



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGES COMMITTEE
FOR

Employment in any industry in which any process of printing by Letterpress, Lithography, Photogravure or other similar work or work incidental to such process or Book-Binding is carried on in Maharashtra State

1976

Price—60 Paise

**REPORT OF THE MINIMUM WAGES COMMITTEE
FOR EMPLOYMENT IN ANY INDUSTRY IN WHICH
ANY PROCESS OF PRINTING BY LETTERPRESS,
LITHOGRAPHY, PHOTOGRAVURE OR OTHER
SIMILAR WORK OR WORK INCIDENTAL TO SUCH
PROCESS OF BOOK-BINDING IS CARRIED ON IN
MAHARASHTRA STATE**

CONTENTS

	Subject	Page
CHAPTER I	Appointment of the Committee	1
CHAPTER II	Nature and Condition of the Printing Industry and minimum wages therein.	9
CHAPTER III	Concept of Minimum Wage	15
CHAPTER IV	The Views of the Employers and their Associations	19
CHAPTER V	Recommendations	22
CHAPTER VI	Summary of Recommendations	24
CHAPTER VII	Acknowledgements	32
....	Employer's recommendation on ceiling of Index No. to 1400 (maximum) in relation to its linking up with the Special Dearness Allowance.	33
ANNEXURES I to XI	.. ..	34

CHAPTER I

APPOINTMENT OF THE COMMITTEE

1.1. The Government of Maharashtra, by Resolution, Industries and Labour Department, No. MWA. 2674/100982/Lab-III-A, dated the 3rd February 1975 (Annexure I) appointed under section 5(1)(a) of the Minimum Wages Act, 1948, a Committee to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letter-press, lithography, photogravure or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, Nos. (1) MWA. 2662/Lab-III, dated 31st December 1964; (2) MWA. 2662-(i)/Lab-III, dated 31st December 1964; (3) MWA. 2662-(ii)/Lab-III, dated 31st December 1964; (4) MWA. 2662-Lab-III, dated 21st April 1965 and (5) MWA. 2662-Lab-III, dated 29th March 1966. The Committee originally consisted of the following persons:—

Chairman:

Shri Rajabhau G. Mirashi, M.L.A.,
4/16, Arya Nagar, Tardeo, Bombay-400 034.

Employer's Representatives:

- Shri Homi A. Gazdar .. President, Bombay Master Printers' Association, Neelam, 108, Worli Sea Face Road, Bombay-18.
- Shri S. V. Daftary .. President, Mumbai Mudrak Sangh, C/o Unity Printing Press, Khandelwal Bhavan, 166, Dr. D. N. Road, Bombay-400 001.
- Shri S. D. Joshi .. President, Poona Press Association, 1078, Sadashiv Peth, Poona-36.
- Shri Balaprasad M. Kabra. Proprietor, Maharashtra Printing Press, Nanded.
- Shri P. S. Kothari — President, Nagpur Mudrak Sangh, C/o S. M. Kothari & Sons, Mahal, Nagpur.

Employee's Representatives:

- Shri Ram Mahadik .. President, Press Mazdoor Sabha, C/o Bombay Pradesh Congress Committee, Gangashram, Bhavani Shankar Road, Dadar, Bombay-28.
- Shri R. T. Pund .. General Secretary, Press Kamgar Sabha, Kakakuwa Mansion, 54, Budhwar Peth, Poona-2.
- Shri Kalidas Ratnaparakhe .. Secretary, Marathwada Rashtriya Press Mazdoor Sangh, INTUC Karyalaya, Khokad-pura, Aurangabad.
- Shri S. W. Dhabe .. President, Vidarbha Rashtriya Press Kamgar Union, Circle No. 9, Ayachit Road, Nagpur-9.
- Shri K. B. Shinde .. General Secretary, Litho Press Kamgar Union, opposite Khandoba Mandir, Shanivari, Subhash Road, Nagpur-2.

1.2. *Changes in the Committee.*—Shri M. V. Nikumbh, Assistant Commissioner of Labour, Bombay, was appointed as Member-Secretary of the Committee. By subsequent Government Resolution, Industries, Energy and Labour Department, No. MWA. 2674/535-Lab-7, dated 6th September 1975, Shri K. N. Pathare, Assistant Commissioner of Labour, Bombay, was appointed as Member-Secretary of the Committee in place of Shri M. V. Nikumbh, Assistant Commissioner of Labour, Bombay (Annexure II).

By Government Resolution, Industries and Labour Department, No. MWA. 2674/108501-Lab-III-A, dated the 9th April 1975, Shri M. N. Ramtekkar, Proprietor, Kishor Mudranalaya, Handloom Cloth Market, Gandhi Bagh, Nagpur, was appointed as Employer's Representative in place of Shri B. S. Kothari, President, Nagpur Mudrak Sangh, C/o S. M. Kothari & Sons, Mahal, Nagpur-2 (Annexure III).

By Government Resolution, Industries and Labour Department, No. MWA. 2675/111636-Lab-III-A, dated 30th May 1975, Shri P. S. Jhabvala, C/o Bombay Master Printers Association, 216, Neelam, 208, Worli Sea Face Road, Bombay-400 018 was appointed as Employer's Representative in place of Shri Homi A. Gazdar, President, Bombay Master Printers Association, 216, Neelam, 108, Worli Sea Face Road, Bombay-400 018 (Annexure IV).

By Government Resolution, Industries, Energy and Labour Department, No. MWA. 2675/298/Lab-5, dated 13th August 1975, Shri V. V. Patwardhan, President, Mumbai Mudrak Sangh, 263/F, Raja Rammohan Roy Road, Girgaum, Bombay-4, was appointed as Employer's Representative in place of Shri S. V. Daftari, President, Mumbai Mudrak Sangh, Bombay-4 (Annexure V).

1.3. *Additions in the Committee.*—By Government Resolution, Industries and Labour Department, No. MWA. 2674/100982/Lab-III-A, dated 29th March 1975, Shri J. W. D'Souza, Rose Manor, Ground Floor, Santacruz, Bombay-400 054 was appointed as additional representative of employers. By the same Resolution, Shri S. S. Acharekar, General Secretary, Industrial Employees Union, C/o. Government Central Press, Charni Road, Bombay-400 004, was appointed as additional representative of employees (Annexure VI).

1.4. *Terms of Reference.*—The Committee was appointed to enquire into the conditions prevailing in the employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, Nos. (1) MWA. 2662/Lab-III, dated 31st December 1964; (2) MWA. 2662 (i)/Lab-III, dated 31st December 1964; (3) MWA. 2662 (ii)/Lab-III, dated 31st December 1964; (4) MWA. 2662-Lab-III, dated 21st April 1965 and (5) MWA. 2662-Lab-III, dated 29th March 1966.

1.5. *Time-limit for submission of the Report.*—The Committee was directed to submit its report within six months from the date of the Resolution No. MWA. 2674/100982/Lab-III-A, dated 3rd February 1975. The work of the Committee could not be started on account of Government Employees' Strike from 18th April 1975 to 26th May 1975 at the initial period of the formation of the Committee. Therefore, during the function of the Committee, it observed that it would not be possible to submit its report within the prescribed time limit and hence an extension for submission of the report by a further period of three months was requested. The Government accordingly extended the time-limit for submission of the report upto 3rd November 1975, *vide* its Resolution No. MWA. 2675/77/Lab-5, dated 31st July 1975 (Annexure VII). The Committee could not complete its work within the extended time-limit prescribed above as it had to visit about 20 centres outside Bombay. The visits to these centres could not be undertaken on account of extraordinarily heavy monsoon this year as also the change in the Member-Secretary. Hence, the Government was again requested to grant further extension upto 3rd May 1976. The Government granted the extension only upto the 3rd March 1976, *vide* Government Resolution, Industries, Energy and Labour Department, No. MWA. 2675/77/Lab-5, dated 31st July 1975 (Annexure VIII).

1.6. *Procedure followed by the Committee.*—The first meeting of the Committee was held on 14th March 1975 to consider the procedure to be followed and to draft the questionnaire to be issued to the employers, employers' associations and federations of employers and trade unions. The Committee discussed and approved the questionnaire in the meeting held on 8th July 1975. The Committee then decided to issue questionnaires (Annexures IX, X and XI)

to the employers associations, federations of employers and trade unions connected with the employment. The Committee then tentatively chalked out a tour programme of important printing centres with a view to make on the spot inquiry and interview the representatives of trade unions, associations of employers and persons interested in the enquiry. The questionnaire finalised by the Committee was divided into three parts:

- (1) Employers;
- (2) Employers' Associations, Federations and Trade Unions; and
- (3) Employees.

The questionnaire was prepared both in English and Marathi to facilitate easy understanding by all. The questionnaire was then issued to concerned associations, unions and individual employers. In addition, the investigators from Labour Commissioner's Office were deputed to visit printing presses personally at important centres and collect the required data for the use of the Committee.

1.7. The break-up of the questionnaire issued and replies received is as follows:—

Division	Number of Questionnaires issued to Employers	Replies received from Parties
1. Greater Bombay	1,500	75
2. Poona Division	322	10
3. Nagpur Division	150	Nil
4. Aurangabad Division	38	Nil
5. Bombay Division excluding Greater Bombay	700	30
6. Unions in the Printing Industry in Maharashtra State.	30	Nil
7. Associations and Federations	15	Nil

1.8. *Publicity.*—After the questionnaires were issued a press note was also issued through the Director of Publicity giving wider publicity for the purpose for which the Committee had been appointed and the employers, unions and associations were asked to submit replies to the questionnaire. Similarly, at the time of each tour programme separate advanced press notes were issued and persons interested in the enquiry were requested to appear before the Committee to record their views and evidence in the matter of revision of minimum rates of wages.

1.9. *Tours undertaken by the Committee.*—The Committee visited the following centres of Printing Presses in the State, a list of which is given below:—

The Name of the Centre visited by Committee	Dates
1. Bombay	29th August 1975. 16th September 1975. 17th September 1975. 6th October 1975. 7th October 1975. 18th October 1975. 19th October 1975.
2. Sangli	7th November 1975.
3. Kolhapur	8th November 1975.
4. Thana/Kalyan	5th December 1975.
5. Nasik	17th December 1975. 18th December 1975.
6. Ahmednagar	16th January 1976.
7. Poona	17th January 1976.

At each of the centres the Committee selected printing presses of different sizes and doing different kinds of work such as letter presses, litho presses, Government and semi-Government presses. The Committee, during the visits paid to the printing presses, observed the working conditions and made enquires regarding the rates of wages paid to the different categories of workers. The committee also inspected records maintained by the employers and ascertained from them information regarding type of machinery installed, type of work done by the presses, number of shifts worked, rate of wages paid and number of workers employed therein.

