	3
12	1	..	12	1	..	12	1	..	12	1	..
3	5	..	3	5	..	3	5	..	4	5	..
7	3	..	16	4	..	7	3	..	7	3	..
22	9	..	31	10	..	22	9	..	23	9	..

TABLE  
Statement showing divisionwise distribution of concerns

Region.	M.W. Zone.	No. of questionnaires received.	No. of concerns Furnishing information.	Years.	GINNING		
					1000 or above	1001 to 2000	2001 to 3000
Old Bombay	I	..	..	1958-59	..	..	..
	II	..	..	1959-60	..	..	..
	III	..	..	1960-61	..	..	..
	I	..	..	1961-62	..	..	..
		..	..	1962-63	..	..	..
	II	16	11	1958-59	4	3	..
			12	1959-60	5	3	2
			13	1960-61	3	2	1
			13	1961-62	2	4	1
				1962-63	3	..	1
	III	35	22	1958-59	5	4	4
			22	1959-60	6	6	5
			24	1960-61	3	6	4
			26	1961-62	4	5	4
			25	1962-63	1	4	4
	IV	20		1958-59	11	2	..
				1959-60	10	4	..
			15	1960-61	6	7	1
				1961-62	9	4	2
			13	1962-63	4	5	2
	I	..	..	1958-59	..	..	..
				1959-60	..	..	..
				1960-61	..	..	..
				1961-62	..	..	..
				1962-63	..	..	..
	II	16	7	1958-59	1	..	1
			7	1959-60	..	2	1
			7	1960-61	..	..	..
			7	1961-62	..	1	..
				1962-63	..	1	..
	III	35	15	1958-59	..	1	3
			14	1959-60	..	4	3
			15	1960-61	..	2	..
			16	1961-62	1	1	1
			16	1962-63	..	..	1
	IV	20	3	1958-59	..	1	..
			2	1959-60	..	..	2
			3	1960-61	..	..	..
			2	1961-62	..	..	1
			3	1962-63	..	..	..



## Statement showing divisionwise distribution of concerns

Region.	M.W. Zone	No. of questionnaires received	No. of concerns furnishing information.	Years.	GINNING		
					1000 or above	1001 to 2000	2001 to 3000
Vidarbha	I	41	31	1958-59	..	3	1
			29	1959-60	3	1	4
			33	1960-61	1	2	1
			34	1961-62	..	4	4
			34	1962-63	..	2	1
	II	46	32	1958-59	3	9	9
			32	1959-60	2	8	6
			29	1960-61	5	2	9
			38	1961-62	6	17	6
			37	1962-63	6	6	16
<i>Marathwada</i>							
Aurangabad	..	13	6	1958-59	4	..	..
			11	1959-60	1	2	..
			12	1960-61	..	2	..
			11	1961-62	1	2	1
			10	1962-63	2	1	1
Nanded	..	9	5	1958-59	2	1	1
			7	1959-60	1	1	3
			6	1960-61	..	2	..
			6	1961-62	..	1	..
			8	1962-63	..	2	1
Parbhani	..	11	6	1958-59	..	2	2
			7	1959-60	4	2	..
			8	1960-61	2	..	4
			4	1961-62	..	2	..
			9	1962-63	2	3	1

*reporting production of Ginned Bojas during each of the five Seasons*

## PRODUCTION IN BOJAS

3001 to 4000	4001 to 5000	5001 to 6000	6001 to 7000	7001 to 8000	8001 to 9000	9001 to 10000	10000 and above
31	3	3	4	5	2	2	5
6	6	3	3	..	..	1	2
..	2	1	5	5	2	9	5
5	4	6	1	2	2	2	4
3	3	2	5	4	1	7	6
2	5	1	1	..	1	1	..
3	3	..	3	..	..	..	..
6	5	3	3	..	1	2	3
4	..	2	1	1	..	..	1
6	2	1	3	1	1	1	..
..	1	..	..	..	..	..	1
3	2	1	1	..	1	..	..
1	..	1	1	2	3	..	2
..	1	..	1	..	..	1	5
1	1	..	1	..	..	1	2
..	..	..	..	..	1	..	..
..	..	..	1	..	1	..	..
1	..	..	1	..	..	1	1
..	..	..	..	..	..	3	1
..	1	..	..	1	..	..	3
..	1	..	..	..	1	..	..
1	..	..	..	..	..	2	..
2	..	..	..	..	..	..	..
..	2	..	..	..	1	..	..

## Statement showing divisionwise distribution of concerns reporting

Region	M. W. Zone	No. of questionnaires received	No. of concerns furnishing information	Years	PRESSING		
					1000 or above	1001 to 2000	2001 to 3000
Vidarbha	I	41	22	1958-59	..	..	1
			21	1959-60	..	..	2
			23	1960-61	1	..	1
			25	1961-62	..	2	1
			35	1962-63	..	2	..
	II	42	16	1958-59	..	..	4
			19	1959-60	..	1	4
				1960-61	..	1	2
				1961-62	2	3	2
			19	1962-63	1	1	3
<i>Marathwada</i>							
Aurangabad	-	-	7	1958-59	..	..	..
			1	1959-60	..	..	..
				1960-61	..	..	..
				1961-62	..	..	..
			5	1962-63	..	..	..
Nanded	-	9	3	1958-59	1	1	1
			1	1959-60	..	..	1
			5	1960-61	1	..	1
			3	1961-62	..	..	..
			4	1962-63	..	1	..
Parbhani	-	1	9	1958-59	..	3	..
			8	1959-60	4	..	..
			6	1960-61	1	..	..
			8	1961-62	3	2	1
			7	1962-63	2	2	2

*production of Pressing Bales during each of the five Seasons.*

## PRODUCTION IN BALES

3001 to 4000	4001 to 5000	5001 to 6000	6001 to 7000	7001 to 8000	8001 to 9000	9001 to 10000	10000 and above.
1	2	..	3	2	1	3	9
1	6	2	4	2	..	..	4
..	1	..	..	..	1	2	17
4	2	3	3	2	1	2	5
1	1	2	1	4	2	..	12
1	1	1	5	2	1	..	1
2	3	..	..	5	1	..	..
1	2	..	..	2	2	1	6
5	..	2	2	1	1	1	1
2	2	..	5	2	2	1	..
..	..	4	2	..	..	..	1
..	1	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	3	3	..	..	..	..
1	..	1	2	1	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	..	..	..
..	..	..	..	..	1	2	..
..	..	..	1	..	..	..	2
1	..	..	..	1	..	..	1
2	1	..	3	..	..	..	..
..	2	2	..	..	..	..	..
1	1	..	1	1	..	..	1
..	1	..	..	..	1	..	..
..	..	1	..	..	..	..	..



TABLE No. XII

Statement showing divisionwise total average employment during all reference periods

Division.	No. of Questionnaires received.	No. of Concerns furnishing information.	Zone.	Year.	Total average employment				
					Up to 50 Empl-ees.	51 to 100 Empl-ees.	101 to 150 Empl-ees.	151 to 200 Empl-ees.	201 and above Employees.
1	2	3	4	5	6	7	8	9	10
Bombay	2	2	I	1958-59 ..	1	1	..	..	..
				1959-60 ..	1	1	..	..	..
				1960-61 ..	1	1	..	..	..
				1961-62 ..	1	1	..	..	..
				1962-63 ..	1	1	..	..	..
	16	13	II	1958-59 ..	4	6	1	1	1
				1959-60 ..	5	4	2	1	1
				1960-61 ..	5	6	3	..	1
				1961-62 ..	4	5	4	..	1
				1962-63 ..	5	5	3	1	1
	35	29	III	1958-59 ..	11	10	5	3	..
				1959-60 ..	10	12	6	1	..
				1960-61 ..	12	9	3	4	1
				1961-62 ..	11	11	8	2	1
				1962-63 ..	10	10	8	1	2
	20	13	IV	1958-59 ..	9	2	..	2	..
				1959-60 ..	9	2	1	1	..
				1960-61 ..	8	6	..	..	..
				1961-62 ..	10	3	1	..	..
				1962-63 ..	8	4	..	..	..
Vidarbha	41	31	A	1958-59 ..	4	7	6	6	8
				1959-60 ..	1	11	9	3	6
				1960-61 ..	1	6	10	7	9
				1961-62 ..	3	8	11	5	..
				1962-63 ..	4	7	10	4	11

TABLE No. XII—contd.

Division	No. of Questionnaires received.	No. of Concerns furnishing information.	Zone.	Year.	Total average employment				
					Up to 50 Employees.	51 to 100 Employees.	101 to 150 Employees.	151 to 200 Employees.	201 and above Employees.
1	2	3	4	5	6	7	8	9	10
Vidarbha—contd.	46	35	B	1958-59 ..	12	15	4	3	1
		37		1959-60 ..	14	14	7	1	1
		43		1960-61 ..	14	13	10	4	2
		42		1961-62 ..	15	15	10	1	1
		42		1962-63 ..	16	16	6	3	1
Marathawada	13	13	Aurangabad	1958-59 ..	..	12	..	..	..
		12		1959-60 ..	4	2	4	2	..
		12		1960-61 ..	1	1	5	4	..
		13		1961-62 ..	1	5	4	3	..
		9		1962-63 ..	3	2	3	1	..
	9	7	Nanded	1958-59 ..	6	1	..	..	..
		7		1959-60 ..	4	2	1	..	..
		8		1960-61 ..	7	..	..	1	..
		8		1961-62 ..	1	3	1	2	..
		8		1962-63 ..	4	1	3	..	..
	11	10	Parbhani	1958-59 ..	4	4	2	..	..
		8		1959-60 ..	3	4	1	..	..
		8		1960-61 ..	1	2	4	1	..
		9		1961-62 ..	1	3	5	..	..
		10		1962-63 ..	2	3	4	1	..

