



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
Minimum Wages Committee for Public
Motor Transport, 1964



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1965

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**REPORT OF THE MINIMUM WAGES COMMITTEE
FOR PUBLIC MOTOR TRANSPORT
1964**

**REPORT OF THE MINIMUM WAGES COMMITTEE FOR
PUBLIC MOTOR TRANSPORT, 1964**

Chairman

Shri A. R. Bhat, M.Com.

Members

1. Shri S. G. Patwardhan.
2. Shri S. G. Warty.
3. Shri S. S. Malaviya.
4. Shri V. V. Nene.
5. Shri Vasant Rao Luley.
6. Shri Bhau Phatak.

Secretary

Shri D. G. Deshpande, B.A. (Hons.), Dip. S.S.A.,
Assistant Commissioner of Labour, Bombay.

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CHAPTER I

PRELIMINARIES

1.1. *Appointment of the Committee.*—The Government of Maharashtra, by its Resolution No. MWA. 2062-Lab-III, dated 9th February 1963, Industries and Labour Department, Sachivalaya, Bombay-32, appointed a Committee as required by clause (a) of sub-section () of section 5 of the Minimum Wages Act, 1948, to hold inquiries and advise it in the matter of revision of minimum rates of wages in respect of employment in Public Motor Transport Industry (*vide* copy attached herewith and marked as Annexure 'A').

Composition of the Committee

Chairman—

Shri A. R. Bhat, M.Com., 256, Sadashiv Peth, Poona-2.

Employers' Representatives—

1. Dr. S. G. Patwardhan, Divisional Controller (Administration), Maharashtra State Transport Depot, Bombay.
2. Shri S. G. Warty, Bassein, district Thana.
3. Shri G. V. Karve, Deputy General Manager, Bombay Electric Supply and Transport Undertaking, BEST House, Post Box No. 192, Bombay-1.

Employees' Representatives—

1. Shri V. V. Nene, General Secretary, State Transport Workers' Federation, C/o Yugasandesb Office, Dhulia.
2. Shri S. L. Kashikar, Ganesh Peth, Model Mills Road, Nagpur.
3. Shri Bhau Phatak, General Secretary, State Transport Kamgar Sabha, Dapodi, Kakakuwa Mansion, 54, Budhwar, Laxmi Road, Poona-2.

Secretary—

Shri M. D. Naik, Assistant Commissioner of Labour, Bombay.

The Secretary, Shri M. D. Naik, was first appointed as a Secretary through Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated 9th February 1963, Sachivalaya, Bombay-32. Subsequently, *vide* Government Resolution, Industries and Labour Department, No. MWA-

2062-Lab-III, dated 8th April 1963, Shri D. G. Deshpande, Assistant Commissioner of Labour, Bombay, was appointed as Secretary to the abovementioned Committee (*vide* copy attached herewith and marked as Annexure 'O').

1.2. Government was pleased to appoint Shri Vasant Luley, Working President, Provincial Rashtriya Motor Kamgar Union (Gujarwada, Kothi Road Mahal), Nagpur, as a Member representing employees *vide* Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated 7th March 1963 (*vide* copy attached herewith and marked as Annexure B'), vice Dr. S. L. Kashikar.

1.3. Government was also pleased to appoint Shri Babulal Tiwari, Proprietor, Natwar Transport Company, Nagpur, as a Member of the Committee to represent employers, *vide* Government Resolution, No. MWA. 2062-Lab-III, dated 4th April 1964, vice Shri G. V. Karve (*vide* copy attached herewith and marked as Annexure 'E') ceased to be in the 'BEST' Undertaking, Bombay.

1.4. Shri Tiwari having expressed inability to serve on the Committee due to ill health, Government appointed Shri S. S. Malaviya, Proprietor, Shreeram Motor Transport Service, Amravati, as a Member representing employers in the Committee, *vide* Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated 25th May 1964, vice Shri Babulal Tiwari, Nagpur, resigned (*vide* copy attached herewith and marked as Annexure 'G').