1.10. The Committee visited the printing presses at the following centres on the dates mentioned below:—

Places visited	Dates	Number of presses visited
1. Bombay	29th August 1975 16th September 1975 17th September 1975 6th October 1975 7th October 1975 18th October 1975	37
2. Sangli	7th November 1975	4
3. Kolhapur	8th November 1975	14
4. Thana/Kalyan	5th December 1975	7
5. Nasik	18th December 1975	11
6. Ahmednagar	16th January 1976	16
7. Poona	17th January 1976	18

During the tours of the various centres the Committee interviewed the representatives of the following unions and associations of employers and obtained their views:—

Places	Dates	Names of the organisations
Sangli	7th November 1975.	The Representative of— (1) The Press Kamgar Union, Sangli. (2) Sarva Shramik Union, Sangli. (3) Deputation of Employers, Sangli. (4) Deputation of Workers of Jilha Parishad Press, Sangli.

Places	Dates	Names of the organisations
Kolhapur ..	8th November 1975.	(1) Representative of General Workers Union, Kolhapur. (2) Managing Director of Mudrak Sahakari Sangh, Kolhapur and (3) Deputation of Employers and Employees of Kolhapur.
Nasik ..	18th December 1975.	(1) Representative of Nasik Labour Union. (2) B.Y.K. Workers Labour Union, Nasik. (3) Deputation of persons of Y.P.P., Nasik.
Ahmednagar.	16th January 1976.	(1) Representative of Ahmednagar Jilha Labour Union. (2) Deputation of Employers and Employees of Ahmednagar.
Poona ..	17th January 1976.	(1) Representatives of Sarva Shramik Sangh, Poona. (2) Management Consultant representing Type Foundries in Poona. (3) Adviser, Poona Exercise Books Mfrs. Association, Poona. (4) Deputation of Employers and Employees of Poona.
Bombay ..	3rd February 1976.	(1) Manager, Kanada Press, Fort, Bombay. (2) Partner, Co-operative Printing Works, Bombay. (3) General Secretary, Press Mazdoor Sabha, Bombay. (4) Nagpur Mudrak Sangh, Nagpur. (5) Hon. Secretary, Maharashtra State Exercise Books Mfrs. Association, Bombay. (6) Deputation of Workers. (7) Maharashtra Mudran Parishad, Bombay.
Bombay ..	4th February 1976.	(1) Deputation of Employers of Rulling Binding Establishments. (2) Labour Advisers on behalf of Bombay Master Printers Association, Bombay. (3) Labour Adviser on behalf of Mumbai Mudrak Sangh, Bombay.

1.11. The Committee, in all, had 13 Meetings at the following places on the dates mentioned below:—

Place of Meeting				Dates
Bombay	..	..	..	14th March 1975.
Bombay	..	..	..	3rd April 1975.
Bombay	..	..	..	8th July 1975.
Bombay	..	..	..	30th August 1975.
Bombay	..	..	..	19th October 1975.
Bombay	..	..	..	3rd February 1976.
Bombay	..	..	..	20th February 1976.
Bombay	..	..	..	21st February 1976.
Bombay	..	..	..	4th March 1976.
Bombay	..	..	..	5th March 1976.
Bombay	..	..	..	27th March 1976.
Bombay	..	..	..	2nd April 1976.
Bombay	..	..	..	3rd April 1976.

CHAPTER II

NATURE AND CONDITION OF THE PRINTING INDUSTRY AND MINIMUM WAGES THEREIN

2.1. The history of printing is an integral part of the general history of civilization. The principal vehicle for the conveyance of ideas during the past five hundred years, printing touches upon, and often penetrates, almost every sphere of human activity.

As 'Adventure and Art' Gutenberg described his epoch-making invention in 1439; and 'Adventure and Art' have ever since remained the characteristic feature of the printed book—*S. H. Steingberg*.

2.2. In our country, particularly since independence, the standard of printing is much improved and the printers have been consistently striving to improve the quality of printing. The Governments are also encouraging efforts to create and develop quality consciousness amongst the printers and have been granting Awards for Excellence in Printing. In our State particularly, the Government itself is the biggest employer and has its own presses at Bombay, Poona, Nagpur, Kolhapur, Aurangabad and Wai employing about 5,000 workmen and has introduced developed techniques and sophisticated machinery for printing. The profile of Government printing itself is undergoing a radical change as the activities of our Government have also increased enormously in several directions. The Government has embarked upon vast programmes of economic development and social justice. Consequently, there has been spontaneous increase in the quantity and variety of printed materials in various forms. In our democracy, the Government has necessarily to make deliberate planned and sustained efforts to establish and maintain mutual understanding between itself and the people. In the circumstances, the printing industry becomes an important means of reliable and effective communication. With the emphasis on spread of education, knowledge and information as well as commercial requirements, the printing industry should be increasing day by day, even in the private sector. The new techniques are replacing old. Similarly, new sophisticated and automatic machineries in big presses are replacing old wherever advance techniques in printing processes are utilised. It can be safely said that our State is in the vanguard of the printing industry in quality in our country.

2.3. There are more than 4,000 printing presses in the whole of the State, but the main concentration of the printing presses is in urban areas where there

is significant industrial and commercial growth rapidly taking place. In Bombay, Poona and Nagpur there are few presses which compete in quality printing even on an international level. They have most up-to-date techniques and machinery introduced in their processes. It is, therefore, evident that composing of types by hand has been shifting towards mechanical composition by mono-type or lino-type operation. By one or two presses which are owned by Industry such as Tata Press, a new process of photo-type setter is introduced. In Lithography, Calligraphy and Chromo lithography is replaced by camera operations using screens and filters for making deep etched plates on zinc, aluminium, microzinc for off-set machines which are capable of printing four colours at a time. One or two presses have perfected even diazo presensitized plates. The machinery in Quad Demy size is introduced for large poster printing and for magazine production. Web off-set are installed in few large presses. Manual operations in bindery are now mechanized particularly for folding, sewing, numbering, blocking and even for bookcase making. In spite of modernization, as we go from urban areas to mofussil the main feature of the printing shop is the one treadle press where one compositor, one treadle pressman and one binder is a standard employment potential of the workers employed. Many a times, a workman employed in such printing shop is versatile and is capable of doing all types of operations for such printing shops. In some of such printing shops the employees are family members.

2.4. The Committee has observed there has been constant demand for highly skilled labour and a need for training of required skills in the Industry. Unfortunately, we are still lagging behind in required training facilities for skills and much reliance is on trial and error method while working. Because of advance techniques, the highly skilled labour requires inplant training for new techniques or higher skilled techniques. Besides the Government School of Printing Technology in Bombay, one private school at Pune, for some courses introduced in I.T.I. and in Secondary Schools, there are no facilities available for training in the Printing trades. Now because of implementation of the 20-Point Economic Programme and Employment Promotion Programme apprentices are being appointed in the printing presses compulsorily to the extent of about 2 per cent of the total employment. But the training system still continues on the floor shop by trial and error method. Many a times, such provisions for apprentices unfortunately are found misused.

2.5. The Government of Maharashtra being conscious of social justice, have brought about fixation of minimum wages for many industries where labour is found to be unorganised. The workers in the printing industry were brought in the ambit of the Minimum Wages Act, 1948 by then Bombay State Government since 1955. Thereafter Government of Maharashtra appointed the Second Committee for revision of minimum wages in the printing industry in 1963, unanimous recommendations of which are in force from 1st January

1965. This Second Committee for the first time fixed minimum wages for Vidarbha and Marathwada regions of the State and had been a pioneer in introducing scheme of special allowance in addition to the basic rate of minimum wages to neutralise the rise in cost of living. This special allowance is linked up with the Bombay Consumer Price Index for the Working Class (old series) for the whole State. But the rate of special allowance varies from zone to zone, in the State. There have been complaints of non-implementation of the minimum wages, but the rate of minimum wages have been implemented generally in the industry.

2.6. The Second Committee had divided the State into four Zones including Vidarbha and Marathwada regions. The zones comprised of the areas as follows:—

Zone No. I.—Greater Bombay.

Zone No. II.—Poona and Nagpur.

Zone No. III.—Sholapur, Kolhapur, Nasik, Nasik Road, Deolali, Deolali Cantonment, Malegaon (Nasik), Ahmednagar, Dhulia, Jalgaon, Bhusaval, Sangli, Miraj, Ichalkaranji, Barsi, Bhiwandi, Amalner, Madhavnagar, Koregaon (Satara), Pandharpur, Satara, Satara Road, Nandurbar, Ambernath, Chalisgaon, Karad, Manmad, Ratnagiri, Karjat (Kolaba), Pen, Panvel and Alibag, Amravati, Akola, Gondia, Chanda, Wardha, Yeotmal, Khamgaon, Kamptee, Bhandara, Jalna, Latur, Parbhani, etc.

Zone No. IV.—Comprising of all other places not included in Zone I, Zone II and Zone III above.

2.7. As per the recommendations of the Second Committee for revision, the minimum wages including special allowance for various Zones for unskilled class since 1st January 1965 have been as follows:—

From period	Zone I	Zone II	Zone III	Zone IV	Bombay average Index of previous six months
1st January 1965	85	70·00	65·00	60·00	500
1st July 1965 ..	91	74·50	68·75	63·00	530
1st January 1966	99	80·50	73·75	67·00	570
1st July 1966 ..	107	86·50	78·75	71·00	610
1st January 1967	115	92·50	83·75	75·00	650
1st July 1967 ..	121	97·00	87·50	78·00	680
1st January 1968	129	103·00	92·50	82·00	720
1st July 1968 ..	133	106·00	95·00	84·00	740

From period		Zone I	Zone II	Zone III	Zone IV	Bombay average Index of previous six months
1st January 1969	..	131	104·50	93·75	83·00	730
1st July 1969 ..	..	135	107·50	96·75	85·00	750
1st January 1970	..	139	110·50	98·75	87·00	770
1st July 1970 ..	..	141	112·00	100·00	88·00	780
1st January 1971	..	147	116·50	103·75	91·00	810
1st July 1971 ..	..	147	116·50	103·75	91·00	810
1st January 1972	..	155	122·50	108·75	95·00	850
1st July 1972 ..	..	157	124·00	110·00	96·00	860
1st January 1973	..	163	128·50	113·75	99·00	890
1st July 1973 ..	..	175	137·50	121·25	105·00	950
1st January 1974	..	191	149·50	131·25	113·00	1030
1st July 1974 ..	..	211	164·50	143·75	123·00	1130
1st January 1975	..	245	190·00	165·00	140·00	1300
1st July 1975 ..	..	253	196·00	170·00	144·00	1340
1st January 1976	..	253	196·00	170·00	144·00	1340

2.8. The below chart gives the comparative figures of basic rate of minimum wage excluding the special allowance for various classes in various zones:—

Class		Zone I	Zone II	Zone III	Zone IV	
Unskilled	85	70	65	60
Semi-skilled	95	80	75	70
Skilled ' D '	105	90	85	80
Skilled ' C '	115	100	95	90
Skilled ' B '	130	115	110	105
Skilled ' A '	155	140	135	130

2.9. Though the minimum wage is fixed for workers in the printing industry in Maharashtra State, all the workers are not necessarily benefited under this Act. The Central Government has two presses at Nasik Road employing about 7,000 workers whose wages and other service conditions are governed by the Government of India's Pay Commission's recommendations. The wages of the workers employed in printing presses of Government of Maharashtra

are fixed on the basis of the recommendations of the Badkas Commission. In case of non-working journalists working in the newspaper industry, wages are fixed under the recommendations of the Wage Boards appointed by the Central Government for the purpose. It is, therefore, very clear that the minimum wages fixed under the Minimum Wages Act, and enforced by the State Government, are mainly concerned with workers employed in the job printing presses in private sector. In private sector, wherever the workers are organised in trade unions, they have their settlements or awards by collective bargaining or through the machinery of conciliation and adjudication under the Industrial Disputes Act, 1947 and normally such settlements or awards have somehow granted more wages, than the present minimum wages depending not only on the capacity to pay of the individual concerns but also the bargaining power of the unions. Such settlements and awards are found in printing presses where more than 20 workers are employed. The settlements and awards between the management and the workers are existing mostly in Bombay, Poona and Nagpur among leading presses only, known for their size and capacity.