TABLE

*Statement showing divisionwise distribution of concerns according to Benefits*

Division.	Zone.	No. of questionnaires received.	No. of concerns furnishing information.	Permanent	
				Leave with wages.	Bonus.
Bombay .. ..	I	2	2	2	1
	II	16	15	6	1
	III	35	35	19	6
	IV	20	20	10	..
Vidarbha .. ..	A	41	37	32	13
	B	46	45	28	6
Marathwada—					
Aurangabad .. ..	..	13	10	10	4
Nanded .. ..	..	9	8	6	..
Parbhani .. ..	..	11	10	8	3

## No. XIII-A

*and Privileges enjoyed by the Permanent Employees.*

Employees							
Provi- dent Fund.	Gratuity.	Medical relief.	Sub- sidised canteen.	Uniforms.	Housing.	Education.	Addi- tional leave.
..	..	..	..	..	..	..	1
..	2	4	..	5	2	..	1
1	..	9	1	15	8	..	9
..	..	6	..	7	6	..	3
9	4	21	2	25	11	..	26
1	..	18	2	26	15	1	22
..	2	7	..	5	4	..	7
..	..	6	1	8	6	1	7
1	1	3	..	8	1	2	6

TABLE

*Statement showing divisionwise distribution of concerns according to*

Division	Zone	No. of questionnaires received	No. of concerns furnished information	Temporary	
				Leave with wages	Bonus
Bombay .. ..	I	2	2	1	..
	II	16	15	12	..
	III	35	35	29	10
	IV	20	20	14	..
Vidarbha .. ..	A	41	27	36	8
	B	46	45	37	3
Marathwada—					
Aurangabad .. ..		13	10	9	..
Nanded .. ..		9	8	8	..
Parbhani .. ..		11	10	10	2

## No. XIII-B

*Benefits and Privileges enjoyed by the Temporary Employees***Employees**

Provident Fund	Gratuity	Medical Relief	Subsidies canteen	Uniforms	Housing	Education	Additional Holidays
..	..	..	..	..	..	..	1
..	..	5	1	8	4	..	5
..	..	1	..	25	19	..	13
..	..	10	..	12	8	..	5
2	2	24	2	31	4	..	28
..	..	25	3	29	16	..	28
..	..	7	..	10	5	..	7
..	..	6	..	7	7	..	6
..	1	4	..	7	6	..	6

TABLE No. XIV

Statement showing divisionwise distribution of Concerns to Wage Period System of Wage Payment during Five Reference Periods

Division	No. of questionnaires received	No. of concerns furnished information	Zone	Wage period					System of Wage Payment.			
				Monthly	Fort-nightly	Week	Day	Season	Whether D.A. includes		Fully in Cash	Partly in Cash
									Yes	No.		
1	2	3	4	5	6	7	8	9	10	11	12	13
Bombay ..	2	2	I	1	..	1	..	..	1	..	2	..
	16	16	II	8	2	14	1	1	4	4	15	..
	35	..	III	12	..	10	1	7	16	8	21	..
	20	..	IV	15	1	18	..	1	3	19	19	..
Vidarbha ..	41	37	A	32	2	35	..	..	27	5	31	..
	46	45	B	36	3	44	1	4	14	18	43	..
Marathwada—												
Aurangabad ..	13	13		10	..	12	..	..	13	..	12	..
Nanded ..	9	9		9	..	9	..	1	9	..	9	..
Parbhani ..	11	11		6	..	11	..	..	11	..	11	..

TABLE No. XV

Statement showing Zonewise Distribution of Concerns reporting Off Season Occupations of Labour engaged in Ginning and Pressing Factories

Division	Zone	No. of Questionnaires received	No. of concerns furnished	Occupations								
				Agri-culture	Dairy	Building -Construction	Rickshaw pulling	Bigari Labour	Factory	Other Industry	Gin and Press	Carpentry
1	2	3	4	5	6	7	8	9	10	11	12	13
Bomba	I	2	..	..	..	..	..	..	..	..	..	..
	II	6	6	6	..	..	..	..	..	..	..	..
	III	35	25	21	..	..	..	2	2	..	..	..
	IV	20	15	15	..	..	..	2	..	1	1	..
Vidarbah	A	41	8	8	1	2	1	..	..	..	..	..
	B	46	23	23	..	1	..	..	..	..	..	..
Marathwada												
Aurangabad	..	13	8	1	..	7	..	..	..	..	..	..
Nanded	..	9	4	1	..	2	..	..	..	..	..	..
Perbhani	..	11	..	..	..	..	..	..	..	..	..	..



TABLE No. XVI

Statement showing Divisionwise Distribution of Concerns according to Profit and Loss during the Five Reference Periods

Division	M. W. Zone	No. of questionnaires received	No. of concerns furnished information	1958—1959		1959—1960		1960—1961		1961—1962		1962—1963	
				Profit	Loss	Profit	Loss	Profit	Loss	Profit	Loss	Profit	Loss
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Bombay ..	I	2	1	1	1	1	..	1	..	1	..	..	..
	II	16	10	5	3	6	3	10	..	8	1	..	..
	III	35	16	9	5	9	5	12	4	9	7	5	1
	IV	20	12	9	2	6	5	7	4	9	3	8	1
Vidarbha	A	41	12	8	2	5	5	9	2	6	6	2	1
	B	46	20	11	1	7	5	12	5	13	7	6	1
<i>Marathwada—</i>													
Aurangabad ..		13	10	7	3	4	3	6	4	4	3	1	1
Nanded ..	9	9	4	3	1	4	..	3	1	2	2	2	1
Parbhani ..		11	5	4	..	3	1	4	1	..	4	2	1

TABLE No. XVII  
Bombay Region Zone I  
Ginning Section I

Occupation	Number of returns received from the zone—2*					Most common rate	
	Concerns not reporting this Occupation	Minimum rates of wages under the Act	Highest rate actually paid	** No. of concerns paying M. rates of wages or more	No. of concerns paying less than minimum	Rate	Concerns
	1. Engineer ..	2	....	....	....	....	....
2. Boiler Attendant ..	2	....	....	....	....	....	....
3. Fitter ..	2	....	....	....	....	....	....
4. Fireman ..	2	....	....	....	....	....	....
5. Roll Cutter ..	2	....	....	....	....	....	....
6. Cobbler ..	2	....	....	....	....	....	....
7. Carpenter ..	2	....	....	....	....	....	....
8. Oilman ..	2	....	....	....	....	....	....
9. Engine Driver ..	2	....	....	....	....	....	....
10. Blacksmith ..	2	....	....	....	....	....	....
11. Valveman ..	2	....	....	....	....	....	....
12. Finisherman ..	2	....	....	....	....	....	....
13. Half Pressman ..	2	....	....	....	....	....	....
14. Openerman ..	2	....	....	....	....	....	....
15. Coalman ..	2	....	....	....	....	....	....
16. Chowkidar ..	2	....	....	....	....	....	....
17. Clerks ..	2	....	....	....	....	....	....

\* Both the Concerns from zone I are pressing concerns only.

\*\* This Column in this page and subsequent pages indicates number of concerns paying not less than the minimum rates of wages.

TABLE XVII—*contd.*

## Bombay Region Zone II

Occupations	Number of returns received from the Zone—16.						Most common	
	Concerns not reporting this Occupation	Minimum rates of wages fixed under the Act	Highest rate actually paid	Number of concerns paying M. rates of wages.	Number of concerns paying less than minimum	Rate	Concerns	
		Rs.	Rs.			Rs.		
1. Engineer ..	14	68	200	2	....	....	....	
2. Boiler Attendant ..	13	68	120	3	....	....	....	
3. Fitter ..	5	68	125	11	....	70 to 125	7	
4. Fireman ..	11	59	90	5	....	60 to 75	4	
5. Roll Cutter ..	12	59	65	4	....	59	3	
6. Cobbler ..	6	68	75	10	....	68	6	
7. Carpenter ..	9	68	125	7	....	68 to 85	5	
8. Oilman ..	6	59	60	10	....	59	8	
9. Engine Driver ..	7	68	145	9	....	68 to 75	6	
10. Blacksmith ..	15	68	70	1	....	....	....	
11. Valveman ..	15	68	75	1	....	....	....	
12. Finisherman ..	15	59	70	1	....	....	....	
13. Half Pressman ..	16	....	....	....	....	....	....	
14. Openerman ..	15	68	70	1	....	....	....	
15. Coalman ..	15	....	49·62	1	....	....	....	
16. Chowkidar ..	10	....	68	6	....	50 to 60	4	
17. Clerks ..	10	....	202·50	6	....	60 to 80	4	

TABLE No. XVII—*contd.*

## Bombay Region Zone III

Occupation	Number of returns received from the Zone—35.						Most common rate	
	Concerns not reporting this Occupation	Minimum rates of wages fixed under the Act	Highest rate actually paid	Number of concerns paying M. rates of wages	Number of concerns paying less than minimum	Rate	Concerns	
		Rs.	Rs.			Rs.		
1. Engineer ..	22	62	250	13	.. ..	100 and above	10	
2. Boiler Attendant ..	25	62	125	10	.....	80 and above	6	
3. Fitter ..	15	62	125	20	....	90 and above	11	
4. Fireman ..	24	54	60	11	1	60 and above	8	
5. Roll Cutter ..	21	54	90	13	1	54 ..	8	
6. Cobbler ..	19	62	90	15	1	62 ..	9	
7. Carpenter ..	23	62	90	11	1	62 ..	6	
8. Oilman ..	15	54	65	20	....	54 ..	14	
9. Engine Driver ..	15	62	95	20	....	62 ..	7	
10. Blacksmith ..	26	62	90	8	1	62 ..	4	
11. Valveman ..	21	62	125	4	....	62 ..	3	
12. Fisherman ..	....	54	....	2	....	....	....	
13. Half Pressman ..	35	....	....	....	....	....	....	
14. Openerman ..	32	62	....	3	....	62 ..	2	
15. Coalman ..	27	....	62	8	....	54 ..	3	
16. Chowkidar ..	13	....	64	....	....	33 and above..	15	
17. Clerks ..	25	....	30	....	....	60 and above..	5	

TABLE No. XVII—contd.