1.5. The Committee was required to submit its report in the matter to Government within six months from the date of the aforementioned Resolution that is on or before 9th August 1963. The Government was, however, pleased to extend the time-limit for submitting the Report upto 8th February 1964 (*vide* Government Resolution No. MWA. 2062-Lab-III, dated 9th August 1963, attached herewith and marked as Annexure 'D'). The Government again kindly granted an extension of the time-limit upto 8th June 1964 (*vide* copy of Government Resolution No. MWA. 2062-Lab-III, dated 21st February 1964, attached herewith and marked as Annexure 'F') which was subsequently extended upto 8th September 1964, *vide* Government Resolution No. MWA. 2062-Lab-III, dated 25th May 1964 (Annexure 'G').

1.6. *Terms of Reference.*—The terms of reference of the Committee (according to Government Resolution) are to hold inquiries and advise Government in the matter of revision of minimum rates of wages in respect of the employment in Public Motor Transport.

1.7. *Procedure.*—The Committee held its first meeting on 15th April 1963 and finalised the procedure to be followed in the inquiries of the Committee. It was decided by the Committee to get the questionnaire printed and issued to the employers and employees, their Associations, Unions and individuals interested in the inquiry with four weeks' time for replies to be given in the matter. A Press-note to be issued on the subject by the Director of Publicity. In the second meeting of the Committee on 16th May 1963, it finalised further the procedure of inquiry. It was decided that after the replies to the questionnaire were received, tours to different parts of the State where the scheduled employment of Public Motor Transport was principally located should be undertaken. The Committee also decided that during its tours, wherever necessary, on-the-spot inquiries and recording of evidence be done. In this connection also, it was decided to give publicity to the Committee's work through Press-notes to be issued by the Director of Publicity.

1.8. The questionnaire was accordingly issued and on a request being received from the public, the Committee granted an extension of one month for the submission of replies. A copy of the questionnaire is attached herewith and marked as Annexure 'H'.

1.9. *Scope of Inquiry.*—The Committee decided that for its inquiry those employees, who are covered by section 2(1) of the Minimum Wages Act, 1948, be considered.

1.10. It was decided that the scope related to the revision of the wages fixed by Government in 1952, in accordance with the provisions of section 3(b) of the Minimum Wages Act, 1948.

1.11. The Committee also decided that for the purposes of the inquiry the unorganized and organized sectors in this industry comprising of passenger and goods transport be covered.

CHAPTER II

COURSE OF ENQUIRY

2.1. The Committee noted that the existing minimum wages were fixed as far back as the year 1952. The considerations which necessitate the re-examination of the present minimum wages are :—

(i) Changes in the industry having a direct bearing on the wage structure such as the expansion and consolidation of Motor Transport Industry due to improvement and development in trade and communications and also changes leading to nationalization and municipalization of the passenger transport services in a very wide area of the State and standardization of wages therein.

(ii) Changes in the living conditions and standard of living resulting from the implementation of successive Five Year Plans and also in the cost of living as a result of inflationary conditions. Bearing this context and alive to the limitations of fixing the minimum, the Committee decided to visit representative Centres and units of industry in the State of Maharashtra for the purposes of its inquiry. Accordingly, the Committee visited all the Revenue Divisional places, namely Nagpur, Poona, Aurangabad and Bombay and important places of goods and passenger traffic like Kolhapur, Akola and Amravati and made on-the-spot inquiries and recorded evidence of employers' and employees' organizations, associations, unions and of some individuals connected with the industry. The Committee in all had 19 sessions of meetings and discussions. Due publicity was given through Press-notes published in newspapers of the respective areas about the visit and recording of evidence by the Committee. In all 18 Press-notes were issued. The Committee interviewed 88 individuals, visited 22 undertakings (inclusive of passenger and goods transport) and recorded evidence of 14 organizations representing employers and employees. The Committee had the benefit of the views of the representatives of the Maharashtra State Road Transport Corporation and B. E. S. & T. Undertaking.