2.10. It was noticed that particularly bigger printing presses are found anxious to maintain production and also productivity. The Government Central Press in Bombay, under the auspices of Joint Management Council, made efforts regularly for increase in productivity and the workers there had co-operated in the efforts. The National Productivity Council had sent one team abroad for study of several facts of productivity in printing industry. There was seminar held in the School of Printing Technology in Bombay over the report of the team. What efforts were made to implement the recommendations of that team, are not known. The Committee feels, the implementation of the recommendations of that team are necessary so that the economic bias prevailing in printing industry can be done away with; technical development could be recognised and that would be to the mutual advantage of the employers and the workers and for recognition of the printing industry in total industrial development of the country.

2.11. The last Committee had recommended norms for minimum out-turn for working of eight hours a day. These are quite reasonable and the Committee strongly endorses their implementation. In this era, when emphasis is on discipline and production, implementation of such reasonable norms of production will help the industry and the workers in many ways in future. We observe that there can be co-operation from all concerned for implementation of such a constructive move.

2.12. Unfortunately, during the last three years in particular, the industry went through terrible strain and stress. There was shortage of paper and other raw materials. Prices had shot up beyond the reach and malpractices of on-money handicapped working of the industry. The State Government

nationalised printing of school text-books. The Government established Maharashtra State Bureau of Text-Books Production and Curriculum Research. The Text-Book Bureau took over the publication of all the school books upto X standard. No doubt the printing of text-books was mainly entrusted to private presses which helped few favoured presses to expand but the established publishers were adversely affected and their printing presses suffered heavily. Some leading big industrial units have started their own monopoly printing presses. They do pay the workers employed in their printing departments on par with other workers employed in their units, wage rates of which are generally more than the minimum rates of wages fixed for the printing industry. But thereby continuous volume of print orders available to the printing industry are reduced. Moreover, restrictions imposed by the Government on printing of calendars, diaries in small sizes and on the use of art paper in general, have also reduced the quantum of print orders. This resulted in printing press owners unwisely indulging in cut-throat competition and thereby losing reasonable revenue otherwise available. The power shortage enforced during the last two years also affected the industry adversely. This whole situation resulted in dwindling of the profit position of many presses and caused some retrenchment of workers. During such desperate period we found certain unhealthy practices in the printing presses on the increase. To get the composing work done on piece-rate system and to divert binding work to the contractual labour within the premises or outside is on the increase so as to cut down the cost of production. The printing press owners were caught in such a situation where they could not take any action against the suppliers of paper and raw materials. The Government, therefore, had to intervene and an effort on all India basis was made particularly to lay down norms for paper production and certain grades of paper available to printing industry in private sector, especially for book printing and for manufacturing of exercise books at control rate. Since the introduction of emergency on 26th June 1975, the things are taking shape for good and prices of paper and raw material as well as consumer goods are coming down appreciably as may be seen from retail prices in shops and may soon be stabilised, providing relief to industry and the workers. This is hopeful situation and printing industry can and shall again leap forward for betterment and prosperity. We also hope appropriate opportunities and encouragements might be provided by the Central and State Governments to the industry and the industry will adopt better understanding towards the workers, soliciting their co-operation in discipline and production, and allowing to share their gains with the workers; will prove best service industry to the nation, which may be recognised as industry in priority sector in future.

CHAPTER III

CONCEPT OF MINIMUM WAGE

3.1. In modern welfare State, such as ours, consideration of social justice play a major role in shaping social, economic and industrial policies. The Directive Principles of State Policy embodied in Article 43 of the Constitution of India states " The State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities and, in particular, the State shall endeavour to promote cottage industries on an individual or co-operative basis in rural areas." This directive protects labour against the exploitation and assures an adequate means of livelihood as well as economic justice.

3.2. The International Labour Organisation has consistently pressed for the achievement of a minimum standard of living for workers. The International Labour Conference held in 1964 urged upon the Member-States to ensure adequate minimum living standard to all workers and their families, particularly, through dynamic minimum wage and social security measures, which systematically take account of economic growth and rising living costs. There has been growing recognition that raising and developing the quality of human resources is as essential to future development as is accumulation of capital. Hence, minimum wage determination has to be based on various socio-economic factors rather than left to the market forces of supply and demand.

3.3. The Whitley Commission examined the question of ' minimum wage ' specifically in the light of International Labour Organisation Convention and observed, " In our view the Convention, in referring to trades in which wages are ' exceptionally low ', must be regarded as having in view trades in which wages are low, not by comparison with western or other foreign standards, but by comparison with the general trends of wages and wage levels in kindred occupations in the country concerned...."

3.4. Popular Ministries which came into power in 1937, had appointed Committees to consider the question of minimum wage fixation. These Committees were generally in favour of minimum wage regulation. There was a full debate over the issue of statutory minimum wage in the Indian Labour Conference. A special Sub-Committee was appointed to scrutinise this issue. Ultimately, Minimum Wage Bill was introduced in the Central Legislative Assembly in April 1946 and the Minimum Wages Act was brought into force from March 1948.

3.5. "The passing of the Minimum Wages Act, 1948 is a landmark in the history of labour legislation in the country." This is observed by National Commission on Labour, of which Shri P. B. Gajendragadkar was the Chairman. The report of the Commission further states: "It recognises that the wages could not be left to be determined entirely by market forces. As we have already indicated once the minimum wage is fixed according to the provisions of the Minimum Wages Act, it is not open to the employer to plead his liability to pay the said wage to his employees. In other words, after the minimum wage is determined under the Act, the obligation of the employer to pay the said wage is absolute." In country like ours, where the number of unemployed persons is very large, the Legislature realised that if the rule of the market forces is allowed to prevail, it would be difficult to prevent sweating or exploitation of labour through payment of unduly low wages. It was to prevent this position that the law was enacted and specific provisions made for determining the minimum wages in respect of scheduled industries. The National Commission on Labour in its report, 1969, further contends—"A criticism against the Act has been that it does not define the term 'minimum wage'. While several States consider that the concept of minimum wage as currently applied to sweated industries needs no change, trade unions have urged that to avoid differences in interpretation by wage fixing authorities, 'minimum wage' should be spelt out in precise terms. Our examination has revealed that neither the Advisory Committees set up under the Act nor the State Authorities in charge of minimum wage fixation have followed a uniform set of principles while fixing or revising wage rates. They have mostly been going by their own assessment, over which the prevailing rates of wages have a firm hold.

The minimum wages may thus vary from region to region and even within the same region from time to time depending on particular situations. Prescribing some rigid criteria in regard to minimum wage fixation is, therefore, neither feasible nor desirable. It will necessarily have to be left flexible. We are further of the opinion that laying down a rigid cash equivalent of the content of a statutory minimum wage whose coverage is essentially transitional under conditions of development would not serve any useful purpose."

3.6. The Third Pay Commission in its report (1973) while recommending minimum remuneration to the Central Government employees has discussed the issue of minimum wage elaborately. It has observed that (para 24) it would be useful to recall here that the Second Pay Commission which, too, had examined the demand of the employees for a need-based minimum wage, according to the norms recommended by the 15th Indian Labour Conference, came to the conclusion that the monetary value of such a minimum wage would be out of tune with the level of per capita national income. Since the Report of the Second Pay Commission, several Wage Boards have examined similar demands from the employees. Without exception they came to the conclusion that such a need-based minimum wage could not be recommended,

being beyond the capacity of the industries to pay. The National Commission on Labour also expressed the view that the need-based minimum wage could be introduced by convenient and just phasing, keeping in mind the extent of the capacity of the employer to pay the same. (Para 25). The fixing of minimum wages should be in harmony with broad principles of policy relating to economic and social developments and particularly the achievement of rapid growth and equitable distribution of national income. Further, the minimum wage should be realistic, and it should be in consonance with the conditions prevailing in the country. One has to avoid the danger of setting premature and unwise minimum standards which the country and the economy can ill-afford. Such standards may raise expectations all round, and since they would be incapable of fulfilment because monetary wages would soon be eroded by a rise in prices, frustration would deepen all the more. The additional expenditure involved in fixing the minimum remuneration on the basis recommended by the 15th Indian Labour Conference, and the inevitable repercussions such a course would have on State Governments, Local Bodies, Universities, etc., would, in the aggregate, have a deleterious effect on the total budgetary resources. It would lead to drastic curtailment of developmental expenditure, and a slowing down of projects which would further aggravate the present unemployment situation in the country, to the solution of which the Government attaches paramount importance. Having regard to the prevailing level of wages in the agricultural sector and the general minimum level in trade and industry, except in certain organised private and public sector undertakings, which should be considered more as an exception rather than the rule, we feel that the adoption of the minimum remuneration based on the 15th Indian Labour Conference norms at this stage would be tantamount to a misdirection of resources. We have, therefore, not found it possible to recommend that under existing conditions the minimum remuneration of Central Government employees should be fixed on the basis of the norms recommended by the 15th Indian Labour Conference. ”

3.7. In conclusion, the National Commission on Labour found that the quantum of monetary minimum wage calculated on basis of 15th Indian Labour Conference is not realisable in the near future.

3.8. In the year 1964 the Government of Maharashtra had appointed a “ Norms Committee ” under the Chairmanship of Shri B. S. Kalelkar. The said Committee discussed on page 28 of it’s report Part I on subject of need based minimum wage. On studying various Awards by Industrial Tribunals and Arbitrators, the Industrial Tribunals in this State, have so far, in general expressed their inability to grant a need based minimum wage. In the case of *East Asiatic Company vs. its workman*, the learned Tribunal opined that the need-based minimum wage is an aim to be kept in view and could not be achieved in one stroke of adjudication proceedings.