## Bombay Region Zone IV

Occupation.	Concerns not reporting this occupation	Number of returns received from the Zone—20.				Most common rate	
		Minimum rate of wages under the Act.	Highest rate actually paid.	Number of concerns paying M. rates of wages	Number of concerns paying less than minimum	Rate	concerns
		Rs.	Rs.			Rs.	
1. Engineer ..	14	56	300·00	6	....	00·00	.. 3
2. Boiler Attendant ..	6	56	75·00	2	....	....	.. ....
3. Fitter ..	5	56	140·00	15	....	90 to 135	.. 10
4. Fireman ..	15	48	75·00	5	....	54 and above	.. 4
5. Roll Cutter ..	16	48	75·00	4	....	50 and above	.. 4
6. Cobbler ..	12	56	75·00	7	1	60 to 70	.. 6
7. Carpenter ..	16	56	75·00	4	....	62 to 75	.. 4
8. Oilman ..	6	48	78·60	14	....	50 to 60	.. 12
9. Engine Driver ..	8	56	125·00	12	....	60 to 85	.. 7
10. Blacksmith ..	17	56	85·00	3	....	....	.. ....
11. Valveman ..	19	56	50·00	....	1	....	.. ....
12. Finisherman ..	19	....	50·00	1	....	....	.. ....
13. Half Pressman ..	18	....	50·00	....	....	....	.. ....
14. Openerman ..	19	56	52·00	1	....	....	.. ..
15. Coalman ..	....	....	40·62	....	....	40·62	.. 2
16. Chowkidar ..	13	....	60·00	....	....	50 to 60	.. 5
17. Clerks ..	15	....	100·00	....	....	65 to 75	.. 4

TABLE No. XVII—contd.

## Bombay Region Zone I

Occupation	Number of returns received from the Zone 2.*						Most common rate	
	Concerns not reporting this occupation	Minimum rate of wages fixed under the Act	Highest rate actually paid	** Number of concerns paying M. rate of wages	Number of concerns paying less than minimum	Rate		
						Rate	Concerns	
<i>II Category —</i>								
1. Mukadam ..	2	....	....	....	....	....	....	....
2. Mukadami ..	2	....	....	....	....	....	....	....
3. Gin Feeder ..	2	....	....	....	....	....	....	....
4. Sweepers ..	2	....	....	....	....	....	....	....
5. Relievers ..	2	....	....	....	....	....	....	....
6. Cottonseed Pickers	2	....	....	....	....	....	....	....
7. Kapas Pickers ..	2	....	....	....	....	....	....	....
8. Kapas Carriers ..	2	....	....	....	....	....	....	....
9. Gunnybag Fillers ..	2	....	....	....	....	....	....	....
10. Cotton Carriers ..	2	....	....	....	....	....	....	....
11. Cottonseed Carriers .	2	....	....	....	....	....	....	....

\* Both the concerns from Zone I are pressing concerns only.

\*\* This Column in this page and subsequent indicates number of concerns paying not less than the minimum rate of wages.

TABLE No. XVII—contd.

## Bombay Region Zone II

Occupation	Concerns not reporting this Occupation	Number of returns received from Zone—16.										
		Minimum rates of wages fixed under the Act.		Highest rate actually paid		No. of concerns paying M rates of wages or more.	No. of concerns paying less than minimum	Most common rate				
		Male.	Female	Male	Female			Rate (Male)	Concerns (Female)	Rate	Concerns	
										Rs. P.	Rs. P.	
1. Mukadam ...	10	....	....	90·00	....	6	....	59·00	4	....	....	
2. Mukadani ..	8	59·00	....	....	80·00	8	....	....	....	50·00 to 60·00	7	
3. Gin fiddler ..	7	36·62	....	36·62	36·62	9	....	36·62	3	36·62	3	
4. Sweepers ..	9	36·62	....	36·62	36·62	7	....	36·62	3	36·62	4	
5. Relievers ...	12	....	....	36·40	36·40	4	....	36·40	2	26·62	1	
6. Cottonseed Pickers	7	36·62	....	36·62	36·62	9	1	36·62	2	36·62	3	
7. Kapas Pickers	9	36·62	....	36·62	36·62	7	....	36·62	2	36·62	2	
8. Kapas Carriers	7	49·62	....	50·00	49·62	7	2	49·62	3	....	....	
9. Gunny bag	11	49·62	....	49·62	....	4	1	49·62	3	....	....	
10. Cotton Carriers	7	49·62	....	52·00	49·62	9	....	49·62	5	....	....	
11. Cottonseed	8	49·62	....	49·62	49·62	5	3	49·62	2	....	....	

TABLE No. XVII—contd.

## Bombay Region Zone III

Occupation	Number of returns received from Zone—35						Most common rate	
	Concerns not reporting this Occ	Minimum rates of wages fixed under the Act	Highest rate actually paid	No. of concerns paying Minimum rates of wages or more	No. of concerns paying less than Minimum	Rates		
						Concerns		
<i>II Category—</i>		Rs. P.	Rs. P.			Rs. P.		
1. Mukadam ..	27		65·00	8	....	54·00 and above	6	
2. Mukadami ..	24	54·00	....	11	6	Do.	5	
3. Gin Feeder ..	19	32·37	135·37	16	....	32·37	13	
4. Sweepers ..	21	Do.	45·50	14	....	Do.	13	
5. Relievers ..	24	....	Do.	11	....	32·50	7	
6. Cottonseed Pickers ..	13	32·37	45·37	17	....	32·50	8	
7. Kapas Pickers ..	18	Do.	52·50	17	....	Do.	8	
8. Kapas Carriers ..	14	45·37	45·50	21	....	45·50	12	
9. Gunnybag fillers ..	23	Do.	....	12	....	45·37	9	
10. Cotton Carriers ..	19	Do.	45·50	16	....	45·50	9	
11. Cottonseed Carriers ..	..	Do.	54·00	18	....	45·37 to 45·50	12	



TABLE No. XVII—*contd.*

## Bombay Region Zone-IV

Occupation	No. of Concerns reporting this Occupation	Minimum rates of wages fixed Under the Act	Number of returns received from the Zone-20.				Most Common Rate.			
			Highest rate actually paid		No. of concerns paying Minimum Rates of wages	No. of concerns paying less than Minimum	Rate			
			Male	Female			Male	Con.	Female	Con.
<i>Category-II</i>										
1. Mukadam ..	15	..	52·00	..	5	..	44·84 to 52·00	3	..	..
2. Mukadami	15	48·00	..	45·37	5	1	..	..	32·50	2
3. Gin Feeder	12	27·50	32·37	32·37	8	1	27·62	2	27·62	2
4. Sweepers ..	..	27·50	30·00	27·62	..	..	29·25 to 30·00	3	27·62	1
5. Relievers ..	15	..	29·62	27·62	5	..	27·62	1	Do.	1
6. Cottonseed Pickers.	12	27·50	45·50	Do.	8	..	29·25 to 32·33	4	Do.	2
7. Kapas Pickers	15	Do.	65·00	Do.	5	..	Do.	2	..	..
8. Kapas Carriers	8	40·50	80·00	..	12	..	40·62 to 45·50	10	..	..
9. Gunnybag Fil- lers.	12	Do.	Do.	..	8	..	40·50 to 45·50	6	..	..
10. Cotton Carriers	13	Do.	65·00	..	7	..	40·62 to 45·50	5	..	..
11. Cottonseed Carriers.	12	Do.	Do.	..	8	..	40·50 to 45·50	7	..	..

TABLE No. XVII—contd.

## Bombay Region Zone-I

## Pressing Section I

Occupation	No. of Concerns not reporting this occupation	Minimum rates of wages fixed under the Act	Highest rate actually paid	Number of returns received from zone-Two			
				No. of concerns paying minimum rate of wages	No. of concerns paying less than Minimum	Most common Rate	
						Rate	Concerns
1. Engineer ..	2	..	..	..	..	..	..
2. Boiler Attendant ..	2	..	..	..	..	..	..
3. Fitter ..	1	75	102	1	..	..	..
4. Fireman ..	2	..	..	..	..	..	..
5. Roll Cutter ..	2	..	..	..	..	..	..
6. Cobbler ..	1	75	83	1	..	..	..
7. Carpenter ..	2	..	..	..	..	..	..
8. Oilman ..	1	65	76	1	..	..	..
9. Engine Driver ..	2	..	..	..	..	..	..
10. Blacksmith ..	1	75	93	1	..	..	..
11. Valveman ..	1	75	89	1	..	..	..
12. Finisherman ..	1	65	86	1	..	..	..
13. Half Pressman ..	1	..	86	1	..	..	..
14. Openerman ..	2	..	..	..	..	..	..
15. Coalman ..	2	..	..	..	..	..	..
16. Chowkidar ..	2	..	..	..	..	..	..
17. Clerks ..	..	..	..	..	..	..	..

TABLE No. XVII—*contd.*

**Bombay Region Zone-II**

Occupation	No. of Concerns not reporting this occupation	Minimum rate of wages fixed under the Act	Highest rate actually paid	Number of returns received from zone-16			
				No. of concerns paying minimum rate of wages	No. of concerns paying less than Minimum	Most common Rate	
						Rate	Concerns
1. Engineer ..	11	68	302·50	5	..	120 to 130 ..	3
2. Boiler attendant ..	15	68	225·00	1	..	..	..
3. Fitter ..	15	68	142·50	1	..	..	..
4. Fireman ..	10	59	90·00	5	..	59 to 68 ..	4
5. Roll cutter ..	16	59	..	..	..	..	..
6. Cobbler ..	12	68	139·50	3	1	60 to 68 ..	2
7. Carpenter ..	16	..	..	..	..	..	..
8. Oilman ..	14	59	59·00	2	..	..	..
9. Engine Driver ..	11	68	155·00	5	..	68 to 85 ..	4
10. Valveman ..	10	68	126·00	5	..	68 to 75 ..	4
11. Blacksmith ..	15	68	130·00	1	..	..	..
12. Finisherman ..	10	59	141·00	5	..	59 to and above	5
13. Half Pressman ..	14	..	136·50	2	..	..	..
14. Openerman ..	15	68	133·50	1	..	..	..
15. Coalman ..	10	..	..	6	..	49·62	5
16. Chowkidar ..	13	..	121·50	3	..	....	..
17. Clerks ..	16	..	..	..	..	....	..