In the Supreme Court judgement in Crown Aluminium Work’s case (L.L.J.-1958 Volume I) it is observed that “ there is, however, one principle which

admits of no exceptions. No industry has a right to exist unless it is able to pay its workmen at least a bare minimum wage.”

It must be added here that theoretically no wage structure could or should be revised to the prejudice of workmen if the structure in question falls in the category of the bare subsistence or the minimum wage.

3.9. While revising the minimum rates of wages in the printing industry for the second time our Committee has taken a practical view. The last Committee had taken the following view while unanimously revising the rates of minimum wages for the printing industry in the State then.

3.10. The Fair Wage Committee appointed by the Government of India in 1948 held that while the lower limit for the fair wage must obviously be the minimum wage; the upper limit was set by the capacity of the industry to pay. As regards the living wage the Fair Wage Committee found that there was general agreement that the living wage should enable the male earner to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of frugal comfort including education for children, protection against ill-health, requirement of essential social needs and measure of insurance against the more important misfortune including old age. It would thus appear that the living wage would be the ideal to be attained through the stages of minimum wage and fair wage. The bare subsistence of minimum wage is a wage which would be sufficient to cover the bare physical needs of a worker and his family i.e. a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay. The primary factor to be taken into consideration while fixing the minimum rates of wages should be the cost of minimum subsistence. The main consideration which is to be borne in mind is that the industry should be able to maintain production with efficiency and the fixation of the rates of wages should be such that there are no movements from one industry to another owing to the wide disparities and employment at existing levels is not only maintained but if possible increased. We agree with this view point.

3.11. Our Committee fully appreciates the need for reasonable revision of rates of minimum wages as existing at present. We have to balance judiciously and realistically the needs of labour and needs of the industry to survive and develop in competitive economy. Hence our approach is one of compromise bearing in mind following criteria as suggested by Expert Committee appointed by International Labour Organisation to study the problems of developing economy including problems of minimum wage fixation. (1) Workers' needs, (2) Employers' capacity to pay, (3) Wages or income prevailing elsewhere in the country, (4) requirements of economic development. Naturally, the existing conditions of the industry and existing wage level in the industry are taken into consideration by us, while recommending the revision of rates of minimum wages for the second time.

CHAPTER IV

THE VIEWS OF THE EMPLOYERS AND THEIR ASSOCIATIONS

4.1. (1) The revision of minimum wages in the Printing Industry is not limited to mean, fixation of minimum wages at higher or upper level only, but it means that the whole matter is to be considered *de novo*.

(2) There are different rates of minimum wages in the different zones of the State in the various Industries. In our industry, the minimum rate of basic wage has been coupled with the special allowance since July 1965. This has created imbalance and anomalous position. Hence the revision of minimum wages should be examined in the light of rates of minimum wages prevalent in cross section of different industries covered under the Act.

(3) The financial position of the Printing Industry should be taken into consideration while revising the minimum wages, particularly profitability of the printing industry.

(4) There should be no revision of the minimum wages as the rates are higher than other industries.

(5) The industry is finding difficult to cope up with the wage burden.

(6) The competition in the industry is of cut-throat nature.

(7) The Government has taken care of the questions like Bonus, Gratuity, Provident Fund, Employment State Insurance Scheme and this should be borne in mind.

(8) Any revision upward will be of disadvantage to the industry.

(9) The Committee should visit all places in districts and collect all possible information regarding industry in the Maharashtra State.

(10) Because of implementation of 20 points economic programme declared by Prime Minister, the prices of articles are falling down, hence the question of revision of minimum wages should be postponed for 2 years.

(11) Unless all the industries covered under the schedule appended to the Minimum Wage Act are provided with the special allowance, the minimum wages in printing industry should not be revised.

(12) The existing zones should not be changed.

(13) The existing classification of the categories should not be changed.

(14) The definition of each category is necessary to be made by job evaluation.

(15) The last Committee had recommended the norms of production for many categories. This should be made conditional and linked up with minimum wages.

(16) The printing industry is "service industry" and not manufacturing one. Moreover, the Government has done nationalization of school text books. Because of the rise in prices of paper and other raw material, the quantum of print orders is much reduced. These factors should be borne in mind, while revising minimum wages.

(17) The Government should decide economic rates for the print orders to be executed by the private presses; keeping in mind, the minimum wages to be paid. The Government should not insist on tenders for printing.

(18) The Committee should also fix the rates for piece work.

(19) The Committee should also take into consideration the minimum wage rates paid by the neighbouring States, so as to avoid unnatural competition.

(20) The Government is supplying paper at control rate for manufacturing of exercise books, but the cost of production of exercise books in our State is higher than other States. Because of higher minimum wages in our State, the exercise books manufacturing units should be given special concession of lower rate of minimum wages.

(21) The printing units which are not covered under Factories Act, 1948 should be excluded from the purview of the Minimum Wages Act.

(22) The Government should take necessary action for providing In-Plant-Training Centres for skilled labour in printing industry.

4.2. *Views expressed by employees or their Trade Unions.*—(1) It is necessary to revise and increase the existing rates of minimum wages including special allowance as there has been tremendous increase in cost of living during the last decade and though special allowance has linked up with the Bombay Working Class Consumer Price Index, the rise in minimum wages has not been adequately compensated the rise in cost of living even at the ratio of 1965. The revision should provide adequate increase in the minimum wages fixed to compensate the rise in prices.

(2) During the last decade, the difference in Cost of Living of the employees living in urban and rural areas is much reduced. Hence the difference maintained in minimum wages including special allowance for various zones in the State should be reduced adequately.

(3) There should be only two zones viz., Zone I comprising of only Greater Bombay and Zone II comprising rest of Greater Bombay. Some Unions even suggested one zone throughout Maharashtra State fixing minimum wages of the unskilled category at Rs. 400 per month.

(4) The Minimum Wages Committee should also provide annual increments.

(5) Unhealthy system of Contractual Labour and Piece Rate System should be abolished.

(6) The workers interest should not be allowed to be suffered because of cut-throat competition among the Press owners.

(7) Particularly, the skilled categories in the Printing Industry require higher degree of skilled and the techniques utilised are fast improving along with installation of sophisticated automatic machineries. Many hand operations are being replaced by mechanical operations. There is growing demand for quality printing. These factors should be borne in mind while revising minimum wages of skilled categories and weightage should be given for wider difference in minimum rates of wages between the classes of categories.

(8) There should be only two categories viz., highly skilled and skilled.

(9) There should be adequate provision for training for skills in printing at every district including provision for In-plant training.

(10) There should not be difference of more than Rs. 25 in all, in the rates of minimum wages for each Zone.

(11) The small printing Shops are not covered under provisions of fringe benefits available under Labour laws stipulating Bonus, Provident Fund, State Insurance, Gratuity etc. Moreover, minimum quantum of bonus is reduced from 8.33% to 4% wherever the Act is applicable. These factors should be taken into account while revising and increasing minimum rates of wages.

(12) Some unions suggested that Committee should provide production incentives Schemes based on scientific assessment of categorywise out-turn.

(13) The period of apprenticeship should be reduced.

(14) The previous Committee had suggested minimum wages based on Bombay Consumer Price Index No. at 480 but while enforcing the revised rates of minimum wages the Government based the rates of Index at 500. The loss thereby should be compensated in revision.

(15) Because of implementation of revised rates of minimum wages last time, no press is closed down but number of new printing presses have been increased. There should be very alert Government machinery provided for implementation of minimum wages and prompt action should be taken in complaints of non-payment of minimum wages.

CHAPTER V

RECOMMENDATIONS

5.1. The previous Minimum Wages Committee appointed by Government had brought to their notice, that while recommending the increase in the minimum wages they should also relate such increase *vis-a-vis* skills with minimum production standards. This Committee after much deliberation give same emphasis and request Government that production standard should be strictly implemented as recommended by the Committee. On the basis of this, the Committee recommends increase in the basic minimum wage. This Committee also points out that at this stage, it insists on production norms being made mandatory for the increases recommended, failing which it is the unanimous opinion of the Committee that production which relate with the implementation of the 20-point programme of the Prime Minister will not be done.

5.2. The Committee has observed that the minimum wages in the printing industry defer from State to State. Consequent to this, the neighbouring States where the minimum wages less than Maharashtra State, create unhealthy competition and thus take away fair share of printing outside the State. This has created unemployment in the printing industry and also a struggle for survival for employers. Government should not allow this kind of exploitation by the neighbouring States.

5.3. Our experience has been that on account of the extraordinary rise in the special allowance in the last few years, minimum wages as a result have not been and cannot be implemented realistically throughout the State. Therefore the Committee recommends that an Advisory Committee to see to the functioning and implementation of the minimum wages be appointed consisting of (1) Government nominee, (2) Nominee from Labour Commissioner's Office, (3) representatives on behalf of employers' side and (4) Three representatives on behalf of employees.

5.4. *Facilities for the training in the craft.*—Presently the Department of Technical Education has approved four different courses of training in the Printing Craft. In Bombay area the State Government has lately started with the help of the Central Government a regional School of Printing Technology. The total capacity of the school is 225 with about 50 new entrants every year. It conducts 3 years full time courses and part-time 4 years courses in

Letterpress printing and Lithography. Diplomas are awarded after the final examination. The graduates of the school mostly join the industry as Supervisors.

At advance certificate course in Composing and Printing has been conducted at two places in Bombay and Poona. It is again a full time 3 years course with the regional language as the medium of instruction. The intake is about 20 students every year.

5.5. *Inter-State Competition.*—The Association of employers have brought to the notice of the Committee serious competition the industry in the State is facing from their counterparts in the neighbouring States on account of prevalence of abnormally low wages there. The employers have urged that the State Government should make strong representation to the Central Government to call upon these State Governments to fix or revise minimum rates to fall in line with these prevailing in this State in order to eliminate Inter-State competition.

While making the recommendations the Committee has taken into consideration the various factors such as overall picture of the industry in different areas of the State, the nature of occupations, the skills involved in the various jobs, the variations in the cost of living, the extent of urbanisation and the principles underlying the concept of minimum wage. It is our firm opinion and conviction that unless the categories are classified scientifically and norms fixed therefore, it will not contribute to the growth of the industry and secure benefits to workers.

CHAPTER VI

SUMMARY OF RECOMMENDATIONS

Recommendations for the revision of the minimum rates of wages in any industry in which any process of printing by letterpress, lithography or photogravure or other similar work or work incidental to such process or book binding is carried on in the Maharashtra State.