TABLE No. XVII—*contd.*

## Bombay Region Zone III

Occupation	No. of Concerns not reporting this occupation	Number of returns received from zone-35				Most common Rate	
		Minimum rate of wages fixed under the Act	Highest rate actually paid	No. of concerns paying minimum rate of wages	No. of concerns paying less than Minimum	Rates	Concernes
<i>Category-I</i>							
1. Engineer .. ..	29	62	250	6	..	100 to 125	4
2. Boiler Attendant ..	26	62	125	9	..	120 to 125	5
3. Fitter .. ..	33	62	115	2	..	..	..
4. Fireman .. ..	23	54	100	12	..	60 to 75	7
5. Roll cutter.. ..	33	54	90	2	..	61.88 to 62	2
6. C. bōler .. ..	28	62	70	7	..	61.88 to 70	7
7. Carpenter .. ..	30	62	90	5	..	70 to 85	3
8. Olman .. ..	26	54	65	8	1	54	7
9. Engine Driver .. ..	22	62	100	13	..	62 to 65	8
10. Blacksmith .. ..	32	62	90	3	..	..	..
11. Valveman .. ..	24	62	115	11	..	62 to 65	8
12. Finisherman .. ..	23	54	95	12	..	60 to 65	7
13. Half Pressman .. ..	27	..	65	8	..	60 to 65	4
14. Openerman .. ..	30	62	54	5	..	62	3
15. Coalman .. ..	25	..	65	10	..	45.87 to 45.50	5
16. Chowkidar .. ..	30	..	60	5	..	54 to 60	3
17. Clerks .. ..	..	..	..	2	..	..	..

TABLE No. XVII—contd.

## Bombay Region Zone-IV

Occupation	No. of Concerns not reporting this occupation	Number of returns received from Zone-20				Most Common Rates	
		Minimum rates of wages fixed under the Act	Highest rate actually paid	No. of concerns paying minimum rates of wages.	No. of concerns paying less than minimum	Rate	concerns.
<i>Category-I</i>							
1. Engineer	18	56	100	2	..	..	..
2. Boiler Attendent	19	56	75	1	..	..	..
3. Fitter	20	..	..	..	..	..	..
4. Fireman	18	48	75	2	..	..	..
5. Roll Cutter	20	48	..	..	..	..	..
6. Cobbler	19	56	75	1	..	..	..
7. Carpenter	19	56	75	1	..	..	..
8. Oilman	18	48	50	2	..	50	2
9. Enginer Driver	18	56	70	2	..	..	..
10. Blacksmith	19	56	75	1	..	..	..
11. Valveman	18	56	50	..	2	50	2
12. Finisherman	18	48	50	2	..	50	2
13. Half Pressman	..	..	..	..	..	..	..
14. Openerman	18	56	60	1	1	..	..
15. Coalman	18	..	45	..	..	..	..
16. Chowkidar	18	..	50	..	..	..	..
17. Clerks	..	..	..	..	..	..	..

TABLE No. XVII—contd.

## Bombay Region Zone I

## Pressing Section-II

Occupations	No. of Concerns not reporting this occupation	Minimum rate of wages fixed under the Act		Number of returns received from zone-two				Most Common rates	
		Male	Female	Highest rate of wages actually paid		*No. of concerns paying Minimum Rate of wages	No. of concerns paying less than minimum	Rate	Concerns
				Male	Female				
<i>Category-II</i>									
1. Labadia (Lashers)	.. 1	65.00	..	129	..	1	..	..	..
2. Toliwala (Weighers)	.. 2	..	..	..	..	..	..	..	..
3. Bale Sewers	.. 2	..	..	..	..	..	..	..	..
4. Gunnybag cutter	.. 2	..	..	..	..	..	..	..	..
5. Gunnybag filler	.. 2	..	..	..	..	..	..	..	..
6. Palewalas	.. 1	..	..	63	..	1	..	..	..
7. Cotton Carriers	.. 2	..	..	..	..	..	..	..	..
8. Cotton Pickers	.. 2	..	..	..	..	..	..	..	..

\*This Column in this page and subsequent indicates number of concerns paying not less than the Minimum Rate of wages.

TABLE No. XVII—*contd.*

Bombay Region Zone II

Occupations	No. of Concerns not reporting this occupation.	Number of returns received from Zone-16				Most Common Rate	
		Minimum rates of wages fixed under the Act.	Highest rate actually paid	No. of concerns paying minimum rates of wages	No. of concerns paying less than minimum	Rate	Concerns.
<i>Category-II</i>							
1. Labadia (Lashers) ..	14	39	115·00	2	..	..	..
2. Toliwala (Weighers) ..	15	..	115·00	1	..	..	..
3. Bale Sewers ..	12	..	49·62	4	..	0·75 per 100 bales	2
4. Gunnybag Cutter ..	13	..	49·62	3	..	..	..
5. Gunnybag fillers ..	16	..	..	..	..	..	..
6. Palewalas ..	11	..	36·62	5	..	2·25 per 100 bales	2
7. Cotton Carriers ..	16	..	..	..	..	..	..
8. Cotton Pickers ..	..	..	..	..	..	..	..

TABLE No. XVII—contd.

## Bombay Region Zone III

Occupation	No. of Concerns not reporting this occupation	Minimum rates of wages fixed under the Act.		Number of returns received from the Zone-35				Most Common Rate				
				Highest rates actually paid		No. of concerns paying minimum Rates of wages	No. of concerns paying less than minimum	Rate concerns Male	Rate concerns Female	Rate concerns Male	Rate concerns Female	
				Male	Female							Male
<i>Category-II</i>												
1 Labadia (Lashers)	24	54	..	78	..	11	..	62 to 65	4	..	..	
2 Toliwala (Weighers)	24	..	..	65	..	11	..	45·50 to 65	5	..	..	
3 Bale Sewers ..	24	..	..	62	..	11	..	52 to 62	5	..	..	
4 Gunaybag Cutter	26	..	..	52	..	9	..	45 to 45·50	4	..	..	
5 Gunnybag Fillers	33	..	..	45·80	..	2	..	..	..	..	..	
6 Palewalas ..	25	..	..	62	32·50	13	..	32·25 to 45·50	5	32·50	2	
7 Cotton Carriers ..	..	..	..	78	..	5	..	..	..	..	..	
8 Cotton Pickers ..	..	..	..	45·50	..	6	..	32·37 to 32·50	3	..	..	



TABLE No. XVII—concl'd.

Bombay Region Zone IV

Occupation.	Concerns not reporting this occupation.	Minimum rates of wages fixed under the Act.	Number of returns recieved from Zone—20				Most common rate	
			Highest rates actuallly paid.		No. of concerns paying minimum rates of wages.	No. of concerns paying less than minimum.	Rate.	Concerns
			Male.	Female.				
<i>II</i> Category—		Rs. P.	Rs. P.					
1. Labadia (Lashers)	18	48·00	65	....	2	....	....	....
2. Toliwala(Weighers)	18	40·50	65	....	2	....	....	....
3. Bale Sewers ..	19	....	48·10	....	11	....	....	....
4. Gunnybag Cutter	19	....	40·62	....	1	....	....	....
5. Gunnybag fillers	20	....	....	....	....	....	....	....
6. Palewálas ..	18	....	40·62	32·60	1	1	....	....
7. Cotton Carriers ..	20	....	....	....	....	....	....	....
8. Cotton Pickers ..	25	....	....	....	....	....	....	....

## Vidarbha Region Zone A

### Ginning Section I

Number of returns received from Zone—40							
Occupation.	Concerns not reporting this occupation.	Minimum rates of wages fixed under the Act.	Highest rates actually paid.	No. of concerns paying not less than minimum rates of wages.	No. of concerns paying less than minimum.	Most common rate	
						Rate.	Concerns
<i>I Category—</i>							
1. Engineer	22	not fixed	550	...	....	165 & above	14
2. Boiler Attendant	30	95	180	11	....	100	6
3. Fitter	7	100	126	32	2	100	13
4. Fireman	25	60	75	14	2	60	7
5. Roll cutter	13	45	77	27	1	45	14
6. Cobbler	9	60	88	30	2	60	14
7. Carpenter	21	70	100	20	2	70	8
8. Oilman	6	40	75	34	1	40 & 45	8
9. Engine Driver	11	70	175	28	2	70	12
10. Blacksmith	18	70	126	22	1	70	12
11. Valveman	6	66	65	....	8	55	6
12. Finisherman	36	1-6-0	60 p.m.	5	....	55	4
		Per day					
13. Half Pressman	38	1-6-0	70 p.m.	3	....	55 & above	....
		Per day					
14. Openerman	35	1-6-0	55 p.m.	5	....	50 to 55	2 each
		Per day					
15. Coalman	27	1-6-0	55 p.m.	14	....	45 & above	8
16. Chowkidar	12	1-6-0	100 p.m.	29	....	45	8
		Per day					
17. Clerks	13	70	216	28	....	70	13