Category	Zone I	Zone II	Zone III
	Rs. per month	Rs. per month	Rs. per month
<i>Skilled ' A '</i>			
1. Lino-type Operator or Inter-type Operator ..	180	165	160
2. Camera Operator.			
3. Tricolour Etcher or Multi-Chromo Etcher.			
4. Block Maker (integrated).			
5. Rotary Pressman.			
6. Commercial Artist or Designer.			
7. Litho Artist or Calligrapher.			
8. Negative-Positive-Retoucher.			
9. Offset Platemaker (Deep-Etched).			
10. Proof Printer (Multi-Colour).			
11. Offset Printer.			
12. Layoutman (Photogravure).			
13. Etcher (Photogravure).			
14. Retoucher (Photogravure).			
15. Exercise Books Machineman.			
16. Electrician.			
17. Mechanic.			
18. Accountant, Cashier or Head Clerk.			
19. Stenographer.			

Category	Zone I	Zone II	Zone III
	Rs. per month	Rs. per month	Rs. per month
20. Foreman, Supervisor or Sectional Head who supervises the work of at least 5 employees.	180	165	160
21. Employees by whatever name called doing work of skilled ' A ' nature is done by persons falling under the above entries.			
<i>Skilled ' B '</i>			
1. Ludlow Operator or Elrod Operator ..	155	140	135
2. Monotype Key Board Operator.			
3. Proof Reader.			
4. Compositor (Display and Pagemaking).			
5. Cylinder Pressman (Automatic).			
6. Halftone Etcher.			
7. Transfer Printer or Metal Printer (Blocks).			
8. Engraver.			
9. Punch Maker.			
10. Die Maker.			
11. Matrix Maker.			
12. Copy Paster (Litho Offset) or Step and Repeat Operator.			
13. Transfer Printer or Hand Pressman (Litho-Offset).			
14. Offset Plate Maker.			
15. Toucher or Retoucher.			
16. Flat Bed Printer (Litho).			
17. Embossing Machineman.			
18. Envelope Machineman.			
19. Book Case Making Machineman.			
20. Book Casting-in Machineman.			
21. Steno-typist.			
22. Store-Keeper.			
23. Employees by whatever name called doing work of skilled ' B ' nature as done by persons falling under the above entries.			

Category	Zone I	Zone II	Zone III
	Rs. per month	Rs. per month	Rs. per month
<i>Skilled ' C '</i>			
1. Compositor (Running and Normal Job) ..	130	115	110
2. Imposer or Impositor.			
3. Mono-type Caster.			
4. Super-type Caster.			
5. Type Caster.			
6. Kern Maker.			
7. Foundryman (integrated).			
8. Lino Etcher.			
9. Router-cum-Mounter.			
10. Carpenter.			
11. Stereo-type or Stereo-Caster.			
12. Stereo Router-cum-Mounter.			
13. Cylinder Pressman (Hand Fed).			
14. Platen Pressman (Automatic).			
15. Number Setter.			
16. Die Stamper or Die Plate Printer.			
17. Gilder.			
18. Inter-lay-Cutter.			
19. Cylinder Grainer (Photogravure).			
20. Binder (Volume and Lodger).			
21. Cutter or Guillotinemane.			
22. Three Knives Trimmer.			
23. Adrema Machineman.			
24. Driver.			
25. Clerk.			
26. Time Keeper.			
27. Typist.			
28. Assistant Artists.			
29. Employees by whatever name called doing work of skilled ' C ' nature as done by persons falling under the above entries.			

Category	Zone I	Zone II	Zone III
	Rs. per month	Rs. per month	Rs. per month
<i>Skilled 'D'</i>			
1. Copy Holder	120	105	100
2. Treadle Pressman or Platen Pressman.			
3. Binder.			
4. Sewing Machineman.			
5. Folding Machineman.			
6. Numbering Machineman.			
7. Ruling Machineman.			
8. Box Puncher or Treadle Puncher.			
9. Scorer or Bender.			
10. Box or Envelope Maker (Hand).			
11. Wireman or Assistant Electrician.			
12. Assistant Mechanic.			
13. Employees by whatever name called doing work of skilled 'D' nature as done by persons falling under the above entries.			
<i>Semi-Skilled</i>			
1. Distributor	110	95	90
2. Lino Baller or Barman.			
3. Proof Puller or Galley Pressman.			
4. Type Cutter or Type Dresser.			
5. Type or Found Binder.			
6. Metal Caster or Lead Melter.			
7. Letterpress Feeder or Flyman.			
8. Roller Maker or Caster.			
9. Assistant Etcher.			
10. Assistant Camera Operator or Dark Room Assistant.			
11. Assistant Copy Paster.			
12. Assistant Transfer Printer.			
13. Assistant Plate Maker.			
14. Assistant Toucher.			

Category	Zone I	Zone II	Zone III
	Rs. per month	Rs. per month	Rs. per month
15. Plate Grainer.	110	95	90
16. Stone Grinder.			
17. Offset Feeder.			
18. Flat Bed Feeder.			
19. Roller Stitcher.			
20. Ink Grinder.			
21. Stereo Baller.			
22. Rotary Baller.			
23. Cylinder Baller (Photogravure).			
24. Knife Sharpener.			
25. Assistant Embossing Machineman.			
26. Varnisher.			
27. Waxingman.			
28. Gold Powderer.			
29. Ruling Feeder.			
30. Reamingman.			
31. Label Puncher.			
32. Perforator.			
33. Wire Stitcher.			
34. Counter.			
35. Numberer or Pagingman.			
36. Checker.			
37. Numbering Feeder.			
38. Folder (Hand).			
39. Assistant Carpenter.			
40. Packer.			
41. Assistant Binder (Integrated).			
42. Gunning Machineman.			
43. Employees by whatever name called doing work of semi-skilled nature as done by persons falling under the above entries.			

Category	Zone I	Zone II	Zone III
	Rs. per month	Rs. per month	Rs. per month
<i>Unskilled</i>			
1. Baller or Inker	95	80	75
2. Type-Jet Breaker or Polisher.			
3. Binding Boy.			
4. Helper.			
5. Peon.			
6. Watchman.			
7. Sweeper.			
8. Cleaner.			
9. Mazdoor.			
10. Employees by whatever name called doing work of un-skilled nature as done by persons falling under the above entries.			
Additional Special Allowance which will be variable only on rise for every 10 points over Bombay Working Class Consumer Price Index at 500 (old series) (Maharashtra Government) on the basis that an average of the said Index figure for 6 months from the date of introduction of the above minimum wages shall be calculated and the additional special allowance, if warranted, shall be paid at the rate specified above for the next 6 months. In the like manner, calculation and payment of additional special allowance, if warranted, shall be made every 6 months to compensate the rise in Cost of Living over the said Index Figure of 500 (old series.)	2	1.50	1.25

N.B.—Bombay Working Class Consumer Price Index is and shall be the basis for calculating Additional Special Allowance for all the Zones fixed under this recommendation, irrespective of any other Consumer Price Index prevalent in any Zone.

Zones

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

Zone II.—Shall comprise of areas within the limits of Municipal Corporation or Municipal Council or Cantonment or Gram Panchayat, limits of Poona Municipal Corporation, Poona Cantonment, Kirkee Cantonment, Pimpri, Chinchwad, Thana, Dombivali, Ambernath, Kalyan, Ulhasnagar, Malvali and the Municipal Corporation of Nagpur.

Zone III.—Shall comprise of all other areas not included in Zone I and II above.

(1) Minimum rates of wages shall consist of an all inclusive rate allowing for basic rate, cost of living allowance and cash value of concession, if any.

(2) In the case of an employee employed on a basic other than monthly basis, the minimum rate of daily wages payable shall be computed by dividing the minimum rate of monthly wages fixed for the class of employee to which he belongs by 26, the quotient being stepped up to the nearest paisa.

(3) The minimum rate of wages payable to a child shall be 60 per cent of the rate of minimum wages fixed for the category to which he belongs.

(4) The minimum rate of wages payable to an adolescent shall be 80 per cent of the rate of minimum wages fixed for the category to which he belongs.

(5) The minimum rates of wages payable to an apprentice shall be as follows :—

			First year per cent	Second year per cent	Third year per cent
Skilled ' A '			60	70	80
Skilled ' B '			60	70	80
Skilled ' C '			60	75	....
Skilled ' D '			60	75	....
Semi-skilled			60	....	....

N.B.—The percentage mentioned above represents the percentage of the rate of wages fixed for the category to which he belongs.

The apprenticeship period shall be for (1) Skilled ' A ' and ' B ' three years; (2) Skilled ' C ' and ' D '—two years; (3) Semi-skilled—one year. There shall be no apprenticeship for unskilled category.

The Norms for minimum out-turn for working of 8 hours

1. Mono Operator ..	12 pt. English	40,000 ens
	12 pt. Nagari	24,000 ens
2. Mono Caster ..	12 pt. English	42,000 ens
	12 pt. Nagari	42,000 ens

3. Page Making	..	20 × 36 20 × 30 (D. Crown 16 pps.)	2 forms per day
4. Imposer	..	20 × 30 (D. Crown 16 pps.)	5 forms per day
5. Lino Operator	..	12 pt. English	30,000 corrected ens
6. Hand Composing (with distribution).		12 pt. English	3,000 corrected ens
Hand Mono Akhand	..	12 pt. Nagari	2,000 corrected ens
Hand Degree	..	12 pt. Nagari	1,600 corrected ens
7. Distributor	..	12 pt. English	10,200 ens per day
Akhand	..	12 pt. Nagari	8,000 ens
Degree	..	12 pt. Nagari	6,000 ens
8. Type Casting (Hand Super Caster)	..	12 pt.	12 Kilos per day 30 Kilos per day
9. Proof Readers (Any two languages) for new entrants.		D. Crown 16 pps.	4 forms per day
10. Printing Cylinder (Hand fed) make ready and print.		(D. Crown and D. Demy.	6,000 impressions per day
Platen or treadle (Power) (Hand fed)		Make ready and print	6,000 impressions per day
Platen or Treadle (Foot)	..	Make ready and print	5,000 impressions per day
11. Machine folding	..	Double fool-scape Bigger size.	20,000 sheets per day
		Bigger size	15,000 sheets per day
12. Hand folding	..	3 folds.	3,000 sheets per day
13. Collating	..	D/D forms	15,000 per day
14. Ruling size fool-scape both sides			10,000 sheets per day
15. Sewing (Hand)	..	1600 sections per day.	(6 cuts, 3 segments)
Sewing (Machine)		8,000 sections per day.	(6 cuts, 3 segments)
16. Saddle stitching (Power)	..	6,000 double or 10,000 single stitches	per day
17. Numbering consecutive	..	12,000 digits per day	double 100,000 per day

CHAPTER VII
ACKNOWLEDGEMENTS

The Committee takes this opportunity to place on record its appreciation rendered by employers and their organisations as well as by employees and their unions during the course of the enquiry.

The Chairman is also grateful to the members of the Committee for great pains taken and very valuable co-operation extended by them during the deliberations of the Committee.

The Chairman of the Committee and the members also put their acknowledgement for the strenuous and good work done by the Member-Secretary Shri K. N. Pathare, Assistant Commissioner of Labour, Bombay, especially as he was handicapped for want of staff to carry out the task of the Committee. The Chairman also thanks Shri C. S. Chandawarkar for the strenuous work done on the Committee. Shri S. R. Satam, Clerk-typist has assisted a lot to the Committee in typing of the report.

R. G. MIRASHI
Chairman

P. S. JHABWALA

S. W. DHABE

J. W. D'SOUZA

RAM MAHADIK

S. D. JOSHI

R. T. PUND

M. N. RAMATEKKAR

S. S. ACHAREKAR

B. M. KABRA

K. B. SHINDE

V. V. PATWARDHAN

K. V. RATNAPARAKHE

Bombay :

K. N. PAHARE
Member-Secretary

Dated the 14th April 1976.

**Employers' recommendation on ceiling of Index Number to 1400 (maximum)
in relation to its linking up with the Special Dearness Allowance**

The Special Dearness Allowance was made applicable to Printing Industry only in Maharashtra State in 1965. At that time it was linked with the Bombay Consumer Index standing at 500.

However during the period of last ten years it has gone up by leaps and bounds and it stands now at 1340. No doubt the overall prices of essential commodities and other commodities have shot up immensely and therefore the Consumer Index Number has risen considerably.

But at the same time the Printing Industry in Maharashtra State which consists largely of small printers is unable to absorb these fantastic rises in the Special Dearness Allowance and the whole structure of economy of the Trade has come to a crucial dwindling stage which in our opinion is harmful to the existence and progress of the Industry.

We therefore earnestly recommend to Government to place a ceiling on the Consumer Index Number to 1400 and beyond that it should not be linked up with the Special Dearness Allowance which is in force at present.

(Signed) V. V. PATWARDHAN
Dated 2nd April 1976.

(Signed) M. N. RAMTEKKAR
Dated 2nd April 1976.

(Signed) B. M. KABRA
Dated 2nd April 1976.

(Signed) P. S. JHABWALA
Dated 2nd April 1976.

ANNEXURE I

Minimum Wages Act, 1948:

Appointment of a Committee under the —
for employment in any industry in which
any process of printing by letterpress,
lithography, photogravure, or other similar
work or work incidental to such process of
book-binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2674/100982/Lab-III-A

Sachivalaya, Bombay 400 032, dated the 3rd February 1975

RESOLUTION.—In pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Maharashtra hereby appoints the Committee as shown in the Annexure to the Resolution, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, No. (1) MWA-2662/Lab-III, dated 31st December 1964; (2) MWA-2662 (i)/Lab-III, dated the 31st December 1964; (3) MWA-2662/(II)-Lab-III, dated the 31st December 1964; (4) MWA-2662/Lab-III, dated 21st April 1965 and (5) MWA-2662/Lab-III, dated the 29th March 1966.

2. Shri M. V. Nikumbh, Assistant Commissioner of Labour, Bombay, should be appointed as Member-Secretary of the Committee in addition to his own duties.

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

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

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

6. Shri M. V. Nikumbh, the Member-Secretary of the Committee should be the controlling Authority in respect of the travelling allowance bills of the non-official members of the Committee.

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

8. The expenditure should be debited to the Budget Head " 287-Labour and Employment-A-Labour-b-Industrial Relations (b) IV-Spl. Committees for enquiries " (Demand No. 123) and met from the grants sanctioned thereunder.

9. This Resolution issues with the concurrence of the Finance Department *vide* that Department un-official reference No. 329/S-3, dated 15th February 1974.

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

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

EMPLOYMENT IN PRINTING

Shri Rajabhau Govind Mirashi, M.L.A., *Chairman*,
4/16, Arya Nagar, Tardeo, Bombay-400 034.

Representatives of Employers

- (1) Shri Homi A. Gazdar, President,
Bombay Master Printers' Association,
Neelam, 108, Worli Sea Face Road,
Bombay-400 018.
- (2) Shri S. V. Daftary, President,
Mumbai Mudrak Sangh, C/o Unity
Printing Press, Khandelwal Bhavan,
166, Dr. D. N. Road, Bombay-1.
- (3) Shri S. D. Joshi, President,
Poona Press Association, 1078, Sada-
shiv Peth, Poona-36.
- (4) Shri Balaprasad M. Kabra, Proprietor,
Maharashtra Printing Press, Nanded.
- (5) Shri P. S. Kothari, President,
Nagpur Mudrak Sangh, C/o S. M.
Kothari and Sons, Mahal, Nagpur-2.

Representatives of Employees

- (1) Shri Ram Mahadik, President,
Press Mazdoor Sabha, C/o Bombay
Pradesh Congress Committee, Ganga-
shram, Bhavani Shankar Road, Dadar,
Bombay-28.
- (2) Shri R. T. Pund, General Secretary,
Press Kamgar Sabha, Kakakuwa
Mansion, 54, Budhwar Peth, Poona-2
- (3) Shri Kalidas Ratnaparakhe, Secretary,
Marathwada Rashtriya Press Mazdoor
Sangh, INTUC Karyalaya, Khokad-
pura, Aurangabad.
- (4) Shri S. W. Dhabe, President,
Vidarbha Rashtriya Press Kamgar
Union, Circle No. 9, Ayachit Road,
Nagpur-9.
- (5) Shri K. B. Shinde, General Secretary,
Litho Press Kamgar Union, Opposite
Khandoba Mandir, Shaniwari, Subhash
Road, Nagpur-2.

ANNEXURE II

Minimum Wages Act, 1948:

Committee for employment in any industry
in which any process of printing by letter-
press, lithography, photogravure, or other
similar work or work incidental to such
process of book-binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution, No. MWA. 2674/535-Lab-7

Sachivalaya, Bombay-32, dated the 6th September 1975.

Government Resolution, Industries and Labour Department, No. MWA. 2674/100982/
Lab. 7, dated the 3rd February 1975.

Letter No. CL/MWA-1167/M, dated the 27th August 1975, from the Commissioner of
Labour, Bombay.

RESOLUTION.—Shri N. V. Nikumbh, Assistant Commissioner of Labour, Bombay, is the
Member-Secretary of the Committee, appointed by Government under Government
Resolution, Industries and Labour Department, No. MWA. 2674/100982-Lab-III-A, dated
the 3rd February 1975 to hold enquiries into the conditions prevailing by employment in
any industry in which any process of printing by letterpress, lithography, photogravure, or
other similar work or work incidental to such process of book-binding is carried on and to
advise Government in the matter of revision of minimum rates of wages in the said
employment.

2. Government is pleased to appoint Shri K. N. Pathare, Assistant Commissioner of
Labour, Bombay as Member-Secretary of the said Committee in place of Shri M. V. Nikumbh.

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

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE III

Minimum Wages Act, 1948:

Appointment of a Committee under
the — Employment in Printing Industry.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA-2674/10801/Lab-III-A

Sachivalaya, Bombay-400 032, dated the 9th April 1975

Read—Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated 29th February 1975.

RESOLUTION.—Government is pleased to appoint Shri M. N. Ramtekkar, Proprietor; Kishor Mudranalaya, Handloom Cloth Market, Gandhi Bagh, Nagpur, as Employers Representative, in place of Shri B. S. Kothari, President, Nagpur Mudrak Sangh, C/o S. M. Kothari and Sons, Mahal, Nagpur-2, on the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment.

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

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE IV

Minimum Wages Act, 1948:

Appointment of a Committee under the —
for employment in any industry in which
any process of printing by letterpress,
lithography, photogravure, or other similar
work or work incidental to such process of
book-binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA 2675/111636/Lab-III-A

Sachivalaya, Bombay-400 032, dated the 30th May 1975

Read—

Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975, and 29th March 1975.

Government Resolution, Industries and Labour Department, No. MWA-2674/108501/Lab-III-A, dated the 10th April 1975.

Letter No. 3740031, dated 3rd April 1975 from the President, the Bombay Master Printers Association, Bombay 400 018.

RESOLUTION.—Government is pleased to appoint Shri P. S. Jhabwala, C/o. The Bombay Master Printers Association, 216, Neelam, 108, Worli Seaface Road, Bombay-400 018, as employers representative in place of Shri Homi A. Gazdar, President, Bombay Master

Printers Association, 216, Neelam, 108, Worli Seaface Road, Bombay-400 018, on the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment.

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

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE V

Minimum Wages Act, 1948

Appointment of a Committee under the —
for employment in any industry in which
any processes of printing by letterpress,
lithography, photogravure or other similar
work or work incidental to such process
of book-binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA-2675/298/Lab-5

Sachivalaya, Bombay-400 032, dated the 13th August 1975

Read—

Government Resolution, Industries and Labour Department, No. MWA-2674/100982/
Lab-III-A, dated 3rd February 1975.

Government Resolution, Industries and Labour Department, No. MWA-2674/100982/
Lab-III-A, dated 29th March 1975.

Government Resolution, Industries and Labour Department, No. MWA-2674/108501/
Lab-III-A, dated 9th April 1975.

Government Resolution, Industries and Labour Department, No. MWA-2675/11636/
Lab-III-A, dated 30th May 1975.

Letter No. 158, dated 11th July 1975 from Shri S. V. Daftari, President, Mumbai Mudrak
Sangh, Bombay.

RESOLUTION.—Shri S. V. Daftari, President, Mumbai Mudrak Sangh, Bombay-400 004, who was appointed as Member representing Employer on the Committee appointed under Government Resolution, Industries and Labour Department, No. MWA-2674/100982/
Lab-III-A, dated 3rd February 1975, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in respect of employees in the said employment, has intimated his inability to work on the Committee, on the ground of ill-health. Government is, therefore, pleased to appoint Shri V. V. Patwardhan, President, Mumbai Mudrak Sangh, 263/F, Raja Rammohan Roy Road, Girgaon, Bombay-400 004, as a Member representing Employers in his place.

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

(Signed) B. B. SAWANT,
Under Secretary to Government.

ANNEXURE VI

Minimum Wages Act, 1948

Appointment of a Committee under the —
for employment in any industry in which
any process of printing by letterpress,
lithography, photogravure, or other similar
work or work incidental to such process of
book-binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA-2674/100982/Lab-III-A

Sachivalaya, Bombay-400 032, dated the 29th March 1975.

Read.—Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975.

RESOLUTION.—Government is pleased to appoint the following additional members on the Committee appointed in pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, under Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975, to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letterpress, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment:—

- (a) Representative of Employers .. Shri J. W. D'Souza, Rose, Manor, Ground Floor, North Avenue, Santacruz (West), Bombay-400 054.
- (b) Representative of Employees .. Shri S. S. Acharekar, General Secretary, Government Central Press, Industrial Employees Union, Charni Road, Bombay-400 004.