Ginning Section II

Occupation	Concerns not reporting this occupation	Number of returns received from the Zone—41								Rates			
		Minimum rates of wages fixed under the Act.		Highest rate actually paid		No. of concerns paying minimum rates of wages		No. of concerns paying less than minimum		Rate	Con-cerns	Rate	Con-cerns
		Male	Female	Male	Female	M	F.	M.	F.	(Male)	(Female)	(Male)	(Female)
<i>II Category—</i>													
1. Mukadam ..	28	60	..	70	..	12	..	1	..	60	5		
2. Mukadami ..	30	..	60	..	75.00	..	9	..	2	..	..	60	13
3. Gin Feeder ..	..	1-2-0	1-2-0	42.12	30.94	20	21	..	..	29.12	10	29.12	14
4. Sweepers ..	1	1-3-0	1-3-0	32.50	30.94	15	22	3	..	30.94	10	30.94	11
5. Relievers ..	..	1-3-0	1-3-0	32.50	32.50	13	21	5	2	30.94	8	30.94	4
6. Cottonseed ..	12	1-6-0	1-4-0	35.62	34.06	6	1	15	7	32.50	10	32.50	8
7. Kapas Pickers	9	1-6-0	1-4-0	35.62	35.62	3	16	10	3	32.50	7	32.50	1
8. Kapas Carriers	6	1-10-0	1-10-0	63.14	52.00	29	..	5	1	42.12	11	52	1
9. Gunnybag ..	21	1-6-0	1-4-0	45.28	38.00	17	1	2	..	35.62	13	39	1
10. Cotton Carriers	9	1-6-0	1-4-0	45.50	39.00	25	2	4	1	35.62	17	39	1
11. Cottonseed ..	7	1-8-0	1-8-0	58.50	39.00	29	1	4	..	39	..	39	1

Pressing Section I

Occupation	Concerns not reporting this occupation.	Minimum rates of wages fixed under the Act.	Highest rate of wages paid actually	No. of returns received from the Zone—41		Most common rates.	
				No. of concerns paying minimum rates of wages	No. of concerns paying less than the minimum	Rate	Concerns
1. Engineer ..	35	....	298.75	....	....	150 and above ..	6
2. Boiler attendant ..	24	95.00	150.00	15	2	100 and above ..	9
3. Fitter ..	36	100.00	125.00	4	1	100 and above ..	4
4. Fireman ..	23	60.00	70.00	16	2	60 and above ..	16
5. Roll cutter ..	38	45.00	50.00	3	....	45 to 50 ..	3
6. Cobbler ..	29	60.00	80.00	11	1	60 to 75 ..	10
7. Carpenter ..	35	70.00	98.00	5	1	70 to 77 ..	3
8. Oilman ..	20	40.00	48.00	20	1	45 ..	7
9. Engine Driver ..	17	70.00	90.00	21	3	70 ..	8
10. Blacksmith ..	31	70.00	85.00	8	2	70 to 75 ..	4
11. Valveman ..	18	66.00	70.00	2	21	55 ..	8
12. Finisherman ..	24	1-12-0	77.00	17	....	55 ..	8
13. Half Pressman ..	31	1-12-0	66.00	10	....	55 to 60 ..	3 cac
14. Openerman ..	30	1-12-0	60.00	9	2	55 to 60 ..	5
15. Coalman ..	25	1-12-0	55.00	14	2	45.50 ..	7
16. Chowkidar ..	36	1-12-0	55.00	3	2	47 to 55 ..	3
17. Clerks ..	....	70.00	....	....	....	....	....

Pressing Section II

Occupation	Concerns not reporting this occupation	No. of returns received from Zone—41								Most common Rate		Number of concerns	
		Minimum rates of wages fixed under the Act		Highest rates of wages actually paid		No. of concerns paying minimum rates of wages		No. of concerns paying less than minimum		Male	Female	Male	Female
		Male	Female	Male	Female	Male	Female	Male	Female				
1. Labadia (Las-hers).	19	2-0-0	..	75-92	..	22	..	..	..	52-00	..	11	..
2. Toliwala (weighers)	19	1-14-0	..	91-00	..	17	..	5	..	52-00	..	8	..
3. Bale sewers	19	2-0-0	..	65-00	..	19	..	3	..	52-00	..	10	..
4. Gunnybag cutter	24	1-12-0	1-10-0	45-50	..	2	..	15	..	39-00	..	8	..
5. Gunnybag fillers	36	1-12-0	1-10-0	52-00	..	1	..	..	4	40-00	..	4	..
6. Paliwalas ..	22	1-6-0	1-10-0	45-50	45-50	1	1	13	4	52-00 to 35-00	35-62	11	2
7. Cotton carriers ..	27	1-12-0	1-10-0	52-00	39-00	1	..	11	2	40-00 to 35-00	39-88 and 32-50	9	1 each
8. Cotton pickers ..	32	1-12-0	1-10-0	45-50	42-12	1	..	4	4	45-00 to 35-00	3-250 to 42-12	3	2

## Vidarbha Region Zone B

### Ginning Section I

Occupations.	Concerns not reporting this occupation.	Number of returns received from Zone—46.				Most common rate		
		Minimum rates of wages fixed under the Act.	Highest rate actually paid.	No. of concerns paying minimum rates of wages.	No. of concerns paying less than minimum.	Rate	concerns	
<i>Category—I.</i>								
1. Engineer	..	40	....	285	....	....	160 and above	6
2. Boiler Attendent	..	34	80	185	12	....	100	12
3. Fitter	..	8	90	140	37	1	90	12
4. Fireman	..	33	55	67	13	....	55	7
5. Roll cutter	..	24	40	60	22	....	40	9
6. Cobbler	..	12	55	70	34	....	55	19
7. Carpenter	..	35	65	91	11	....	65	11
8. Oilman	..	9	35	65	37	....	40	21
9. Engine Driver	..	18	63	125	28	....	65	14
10. Blacksmith	..	35	1.4-0	85	11	....	65 and 80	10
11. Valveman	..	42	55	55	3	1	50	2
12. Finisherman	..	42	1.4-0	55	....	....	50	2
13. Half Pressman	..	43	1.4-0	50	3	....	50	2
14. Openerman	..	45	1.4-0	40	1	....	40	1
15. Coalman	..	37	1.4-0	45-50	9	....	39	5
16. Chowkidar	..	19	1.4-0	70	27	....	40	11
17. Clerks	..	25	70	100	21	....	70	12

Ginning Section II

Occupation	Concerns not reporting this occupation.	Number of returns received from Zone—46.											
		Minimum rates of wages fixed under the Act.		Highest rate actually paid.		NO. OF concerns paying minimum rates of wages.		NO. OF concerns paying less than minimum.		Minimum rates			
		Male.	Female.	Male.	Female.	Male	Female	Male	Female	Rate		Concerns.	
						Male	Female	Male	Female			Male	Female
1. Mukadam ..	32	55	..	65	..	10	..	4	..	55-12	..	4	..
2. Mukadami	35	..	55	..	55-12	..	7	..	4	..	55-12	..	6
3. Gin Feeder	2	1-2-0	1-0-0	32-50	26	14	30	..	..	26-10	26-00	11	29
4. Sweepers ..	4	1-1-0	1-1-0	32-50	27-56	14	24	..	4	27-36	27-56	8	16
5. Relievers ..	5	1-1-0	1-1-0	32-50	95-62	13	..	1	27	27-36	27-56	7	14
6. Cottonseed Pickers	10	1-4-0	1-2-0	39	32-50	6	3	4	23	32-50	29-12	5	19
7. Kapas Carriers	16	1-8-0	1-8-0	65	45-50	29	1	..	..	39	45-50	13	1
8. Kapas Pickers	9	1-4-0	1-2-0	52	29-12	9	..	5	23	32-50	29-12	6	20
9. Gunnybag fillers	29	1-4-0	1-2-0	65	45-50	15	2	..	..	35-62	32 & 45 to 50	4	1 each
10. Cotton Carriers	14	1-4-0	1-2-0	45-50	45-50	26	6	..	..	32-50	35-62	10	9
11. Cotton Seed Carriers.	14	1-6-0	1-6-0	55-90	45-50	27	4	1	..	35-52	39	13	8

Pressing Section I

Occupation.	Number of returns received from Zone—46.						Most Common Rate	
	Concerns not reporting this occupation	Minimum rates of wages fixed under the Act	Highest rate actually paid	No. of Concerns paying minimum rates of wages.	No. of Concerns paying less than minimum.	Rate	Concerns	
<b>I. Category—</b>								
1. Engineer	43	..	160	..	..	140 & Above	3	
2. Boiler Attendent	35	80	110	11	..	80	4	
3. fitter	45	90	100	1	..	100	1	
4. fireman	34	55	70	11	1	55	6	
5. Cobbler	45	40	45	1	..	45	3	
6. Roll Cutter	44	65	75	2	..	65 to 75	1 each	
7. Carpe ter	29	35	50	7	..	40	8	
8. Oilman	28	65	120	17	..	65	11	
9. Engine Driver	41	1-10 0	90	5	1	65 to 75	4	
10. Blacksmith	31	50	60	15	..	50	9	
11. Valveman	31	1-10 0	55	15	..	50	10	
12. finisherman	35	1'10 0	50	11	..	50	9	
13. Half Pressman	34	1-10 0	58-50	7	5	45 & 50	2 each	
14. Openerman	39	1-10 0	50	5	2	42-12	4	
15. Coalman	38	1-10 0	55	4	4	45 to 50	3	
16. Chowkidar	..	70	..	..	..	..	..	
17. Clerks	39	55	65	7	..	60	3	



*Pressing Section II*

Occupation	Concerns not reporting this Occupation	Minimum rates of wages fixed under the Act		Number of returns received from Zone—46									
				Highest rate actually paid		No. of concerns paying M. R. of wages		No. of concerns paying less than Minimum		Most common rates			
										Rate		Concerns	
				Male	Female	Male	Female	M	F	M	F	Male	Female
per 100 bales													
<i>Category—II</i>													
1. Labadia (Lashers)	28	1-14-0	..	78	..	15	..	3	..	48 to 52	..	10	..
2. Toliwala (Weighers)	29	1-12-0	..	61.78	..	17	..	..	..	45 to 52	..	10	..
3. Bale sewers.	28	1-14-0	..	78.00	..	16	..	2	..	48 to 52	..	10	..
4. Gunny bag cutter.	28	1-10-0	1-8-0	65	39	6	1	11	..	39	39	6	1
5. Gunny bag fillers.	36	1-10-0	1-8-0	39	..	..	..	10	..	..	..	4	..
6. Palewala ..	28	..	..	45.50	39	2	2	7	7	32.50 to 39	32.50	8 each	6
7. Cotton carriers	38	1-10-0	1-8-0	56.94	29.12	3	..	4	1	35 to 45	29.12	5	1
8. Cotton pickers	40	1-10-0	1-8-0	45.50	30	1	1	1	3	32.50 to 45.50	32.50	1 each	2