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

(Signed) S. D. SULE,
Section Officer,
Government of Maharashtra.

ANNEXURE VII

Minimum Wages Act, 1948

Appointment of the Committee under the —
for employment in any industry in which
any process of printing by letterpress,
lithography, photogravure or other similar
work or work incidental to such process of
book binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA-2675/77/Lab-5

Sachivalaya, Bombay-400 032, dated 31st July 1975.

Read.—

Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975.

Letter No. CL/MWA/MWC/1175/Prtg/M, dated the 17th July 1975 from the Member-Secretary to the Minimum Wages Committee for Employment in printing industry and Assistant Commissioner of Labour, Bombay.

RESOLUTION.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975 to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letter press, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment is granted extension of time upto 3rd November 1975 for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department, *vide* its un-official reference No. U-O/540/F-18, dated the 23rd July 1975.

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

(Signed) B. B. SAWANT,
Under Secretary to Government.

ANNEXURE VIII

Minimum Wages Act, 1948:

Appointment of the Committee under the —
for employments in any industry in which
any process of printing by letter press,
lithography, photogravure or other similar
work or work incidental to such process of
book-binding is carried on.

GOVERNMENT OF MAHARASHTRA

INDUSTRIES, ENERGY AND LABOUR DEPARTMENT

Resolution No. MWA-2675/116/Lab-7

Sachivalaya, Bombay-400 032, dated the 23rd January 1976.

Read—

Government Resolution, Industries and Labour Department, No. MWA-2674-100982 Lab-III-A, dated the 3rd February 1975.

Government Resolution, Industries, Energy and Labour Department, No. MWA-2675 77/77/Lab-5, dated the 31st July 1975.

Letters, No. CL/MWA/1175/Prtg/M, dated the 20th October and 27th December 1975, from the Member-Secretary to the Minimum Wages Committee for employment in Printing Industry and Assistant Commissioner of Labour, Bombay.

RESOLUTION.—The Committee appointed under Government Resolution, Industries and Labour Department, No. MWA-2674/100982/Lab-III-A, dated the 3rd February 1975 to hold enquiries into the conditions prevailing in the employment in any industry in which any process of printing by letter press, lithography, photogravure, or other similar work or work incidental to such process of book-binding is carried on, and to advise Government in the matter of revision of minimum rates of wages in the said employment is granted further extension of time upto 3rd March 1976, for submission of its report.

2. This Resolution issues with the concurrence of the Finance Department, *vide* its un-official reference No. 16/R/76/EXP-16, dated the 7th January 1976.

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

(Signed) V. B. KHODKE,
Section Officer,
Government of Maharashtra.

ANNEXURE IX

क्रमांक सीएल./एमडब्ल्यूसी./११७५/प्रिटींग/एम
कामगार आयुक्त कार्यालय, कॉमर्स सेंटर,
६/७ मजला, ताडदेव, मुंबई ४०० ०३४
दिनांक २० सप्टेंबर १९७५.

प्रति

**विषय.— मुद्रण व्यवसायाकरिता किमान वेतन समिती
अभ्यासाकरिता समितीची नियुक्ती**

महोदय,

मुद्रण धंद्यात महाराष्ट्र जिल्हा, तालुका व सर्व शहर पातळीवर मिळून हजारो मुद्रणालये व लाखो कामगार आज काम करीत आहेत. या धंद्यातील कामगारांना मिळणारे वेतन हे जीवनावश्यक वस्तू व गरजा भागविण्याइतपत तरी असावे म्हणून या धंद्याचा व या धंद्यातील कामगारांच्या वेतनपातळीची साकल्याने व वस्तूनिष्ठ पाहणी करून कामगारांच्या किमान वेतनाबाबत योग्य त्या शिफारशी करण्यासाठी प्रमुख मुद्रणालय मालक, मुद्रण कामगारांचे प्रतिनिधी व या धंद्यातील तज्ज्ञ यांचा एक अभ्यासगट शासनाने नियुक्त केला आहे. या अभ्यासगटाने माहिती मिळविण्यासाठी एक प्रश्नावली तयार केली आहे.

या प्रश्नावलीस अनुसरून आपल्या बहुमोल सूचना कृपया लवकरात लवकर सभासद-सचिव, किमान वेतन समिती, मुद्रण व्यवसाय, कामगार आयुक्त कार्यालय, ताडदेव, येथे पाठवाव्यात. आपणास जर काही खास माहिती मला प्रत्यक्ष द्यावयाची असल्यास पूर्वसूचनेने खालील पत्त्यावर भेटावे.

पत्ता :

४/१६, आर्यनगर
ताडदेव, मुंबई ४०० ०३४
दूरध्वनी क्र. ३७९४४०

आपला विश्वासू,

राजाभाऊ गोविंद मिराशी, आमदार,
अध्यक्ष,
किमान वेतन समिती, मुद्रण व्यवसाय.

MINIMUM WAGES COMMITTEE FOR PRINTING INDUSTRY

No. CL/MWA/MWC/1175/Prtg/M,
OFFICE OF THE COMMISSIONER OF LABOUR,
COMMERCE CENTRE, 6/7th FLOOR,
TARDEO, BOMBAY 400 034.

From

Shri K. N. PATHARE,
Assistant Commissioner of Labour and
Member-Secretary to Minimum Wages
Committee for Printing Industry,
Maharashtra State.

To

*Subject.—Appointment of a Committee to study the
Minimum Wages for Printing Industry*

Sir,

In pursuance of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, the Government of Maharashtra vide its Resolution No. MWA. 2674/100982-Lab-III-A, dated the 3rd February 1975, has appointed a Committee under the Chairmanship of

Shri Rajabhau Mirashi, M.L.A., to hold enquiries into conditions prevailing in the Employment in Printing Industry, in the State of Maharashtra and to advise the Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, No. MWA. 2662/Lab-III, dated the 31st December 1964; MWA. 2662(1)/Lab-III, dated the 31st December 1964; MWA. 2662(II)/Lab-III, dated the 31st December 1964; MWA. 2662-Lab-III, dated the 21st April 1965 and MWA. 2662/Lab-III, dated the 29th March 1966.

2. The Committee has prepared a Questionnaire, a copy of which is enclosed herewith. The questionnaire is to be replied by organisations of employers, employees or by unions or by the employees themselves, or any other individual connected or interested in the employment. The information submitted will be treated as confidential.

3. The Committee would be extremely grateful, if you would kindly reply to the Questionnaire in detail and also furnish the information as called for therein.

4. Kindly send your reply to this office on the above address within three weeks from the date of this letter.

Thanking you.

Yours faithfully,

K. N. PATHARE,

Assistant Commissioner of Labour and
Member-Secretary to Minimum Wages Committee
for Printing Industry, Maharashtra State.

MINIMUM WAGES COMMITTEE FOR PRINTING INDUSTRY

छापखाना धंद्यासाठी नेमलेली किमान वेतन समिती

Questionnaire for Individual Employers

व्यक्तिगत मालकांसाठी प्रश्नावली

1. Name of concern
संस्थेचे नाव
2. Postal address of the concern
दफालासाठी पत्ता
3. Full name and address of the owner or occupier.
मालकाचे अथवा संस्था चालकाचे संपूर्ण नाव व पत्ता.
4. Number of workers employed—
कामगारांची संख्या—
 - (i) Permanent
कायम
 - (ii) Probation
उमेदवार
 - (iii) Temporary
अस्थायी
 - (iv) Casual
सामायिक
 - (v) Apprentices
प्रशिक्षित (शिकाऊ)
5. Do you give any work on contract?
आपण कंत्राटी पद्धतीवर काम देता का?

6. Please give present wages of your employees as per Annexure 'A'.
परिशिष्ट 'अ' मध्ये दर्शविल्याप्रमाणे कामगारांचे सध्याचे पगार दाखवा.
7. Are you covered by the Factory Act or Shops and Establishments Act?
आपली संस्था कारखाना कायदा/गुमास्ता कायद्यामध्ये नोंदविली आहे का ?
8. The year in which the concern was started.
संस्था चालू केल्याचे वर्ष
9. Nature of work done by your concern—
संस्थेमध्ये चालविलेल्या कामाच्या प्रकाराची माहिती—
- (a) Printing by letterpress includes printing by types, stereotypes and blocks and similar incidental work such as stereo-casting, block-making, type-casting, die-stamping, embossing, gilding etc.
लेटरप्रेसद्वारा छपाई, ह्यामध्ये टाईप, स्टीरिओज व ब्लॉकद्वारा छपाई व तत्सम, उदाहरणार्थ स्टीरिओ-कास्टिंग, ब्लॉक-मेकिंग, टाईप-कास्टिंग, डाय-स्टॅपिंग, एम्बोसिंग, गिल्डिंग इत्यादी.
- (b) Lithographic printing includes printing by stones and by metal plates made by transferring chromo offset process or photo offset process including deep itched plates. It also includes vanishing, waxing and powdering but does not include tin printing and plastic printing.
लियोग्राफी प्रिंटिंगमध्ये दगड व क्रोम ऑफसेट पद्धतीने मेटल प्लेटवर उठवून किंवा ऑफसेट पद्धतीचे डीप इच्ड प्लेटसचा वापर करून उपयोग केला जातो. ह्यामध्ये पॉलिश वॅक्सींग व पावडरचा उपयोग येतो परंतु टिन व प्लॅस्टिक प्रिंटिंग धरले जात नाही.
- (c) Photogravure printing and Flexography includes all processes connected with and incidental to that process.
फोटोग्रावर प्रिंटिंग व फ्लेक्सोग्राफीमध्ये अशा तऱ्हेचे आणि ह्यांच्याशी संबंधित इतर कामे समाविष्ट होतात.

(d) Book-binding process includes all departments connected with an incidental to that process. Other similar work and incidental work include envelope-making, exercise books manufacturing and box-cartons making.

बुक-बाइंडिंग कामामध्ये त्याच्याशी संबंधित असलेली इतर खातीही समाविष्ट होतात. त्या तऱ्हेच्या इतर कामामध्ये लिफाफे, वह्या व बाँक्सेस बनविणे ह्यांचा समावेश होतो.

10. Financial position in general
एकंदर आर्थिक स्थिती
11. Any agreement, settlement or award regarding the wages, D.A. etc., stipulated for employees.
कर्मचाऱ्यांचा पगार, महागाई भत्ता इत्यादी गोष्टींशी संबंधित कोणताही करार, समझोता किंवा अँवार्ड.
12. (a) In case of settlement/agreement or of award please supply a copy.
समझोता करार किंवा अँवार्ड असल्यास त्याची नक्कल देणे.
(b) Is there a provision of grades/scales with annual increments in your establishment? If so, please supply categorywise details.
आपल्या संस्थेमध्ये पगाराची वर्गवारी व वार्षिक पगारवाढीची व्यवस्था आहे का? असल्यास, त्याची वर्गवारीने पूर्ण माहिती.
13. Does your concern get sufficient work at present to maintain your average compliments of workers? If not, please state reason.
सध्या तुमच्या संस्थेला कामगारांना देण्याइतके काम उपलब्ध होते का? नसल्यास, कारणे द्या.
14. Please state number of working hours in a week for your workmen.
कृपया आपल्या कामगारांचे आठवड्याचे कामाचे तास देणे.

Signature of the employer.
मालक किंवा संस्थेच्या चालकाची सही.

Annexure 'A'

(To be filled in by Employer)

The details of Employment and Wages etc. as existing in 1975

(मालकांनी भरावयाची माहिती)

Categories of employees e.g. printers, compositors, binders, etc.	Classification of workers e.g. skilled, semi-skilled, un-skilled, etc.	Number of employees in the category	Lowest Wages including D.A. to an individual in the category	Highest Wages including D.A. to an individual in the category	Total wages including D.A. to all workers in the category	Your proposal for Minimum Wages including D.A. in the category
कर्मचाऱ्यांची वर्गवारी उदा. प्रिंटरस, कंपोजिटरस, बाईंडर्स इत्यादी	कर्मचाऱ्यांची वर्गवारी उदा. : कुशल, अर्धकुशल, अकुशल इत्यादी	वर्गवारीप्रमाणे कर्मचाऱ्यांची संख्या	वर्गामध्ये एका व्यक्तीचा महागाई भत्यासह कमीत कमीत पगार	वर्गामध्ये एका व्यक्तीचा महागाई भत्यासह अधिकमाधिक पगार	वर्गामधील सर्व कामगारांचा महागाई भत्यासह एकंदर पगार	वर्गामधील महागाई भत्यासह कमीत कमी पगाराबद्दल आपली सूचना <hr/> Wages D.A. Total वेतन महागाई एकंदर भत्ता वेतन
१	२	३	४	५	६	७

ANNEXURE X

क्रमांक सीएल./एमडब्ल्यूसी./११७५/प्रटींग/एम
कामगार आयुक्त यांचे कार्यालय, कॉमर्स सेक्टर,
६/७ मजला, ताडदेव, मुंबई ४०० ०३४
दिनांक २० सप्टेंबर १९७५.

प्रति

**विषय.—मुद्रण व्यवसायाकरिता किमान वेतन समिती
अभ्यासाकरिता समितीची नियुक्ती**

महोदय,

मुद्रण धंद्यात महाराष्ट्र जिल्हा, तालुका व सर्व शहर पातळीवर मिळून हजारो मुद्रणालये व लाखो कामगार आज काम करीत आहेत. या धंद्यातील कामगारांना मिळणारे वेतन हे जीवनावश्यक वस्तू व गरजा भागविण्याइतपत तरी असावे म्हणून या धंद्याचा व या धंद्यातील कामगारांच्या वेतनपातळीची साकल्याने व वस्तूनिष्ठ पाहणी करून कामगारांच्या किमान वेतनाबाबत योग्य त्या शिफारशी करण्यासाठी प्रमुख मुद्रणालय मालक, मुद्रण कामगारांचे प्रतिनिधी व या धंद्यातील तज्ज्ञ यांचा एक अभ्यासगट शासनाने नियुक्त केला आहे. या अभ्यासगटाने माहिती मिळविण्यासाठी एक प्रश्नावली तयार केली आहे.

या प्रश्नावलीस अनुसरून आपल्या बहुमोल सूचना कृपया लवकरात लवकर सभासद-सचिव, किमान वेतन समिती, मुद्रण व्यवसाय, कामगार आयुक्त कार्यालय, ताडदेव, येथे पाठवाव्यात. आपणास जर काही खास माहिती मला प्रत्यक्ष द्यावयाची असल्यास पूर्वसूचनेने खालील पत्त्यावर भेटावे.

पत्ता :

४/१६, आर्यनगर
ताडदेव, मुंबई ४०० ०३४
दूरध्वनी क्र. ३७९४४०

आपला विश्वासू,

राजाभाऊ गोविंद मिराशी, आमदार,
अध्यक्ष,
किमान वेतन समिती, मुद्रण व्यवसाय.

MINIMUM WAGES COMMITTEE FOR PRINTING INDUSTRY

No. CL/MWA/MWC/1175/Prtg/M
OFFICE OF THE COMMISSIONER OF LABOUR
COMMERCE CENTRE, 6/7th FLOOR
TARDEO, BOMBAY 400 034.

From

Shri K. N. PATHARE,
Assistant Commissioner of Labour and
Member-Secretary to Minimum Wages
Committee for Printing Industry,
Maharashtra State.

To

*Subject.—Appointment of a Committee to study the
Minimum Wages for Printing Industry*

Sir,

In pursuance of clause (a) of sub-section 5 of the Minimum Wages Act, 1948, the Government of Maharashtra vide its Resolution No. MWA. 2674/100982-Lab-III-A,

CHECKED

dated the 3rd February 1975, has appointed a Committee under the Chairmanship of **Smt. Rajabai Mirshi, M.L.A.**, to hold enquiries into conditions prevailing in the Employment in Printing Industry, in the State of Maharashtra and to advise the Government in the matter of revision of minimum rates of wages in the said employment fixed under Government Notifications, Industries and Labour Department, No. MWA. 2662/Lab-III, dated the 31st December 1964; MWA. 2662(I)/Lab-III, dated the 31st December 1964; MWA. 2662(II)/Lab-III, dated the 31st December 1964; MWA. 2662-Lab-III, dated the 21st April 1965 and MWA. 2662/Lab-III, dated the 29th March 1966.

2. The Committee has prepared a Questionnaire, a copy of which is enclosed herewith. The questionnaire is to be replied by organisations of employers, employees or by unions or by the employees themselves, or any other individual connected or interested in the employment. The information submitted will be treated as confidential.

3. The Committee would be extremely grateful, if you would kindly reply to the Questionnaire in detail and also furnish the information as called for therein.

4. Kindly send your reply to this office on the above address within three weeks from the date of this letter.

Thanking you.

Yours faithfully,

K. N. PATHARE,

Assistant Commissioner of Labour and
Member-Secretary to Minimum Wages Committee
for Printing Industry, Maharashtra State.

MINIMUM WAGES COMMITTEE FOR PRINTING INDUSTRY

The Questionnaire for the Employee/Trade Union of Workers/Association

1. Full Name
2. Full Postal Address
3. Area of Jurisdiction
4. Date of Registration
5. Name and address of the Office bearer.
6. Number of membership as on 31st March 1975.
7. The number of printing concerns who are your members.
8. Please submit a brief note about each concern giving following:—
 - (a) Type of work whether a news papers, Letter press, Lithography, Photo-gravure, Book-binding, etc.
 - (b) Number of employees and designation.
 - (c) List of occupations or employments involved in the various printing processes in that concerns.
 - (d) General prosperity of that concern.
 - (e) List of machinery and equipments.
9. What is general business and financial position of the printing industry in your area?

10. Whether your Union/Association has any agreement of award regarding rates of wages, D.A., hours of work or any other employments, if so, give particulars.
11. Whether piece rate system of wages exists in your area if so, give particulars.
12. Have you fixed any norms of productions? If so, give details and suggestions if any.
13. What is the present position of raw material. Give details including comparative prices during last three years.

Signature of the Employee/Office bearer
of the Union/Office bearer of the
Association.

ANNEXURE XI

क्रमांक सीएल./एमडब्ल्यूसी./११७५/प्रिटींग/एम
कामगार आयुक्त कार्यालय, कॉमर्स सेंटर,
६/७ मजला, ताडदेव, मुंबई ४०० ०३४
दिनांक २० सप्टेंबर १९७५.

प्रति

**विषय.—मुद्रण व्यवसायाकरिता किमान वेतन समिती
अभ्यासाकरिता समितीची नियुक्ती**

महोदय,

मुद्रण धंद्यात महाराष्ट्र जिल्हा, तालुका व सर्व शहर पातळीवर मिळून हजारो मुद्रणालये व लाखो कामगार आज काम करीत आहेत. या धंद्यातील कामगारांना मिळणारे वेतन हे जीवनावश्यक वस्तू व गरजा भागविण्याइतपत तरी असावे म्हणून या धंद्याचा व या धंद्यातील कामगारांच्या वेतनपातळीची साकल्याने व वस्तूनिष्ठ पाहणी करून कामगारांच्या किमान वेतनाबाबत योग्य त्या शिफारशी करण्यासाठी प्रमुख मुद्रणालय मालक, मुद्रण कामगारांचे प्रतिनिधी व या धंद्यातील तज्ज्ञ यांचा एक अभ्यासगट शासनाने नियुक्त केला आहे. या अभ्यासगटाने माहिती मिळविण्यासाठी एक प्रश्नावली तयार केली आहे.

या प्रश्नावलीस अनुसरून आपल्या बहुमोल सूचना कृपया लवकरात लवकर सभासद-सचिव, किमान वेतन समिती, मुद्रण व्यवसाय, कामगार आयुक्त कार्यालय, ताडदेव, येथे पाठवाव्यात. आपणास जर काही खास माहिती मला प्रत्यक्ष द्यावयाची असल्यास पूर्वसूचनेने खालील पत्त्यावर भेटावे.

पत्ता :

४/१६, आर्यनगर
ताडदेव, मुंबई ४०० ०३४
दूरध्वनी क्र. ३७९४४०

आपला विश्वासू,

राजाभाऊ गोविंद मिराशी, आमदार,
अध्यक्ष,
किमान वेतन समिती, मुद्रण व्यवसाय.

कर्मचाऱ्याची वैयक्तिक माहिती

उद्योगाचे नाव :

दिनांक

कर्मचाऱ्याचे पूर्ण नाव :

वय :

हुद्दा :

नोकरी वर्षे :

स्थायी/अस्थायी

आज मिळणारा पगार :

(वेतनश्रेणी

अन्य भत्ते)

इतर उत्पन्न :

बोनस :

जादा मेहनताना :

इतर सवलती—

अन्डं लिव्ह/प्रिव्हिलेज लिव्ह/सीक लिव्ह/कॅज्युअल लिव्ह/फेस्टिव्हल हॉलिडेज्.

प्रॉव्हिडंट फंड/ईएस्आय/इतर कपात :

कर्ज घेतले आहे का ? कुणाकडून ? परतफेड कशी केली जाते ?

कुटुंबाची माहिती : संख्या : पैकी अवलंबित घरभाडे द. म.

मिळणाऱ्या पगारात घरखर्च भागतो काय ?

कमी पडत असल्यास, किती कमी पडतात ?

कामाचे नॉम्स किती ?

नॉम्स पूर्ण होतात काय ?

इतर काही सूचना आहेत काय ?

PRINTED AT THE GOVERNMENT CENTRAL PRESS