**Marathwada Region**  
**District Aurangabad**  
*Ginning Section I*

Number of questionnaires received—13

Occupation	Lowest wages	Highest wages	Most common rate		No. of concerns paying most common rate	No. of concerns not having the occupation or not reporting
			Rate			
1. Engineer .. ..	100	210	150 and above	..	6	4
2. Boiler Attendant .. ..	92	120	100 and above	..	3	9
3. Fitter .. ..	90	135	100 and above	..	8	3
4. Fireman .. ..	54	90	70 and above	..	7	4
5. Roll Cutter .. ..	40	62	45 and above	..	6	3
6. Cobbler .. ..	50	85	70 and above	..	5	3
7. Carpenter .. ..	50	80	70 and above	..	4	5
8. Oilman .. ..	40	61	45	..	4	2
9. Engine Driver .. ..	45	100	60 and above	..	7	3
10. Blacksmith .. ..	45	90	60 and above	..	7	4
11. Valveman .. ..	50	85	50 and above	..	1	11
12. Finisherman .. ..	..	..	..	..	..	..
13. Half Pressman .. ..	50	50	50 and above	..	1	12
14. Openerman .. ..	..	..	..	..	..	..
15. Coalman .. ..	43	50	45 and above	..	3	8
16. Chowkidar .. ..	40	60	45 and above	..	9	3
17. Clerks .. ..	55	100	60 and above	..	7	3

## District Aurangabad

### Ginning Section II

Number of questionnaires received—13

Occupation	Lowest wages		Highest wages		Most common rate		No. of concerns paying most common rate		No. of concerns not having the occupation	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	1. Mukadam ..	1.50	..	95.00	..	60 and above	..	7	..	3
2. Mukadami ..	..	1.50	..	62.00	..	..	..	..	..	10
3. Gin Feeder ..	0.75	..	52.00	..	00.75 per day	..	5	..	2	..
4. Sweepers ..	0.75	..	32.00	..	00.75 per day	..	7	..	2	..
5. Relievers ..	0.75	..	50.00 to 32.50	..	00.75 per day	..	6	..	2	..
6. Cotton seed pickers..	0.75	0.75	32.50	..	00.75 per day	..	00.75 and above	3	..	4
7. Kapas pickers ..	0.50	..	32.50	..	00.75 per day	..	..	4	..	4
8. Kapas carriers ..	0.47	..	45.50	..	00.50 per day	..	..	4	..	5
9. Gunnybag fillers ..	0.30 P.G.	..	45.50	..	00.34 per day	..	..	3	..	4
10. Cotton carriers ..	0.31 P.G.	..	45.50	..	00.32 per day	..	..	4	..	4
11. Cotton seed carriers.	0.25 P.G.	..	45.50	..	00.28 per day	..	..	4	..	4

## District Aurangabad

## Pressing Section II

Occupation	Concerns not reporting this occupation	Highest rates actually paid (per 100 bales)	Number of returns received from the Zone—13	
			Most common rates	
			Rate	Concerns
		Rs.	Rs.	
1. Labadia .. ..	8	3·00	3·00 per 100 bales.	
2. Toliwala (Weighers) .. ..	8	2·25	2·00 per 100 bales.	
3. Bale Sewers .. ..	8	2·00	2·00 per 100 bales.	
4. Gunnybag cutter .. ..	8	2·00	1·50 and above per 100 bales.	
5. Gunnybag fillers .. ..	11	2·00	1·50 and above per 100 bales.	
6. Paliwalas .. ..	8	1·50	1·40 and above per 100 bales.	
7. Cotton carriers .. ..	9	2·00	1·50 and above per 100 bales.	
8. Cotton pickers .. ..	9	1·50	1·25 and above per 100 bales.	

## District Aurangabad

### *Pressing Category I*

Occupation	Concerns not reporting this occupation	Highest rate actually paid	Number of returns received from the Zoner—13	
			Most common rates	
			Rate	Concerns
1. Engineer .. ..	12	120	Only one reported.	
2. Boiler Attendant .. ..	10	100	75 and above.	
3. Fitter .. ..	12	70	..	
4. Fireman .. ..	10	60	60	
5. Roll Cutter .. ..	13	....	..	
6. Carpenter .. ..	13	....	..	
7. Cobbler .. ..	13	....	..	
8. Oilman .. ..	8	45	42 and above.	
9. Engine Driver .. ..	8	80	45 and above.	
10. Blacksmith .. ..	3	....	..	
11. Valveman .. ..	11	55	45 and above	
12. Finisherman .. ..	7	48	45 and above.	
13. Half Pressman .. ..	9	60	50 and above.	
14. Openerman .. ..	9	45	42 and above.	
15. Coalman .. ..	10	45	42 and above.	
16. Chowkidar .. ..	12	42	Only one reported.	
17. Clerks .. ..	....	....	..	

\*All reported Rs. 60.

**District Parbhani**  
*Ginning Category*

Occupation	Lowest wages	Highest wages	Number of questionnaires received—11	
			Most common rate	No. of concerns not having the occupation or not reporting rate
			Rate	No. of concerns paying most common rate
	Rs.	Rs.		
	Per month	Per month		
1. Engineer .. .. .	125	151	125 and above	2
2. Boiler Attendent .. .. .	71	115	90	3
3. Fitter .. .. .	90	120	95	5
4. Fireman .. .. .	50	100	65	2
5. Roll Cutter .. .. .	35	47	40	4
6. Cobbler .. .. .	40	65	50	4
7. Carpenter .. .. .	65	80	70	3
8. Oilman .. .. .	35	45	45	7
9. Engine Driver .. .. .	60	95	60	9
10. Blacksmith .. .. .	70	75	75	2
11. Valveman .. .. .	42	50	45	2
12. Finisherman .. .. .	40	45	41	2
13. Half Pressman .. .. .	40	40	40	1
14. Openerman .. .. .	.....	.....	.....	.....
15. Coalman .. .. .	35	40	35	3
16. Chowkidar .. .. .	30	50	40	7
17. Clerks .. .. .	45	150	50	4

**District Parbhani—contd.**

*Ginning Section II*

Occupation	Number of questionnaire received—11									
	Lowest wage		Highest wage		Most common rate		Number of concerns paying M.C.R.		Number of concerns not having the occupation or not reporting	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Mukadam ..	75.00 P.M.	....	95.00 P.M.	....	39.50 and above	....	10	....	2	....
2. Mukadami ..	....	19.50 P.M.	....	54.00	19.50 and above	....	8	....	5	....
3. Gin Feeder ..	05.75 P.D.	....	52.00	....	19.50 and above	....	7	....	8	....
4. Sweepers ..	25.00 P.M.	1.00 P.D.	....	....	00.75 P.D.	..	7	....	10	....
5. Relievers ..	00.75 P.D.	....	1.50 P.D.	....	1.00 and above	....	..	4	1	....
6. Cottonseed Pickers ..	00.19 P.D.	....	1.06 P.D.	....	1.00 and above	....	4	....	4	....
7. Kapas Pickers ..	00.31 P.D.	....	1.50 P.D.	....	1.00 and above	....	4	....	3	....
8. Kapas Carriers ..	00.37 P.G.	....	1.50 P.D.	....	00.75 P.D.	..	8	....	2	....
9. Gunnybag Fillers ..	00.28 P.G.	....	1.12 P.D.	....	00.75 P.D.	....	3	....	4	....
10. Cotton Carriers ..	00.25 P.D.	....	1.50 P.D.	....	00.75 P.D.	..	4	....	2	....
11. Cottonseed Carriers..	00.19 P.G.	....	1.00 P.D.	....	00.75 P.D.	..	4	....	....	....

P.G. = Per gin,

P.D. = Per day.

## District Parbhani

*Pressing Category I*

Occupation	Concerns not reporting this occupation	Number of returns received from the Zone—11		
		Highest rate actually paid	Most common rate	
			Rate	Concerns
		Rs.	Rs.	
1. Engineer ..	10	125	75	and above
2. Boiler Attendant ..	6	115	95	"
3. Fitter ..	9	100	45	"
4. Fireman ..	6	60	35	"
5. Roll Cutter ..	9	40	50	"
6. Cobbler ..	8	68	70	"
7. Carpenter ..	9	75	39	"
8. Oilman ..	7	50	57	"
9. Engine Driver ..	8	75	70	"
10. Blacksmith ..	9	75	42	"
11. Valveman ..	8	60	35	"
12. Finisherman ..	8	55	40	"
13. Half Pressman ..	8	60	35	"
14. Openerman ..	9	39	35	"
15. Coalman ..	8	39	34	"
16. Chowkidar ..	8	45.50	....	....
17. Clerks ..	....	....	....	....

*Pressing Category I*

Occupation.	Concerns not reporting this occupation.	Number of returns received from the Zone—11		
		Highest rates of wages actually paid (per 100 bales)	Most common rate	
			Rate.	Concerns.
1. Labadia (Lashers) ..	6	3.00	1.75	and above per 100 bales.
2. Toliwala (Weighers) ..	7	2.50	1.10	"
3. Bale Sewers ..	6	3.00	1.10	"
4. Gunnybag Cutter ..	6	2.25	1.10	"
5. Gunnybag Fillers ..	8	2.25	1.50	"
6. Paliwalas ..	6	2.00	1.25	"
7. Cotton Carriers ..	8	2.75	0.75	"
8. Cotton Pickers ..	8	2.00	1.50	"



## Ginning Section I.

District Nanded.

Occupation.	Number of questionnaires received—8.				
	Lowest wages.	Highest wages.	Most common rate		Number of concerns not having the occupation or not reporting.
			Rate.	Number of concerns paying M. C. R.	
	Rs. nP.	Rs.			
1. Engineer ..	100	300	160 and above.	4	2
2. Boiler Attendant..	100	135	100 "	4	4
3. Fitter ..	85	110	90 "	6	1
4. Fireman ..	50	70	55 "	3	3
5. Roll Cutter ..	30	42	35 "	2	6
6. Carpenter ..	50	80	55 "	5	3
7. Cobbler ..	30	70	35 "	5	2
8. Oilman ..	30	65	40 "	6	....
9. Engine Driver ..	40	110	50 "	5	2
10. Blacksmith ..	....	90	.. "	1	7
11. Valveman ..	40	50	41 "	2	7
12. Finisherman ..	30	45	31 "	3	6
13. Half Pressman ..	50	50	.... "	1	7
14. Openerman ..	....	....	.. "	....	....
15. Coalman ..	32.50	45	33 "	3	3
16. Chowkidar ..	25	47	30 "	7	2
17. Clerks ..	35	125	40 "	5	2

## Ginning Category II.

District Nanded.

Occupation.	Number of questionnaires received—8.				
	Lowest wages.	Highest wages	Most common rate		Number of concerns not having the occupation or not reporting.
			Rate.	Number of concerns paying M. C. R.	
	Rs. nP.	Rs. nP.	Rs. nP.		
1. Mukadam ..	1.06 P.G.	75.00	1.50 and above.	3	3
2. Mukadami ..	0.87 P.D.	75.00	0.90 "	4	5
3. Gin Feeder ..	0.75 P.D.	1.00 P.D.	0.78 "	4	4
4. Sweepers ..	0.56 P.D.	0.87 "	0.60 "	5	2
5. Relievers ..	0.75 P.D.	1.00 "	0.78 "	4	5
6. Cotton seed Pickers	0.50 P.D.	1.12 "	0.75 "	3	4
7. Kapas Pickers ..	0.50 P.D.	1.50 "	0.75 "	3	5
8. Kapas Carriers ..	0.50 P.D.	1.75 "	1.00 "	6	1
9. Gunnybag Fillers	1.25 P.D.	1.75 "	1.37 "	4	2
10. Cotton Carriers ..	1.00 P.D.	1.50 "	1.25 "	6	1
11. Cotton seed Carriers.	0.25 P.D.	1.50 "	0.94 "	4	1

*Pressing Category I*  
District Nanded

Number of questionnaires received from the Zone—8.

Occupation.	Number of schedules received reporting this occupation.	Lowest wages.	Highest wages.	Most common rate	
				Rate.	Number of concerns paying M.C.R.
		Rs.	Rs.		
1. Engineer .. .. .	6	80	120	80 and above.	3
2. Boiler Attendant ..	8	50	110	110	1
3. Fitter .. .. .	5	42	80	50	4
4. Fireman .. .. .	7	65	50	42	2
5. Roll Cutter .. .. .	8	35	65	65	1
6. Cobbler .. .. .	9	50	44	35	4
7. Carpenter .. .. .	5	70	70	50	3
8. Oilman .. .. .	6	40	90	40	2
9. Engine Driver .. ..	7	44	60	44	3
10. Blacksmith .. .. .	6	45	45	40	3
11. Valveman .. .. .	6	26	42	26	5
12. Finisherman .. .. .	5	26	40	26	5
13. Half Pressman .. ..	7	40	55	40	2
14. Openerman .. .. .	5	40	40	40	2
15. Coalman .. .. .	5	40	55	40	2
16. Chowkidar .. .. .	7	40	55	40	2
17. Clerks .. .. .	7	40	55	40	2

*Pressing Category II*  
District Nanded

Occupation.	Number of schedules received and reporting this occupation.	Lowest wages.	Highest wages.	Most common rate		Number of concerns not having the occupation or not reporting.
				Rates.	Number of concerns paying M.C.R.	
		(per 100 bales)	(per 100 bales)	Rs. nP.		
1. Labadia .. .. .	5	2.89	4.00	2.89 and above	5	4
2. Toliwala .. .. .	4	2.00	3.00	2.00	4	5
3. Bale Sewers .. .. .	4	2.00	3.00	2.00	4	5
4. Gunnybag Cutter ..	4	1.66	3.00	1.66	4	5
5. Gunnybag Filler ..	2	1.50	..	..	2	7
6. Paliwalas .. .. .	2	1.00	1.50	1.50	2	7
7. Cotton Carriers ..	..	..	..	..	..	..
8. Cotton Pickers ..	1	1.00	1.00	..	1	8

TABLE

Table showing the names of the employers and their Associations, Trade Unions, recorded alongwith their suggestions regarding the revision of rates of

Serial No.	Names	OCCUPATIONS			
		Boiler Attendant	Gin Fitter	Engine Driver	Fireman
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
1	*Shri P. G. Dhotiwala of Shri Edulji Framji Dhotiwala, Gin and Press Factory (Pvt.) Ltd., Amravati.	120.	125	90	75
2	*Shri B. G. Meshram, President, Ginning and Press Factory Workers Union, Amravati.	200	200	175	175
3	*Shri Manik Tiwari, General Secretary, Akola Gin Press Kamgar Union, Akola. (Rates for Akola Town only).	145	150	105	90
4	Shri S. Asir, Secretary Gin Press Oil Mill Kamgar Union (INTUC), Malkapur.				
	A—Zone ..	160	160	100	100
	B—Zone ..	150	150	90	90
5	*Shri V. S. Ratnaparkhi, General Secretary, Khandesh General Workers Union, Amalner.				
	Greater Bombay Zone I ..				
	Dhule, Amalner, Jalgaon, Bhusawal, Chalisgaon, Malegaon, Amraoti, Zone-II, Akola and other Industrial towns. }	156	156	130	130
	Rest of the Cities Zone III from Zone I and II.				
	All other Cities. Zone IV ..	149	149	123.50	123.50

## No. XVIII.

*workers who had oral discussions with the Committee or whose evidences were wages during the visit of the Committee to the five centres.*

OCCUPATIONS							
Oilman	Carpenter	Mochi	Roll-Cutter	Mukadam (Gin)	Clerks	Valveman	Gin Feeders
7	8	9	10	11	12	13	14
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
55	90	75	55	2.50 P.D.	90	68	1.45 P.D.
155	175	175	155	....	....	160	125
80	105	90	80	90	125	90	2.50 P.D.
85	100	90	85	....	120	85	1.75 P.D.
75	90	80	75	....	....	75	1.67 P.D.
104	130	130	104	104	130	130	....
97.50	123.50	123.50	97.50	97.50	123.50	123.50	....

TABLE

Serial No.	Names	OCCUPATIONS			
		Faltoo	Galewala	Machanwala	Kapas carriers
		Zadoowala			
		15	16	17	18
		Rs.	Rs.	Rs.	Rs.
1	*Shri P. G. Dhotiwala of Shri Edulji Framji Dhotiwala Gin and Press Factory (Pvt.) Ltd., Amravati.	1.55 P.D.	1.75 P.D.	2.05 P.D.	2.05 P.D.
2	*Shri B. G. Meshram, President, Ginning and Press Factory Workers Union, Amravati.	125	....	....	....
3	*Shri Manik Tiwari, General Secretary, Akola Gin Press Kamgar Union Akola, (Rates for Akola Town only)	2.75/ 2.50 P.D.	2.75 P.D.	....	....
4	Shri S. Asir, Secretary, Gin Press Oil Mill Kamgar Union (INTUC), Malkapur.				
	A—Zone ..	1.82 P.D.	2.00 P.D.	....	2.50 P.D.
	B—Zone ..	1.75 P.D.	1.75 P.D.	....	2.37 P.D.
5	*Shri V. S. Ratnaparkhi, General Secretary, Khandesh General Workers Union, Amalner.				
	Greater Bombay Zone I ..				
	Dhule, Amalner, Jalgaon, Bhusawal, Chalisgaon Malegaon, Amraoti, Zone-II Akola and other Industrial towns. }	....	....	....	104
	Rest of the cities Zone II from Zone I and II. }				
	All other cities Zone IV ..	....	....	....	97.50

## XVIII—contd.

OCCUPATIONS							
Sarkiwala	Kapas Bondvali	Blacksmith	Cotton carriers	Engineers	Half Pressman	Open r- man	Finisher- man
19	20	21	22	23	24	25	26
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1·85	1·55 P.D.	90	....	....	....	....	....
150	....	175	....	....	....	....	....
3·00 P.D.	....	105	3·00 P.D.	....	....	....	....
2·25 P.D.	....	100	....	....	....	....	....
2·00 P.D.	....	90	....	....	....	....	....
91	....	130	....	156	104	130	104
84·50	....	123·50	....	149·50	97·50	123·50	97·50

TABLE

Serial No.	Names	OCCUPATIONS			
		Ginman	Bondwali	Dable	Labadi
		27	28	29	30
		Rs.	Rs.	Rs.	Rs.
1	*Shri P. G. Dhotiwala of Shri Edulji Framji Dhotiwala Gin and Press Factory (Pvt.) Ltd., Amravati.	....	....	2-50 P.D.	2-50 P.D.
2	*Shri B. G. Meshram, President, Ginning and Press Factory Workers Union, Amravati.	....	....	175	175
3	*Shri Manik Tiwari, General Secretary, Akola Gin Press Kamgar Union, Akola (Rates for Akola Town only)	....	....	....	3-50 P.D.
4	Shri S. Asir, Secretary, Gin Press Oil Mill Kamgar Union (INTUC), Malkapur.	....	....	....	....
	A—Zone ..	....	....	...	3-00 P.D.
	B—Zone ..	....	....	....	2-50 P.D.
5	*Shri V. S. Ratnaparkhi, General Secretary, Khandesh General Workers Union, Amalner.	....	....	....	....
	Greater Bombay Zone I ..				
	Dhule, Amalner, Jalgaon, Bhusawal, Chalisgaon, Malegaon, Amraoti, Zone-II Akola and other Industrial towns.	78	78	....	104
	Rest of the cities Zone III from Zone I and II.	71-50	71-50	....	97-50
	All other cities—Zone IV ...				

## XVIII—contd.

OCCUPATIONS							
Chakiwala	Digliwala	Bariwala	Bondri Fadnar	Tolwala	Number marker- cum-Bardana cutter	Bale Sinewala	Mukadam
31	32	33	34	35	36	37	38
Rs. .	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2·00 P.D.	2·00 P.D.	2·00 P.D.	2·00 P.D.	2·15 P.D.	3·50 P.D.	2·35 P.D.	2·80 P.D.
130	130	130	100	150	160	130	150
.....	.....	.....	.....	3·50 P.D.	3·00 P.D.	3·50 P.D.	.....
.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	.....	.....	2·75 P.D.	.....	3·00 P.D.	3·00 P.D.
.....	.....	.....	.....	2·50 P.D.	.....	2·50 P.D.	2·50 P.D.
.....	.....	.....	.....	.....	.....	.....	.....
.....	.....	91	91	104	104	91	.....
.....	.....	84·50	84·50	97·50	97·50	84·50	.....



TABLE

Serial No.	Names	Press Paliwala	Watchman in Gin Press compound.	Wireman	Molder	Turner
1	2	39	40	41	42	43
1.	*Shri P. G. Dhoteiwala of Shri Edulji Framji Dhoteiwala Gin and Press Factory (Pvt.) Ltd., Amravati.	1.75 P.D.	55 p.m.			
2.	*Shri B. G. Meshram, President, Ginning and Press Factory Workers Union, Amravati—	125	125	195	195	195
3.	*Shri Manik Tiwari, General Secretary, Akola Gin Press Kamgar Union, Akola, (Rates for Akola Town only).	2.75 P.D.	85 p.m.	..	145	145
4.	Shri S. Asir, Secretary, Gin, Press Oil Mill Kamgar Union (INTUC), Malkapur—					
	A—Zone ..	2.25 P.D.	75 p.m.	..	..	160
	B—Zone ...	2.00 P.D.	..	..	..	150
5.	*Shri V. S. Ratnaparki, General Secretary, Khandesh General Workers Union, Amalner—					
	Greater Bombay Zone I ..					
	Dhulia, Amalner, Jalgaon, Bhusawal, Chalisgaon, Malegaon, Amraoti, Zone-II Akola and other Industrial towns. } 91		91	..	..	..
	Rest of the cities Zone III from Zone I and II } 84.50	84.50	84.50	..	..	..
	All other cities. Zone IV ...					

## XVIII—contd.

Welder	Coalman	Gin Dalewala	Jalwala	Chadiwala	Number-wala	Other Workers of Press : Gin.	Peon	Bhangi and Mali
44	45	46	47	48	49	50	51	52

195      150      150

..      ..      2.25      2.25      2.25      2.75      2.50      50      70

..      ..      2.00      2.00      2.00      2.62      2.25

..      91

..      84.50

Sr. No.	Names	Occupation
1	2	3
6	*Shri D. L. Chitale, General Manager, Shetkari Gin & Press Factory, Amravati.	....
7	*Shri Dada Wankhede, President, Ginning & Pressing Kamgar Union, Wani.	Supported the rates suggested by Shri M. Tiwari and Shri B. G. Meshram as above.
8	*Shri M. H. Kothé, General Secretary, Bharatiya Ginning & Pressing Mazdoor Sangh, Shivaji Marga, Nagpur.	Supported the rates suggested by Shri Meshram but did not call on the Committee as the Committee did not call the employers and Trade Unions at Nagpur.
9	*Shri S. P. Ingale of Gin Press Kamgar Union, Murtizapur.	....
10	*Smt. Umabai D/o Panduji, Worker, Amravati.	....
11	*Shri Chapsibhai Danda, President, Buldhana District Gin and Press Owners' Association, Buldhana.	Present rates may be increased proportionately to the rise in cost of living.
12	*Shri Madhukar Utkhade, General Secretary, Gin Press Kamgar Union, Malkapur.	Same rates as suggested by Shri B. G. Meshram of Amravati at Serial No. 2 above.
13	*Shri Govind Purohit, General Secretary, Gin Press Khalasi Mechanical Staff Union, Khamgaon.	Same rates as suggested by Shri B. G. Meshram of Amravati at Serial No. 2 above.
14	*Shri Kisan Balu Nimbarkar, Oilman, Arjun Khimji Gin & Press Factory, Khamgaon.	....
15	*Shri G. N. Phafatji, Vice-President, Jalgaon, Dhulia & Nasik District Gin Press Factory Owners' Association, Amalner.	No increase in the minimum rates of wages but should be reduced as the cost of living has gone down.
16	*Shri P. S. Phophale, Proprietor, Ginning & Pressing Factory, Malegaon.	As proposed by Shri G. N. Phafatji from Amalner.
17	*Shri S. B. Shah, Adviser, East West Khandesh & Nasik District Ginning & Pressing Factory Owners Association, Amalner.	No increase in the minimum rates of wages.
18	*Shri B. V. Deshmukh, Manager, Nandura Group Co-operative Cotton Sale Society, Nandura.	
19	*Shri V. S. Ratnparkhi, General Secretary, Khandesh General Workers Union, Amalner.	

Sr. No. 1	Names 2	Occupation 3
20	*Shri D. G. Salunke, General Secretary, Bhusawal Taluka Rashtriya Kamgar Sangh, Bhusawal.	Agreed with the suggested rates of Shri Ratnparkhi from Amalner.
21	*Shri Madanlal Mahwar, Proprietor, Balaji Ginning & Pressing Factory, Shivangaon, District Ahmednagar.	....
22	*Shri Chandulal B. Dave, Manager, Gokuldas Kalyanji Ginning & Pressing Factory, Ahmednagar.	Opposed even for 10 per cent. rise in minimum rates of wages.
23	*Shri Bansilal R. Dhoot, Proprietor of Shrinivas Ginning & Pressing Factory, Ahmednagar.	....
24	*Shri D. B. Niwaskar, Proprietor, Niwaskar Ginning & Pressing Factory, Ahmednagar.	....
25	*Shri A. V. Nikam, Factory-in-Charge, Kopargaon Taluka Co-operative Ginning & Pressing Factory, Kopargaon.	....
26	*Shri Madhukar Katre, General Secretary, Ahmednagar District General Workers Union, Ahmednagar.	Ahmednagar City—Skilled workers. Rs. 150 p.m. Semi-skilled workers. Rs. 100 p.m. Unskilled workers. Rs. 75 p.m. Highly Skilled & Supervisory personnel. Rs. 200 p.m.
27	*Shri B. R. Kulkarni, Kopargaon Taluka Ginning & Pressing Kamgar Union, Kopargaon.	Agreed with the suggestions made by Shri Katre from Ahmednagar.
28	*Shri Khimji Tejpal, Proprietor, Govindji Viramji Ginning & Pressing Factory, Aurangabad.	No increase in the present rates
29	*Shri Kisandas Kanhulal, Manager, Aurangabad Ginning & Pressing Factory, Aurangabad.	....
30	*Shri Bhogilal, Mahavir Ginning & Pressing Factory, Jalna.	10 per cent. increase in the present rates of wages paid in Jalna factories.
31	Shri Naorsji Pistanji, Managing Partner, Jalna Ginning & Pressing Factory, Jalna.	No increase in the present rates of wages paid to the workers in Jalna.

\* The Committee recorded the evidences of these persons. A large number of employers and workers called on the Committee at Amravati, Malkapur, Amalner, Ahmednagar and Jalna but for lack of space only the names of those whose evidence was actually recorded are given above.

Sr. No. 1	Name. 2	Occupation. 3
32	Shri Vithan Jadhav, General Secretary, Marathwada (INTUC) Rashtriya General Machinery Kamgar Sangh, Aurangabad.	Supported the rates suggested by Shri Eknath of Marathwada Rashtriya General Machinery Mazdoor Sangh Jalna and Hingoli.
33	Shri Madanlal Mahavar, Proprietor, Balaji Ginning & Pressing Factory, Shivangaon, District Ahmednagar.	10 per cent increase in the minimum rate of wages fixed under the Act.
34	Shri Eknath Stankarpalli & G. Babayya Mudiraj, Jt. Secretaries, Marathwada Rashtriya General Machinery Mazdoor Sangh, Jalna.	Engineer, Boiler Attendant Gin Feeder—120—20—260 Engine Driver, Fireman, Carpenter, Moch Blacksmith—140—20—240. Oilman, Clerks, Valveman, Half Pressman, Watchman, Coalman—120—15—195. Mukadams, Gin Feeders, Faltoo 105—15—180. Sarkiwala, Bondri-fadnar—90—10—150.
35	*Shri Bhiwasan Kisan of Hirakhan Factory, Dewalgaon, District Buldana.	....
36	*Shri Muzaffar Syed Daud, Boiler Attendant, Udgir Gin & Press Factory, Udgir.	....
37	Shri Bhikaji Ramchandra Seth, Chairman of East West Khandesh Nasik District Cotton Ginning & Pressing Factory Owners' Association, Amalner.	The Committee orally discussed with him regarding the revision of minimum rates of wages.

*Note :-* \*The Committee recorded the evidences of these persons. A large number of employers and workers called on the Committee at Amravati, Malkapur, Amalner, Ahmednagar and Jalna but for lack of space only the names of those whose evidence was actually recorded are given above.

TABLE No. XIX

*The Consumer Price Indices for Six Centres in Maharashtra State*

Centre.	Yearly Average of Cost of Living Index.														How many points increase since 1956	Per-centage of rise since 1956	
	1956	1957	1958	1959	1960	1961	1962	1		9		6		3			
	Jan.	Feb.	Mar.	April	May	June	July										
1. Nagpur ..	398	422	447	491	512	495	502	508	492	485	497	500	522	540	142	35	
2. Bombay ..	353	369	395	412	420	431	444	438	437	438	437	440	440	448	95	27.20	
3. Sholapur ..	316	339	313	340	357	352	381	416	401	370	367	368	370	381	135.4	55	
4. Jalgaon ..	425	445	453	493	492	485	519	517	513	508	513	519	525	529	104	24.80	
5. Nanded ..	218	223	223	241	252	239	259	267	261	245	253	263	268	269	51	23.4	
6. Aurangabad	182	193	185	202	212	212	234	252	235	227	229	231	234	238	56	31.12	