2.2. The motor transport industry has made tremendous progress during the last fourteen years, (*vide* Statement attached herewith and marked as Annexure 'X'). The motor vehicles in operation in Maharashtra increased from 84,072 in January 1959 to 1,00,144 in January 1961 and to 1,23,907 in January 1963 and the Public Carrier Lorries increased from 13,680 in January 1959 to 22,750 in January 1963. The total number of public motor transport undertakings throughout the State of Maharashtra covered under Motor Transport Workers' Act, 1961 is 443 (*vide* statement attached herewith and marked as Annexure 'J'). In this connection, it would be pertinent to state that in

Bombay, Poona and Aurangabad Divisions the passenger transport is mostly operated by the Maharashtra State Road Transport Corporation while in Nagpur Division the passenger transport is operated by the said Corporation along with private operators. Thus, the Maharashtra State Road Transport Corporation is the biggest undertaking in the field of passenger transport outside the city of Bombay. The Maharashtra State Road Transport Corporation operates about 3,000 buses. In some of the cities like Bombay, Poona and Kolhapur passenger transport is municipalized. In the field of goods transport the operations are carried on by private operators who, in a majority of the cases, are individual operators. The Committee was informed that the Maharashtra State Road Transport Corporation had attempted with a fleet of about 700 trucks to enter into the field of goods transport business during the period 1954-58. However, the Maharashtra State Road Transport Corporation could not conduct its goods operations economically as it had to face keen and cut-throat and sometimes unfair competition from the private operators. The Corporation today has a fleet of 140 trucks mainly located in Bombay City and engaged on Municipal and Government work.

2.3. It would thus be seen that there is a clear demarcation in the industry in the sense that the major part of the passenger service is either nationalized or municipalized while the goods operations are virtually in the hands of private owners.

2.4. With the growth of these municipal and national organizations the strength of workers increased giving rise to the establishments of Unions competent to initiate a fruitful process of collective bargaining. As a result the wages of workers in these undertakings were found to have undergone changes for the better from time to time. It was found that while the service and working conditions in the municipalized and nationalized transport were improving, there is considerable scope for improvement so far as the private sector is concerned. In some places, the working conditions in the latter, sections were found to be sub-human.

2.5. It was alleged by the employers before the Committee that the employees augmented their income by dishonest practices, as the wages paid were too low. The employees, however, stated that they were forced to resort to mal-practices as the wages paid to them were too low.

2.6. It was found that the unskilled categories of employees like cleaner attendants in this industry are at the mercy of the employers and hence exploited. It was also mentioned to the Committee that most of the cleaner attendants are the prospective drivers in private goods transport. It is said

that usually a cleaner attendant picks up the work of a driver within a period of six months, but in the absence of any consistent and up-to-date data, it would not be correct to make any generalization in this regard.

2.7. The Committee was informed by both employers and employees that line and night-out allowance should not form a part of the minimum wages to be recommended by the Committee.

2.8. *Employers' Views.*—The individual employers as well as the Maharashtra Lorry Operators Association stated that the goods transport business was not profitable, and the conditions in the industry were unstable. Besides, they could not recover damages of the vehicles from the employees whose driving and the maintenance of the vehicle was indifferent and careless. Over and above the regular taxes, in goods transport the employers had usually to make some payment to the various personnel at various places, which though not legal had to be resorted to facilitate smooth operations of the vehicles. Thus, they stated that apart from the payment of statutory taxes, they were required to make provision for unaccountable gratification.

2.9. In goods transport, observing the hours of work as stipulated in the Motor Transport Workers' Act was practically not possible. For instance, the driver and cleaner attendant who had to relieve the driver and the cleaner operating somewhere enroute had himself to get to that place and the period spent in the transit to and fro could not possibly be included in duty hours and in consequence the duty hours increased inviting the contravention of the statutory provisions. To avoid such a contravention some employers were found to convert their drivers into contractors so that each driver became employer falling outside the purview of the Motor Transport Workers Act, 1961. To remedy the situation it was suggested by the employers that the provisions of the Act be suitably modified with a view to eliminate the possibilities of contravention in this regard.

2.10. The employers were not averse to the revision of minimum wages. They agreed that revision was essential in view of the rising cost of living :—

2.11. *Employees' Views.*—The element of insecurity in this industry specially in private goods transport was very much emphasised. The tendency to engage drivers on contract system amounted to extraction of more work with comparatively less remuneration apart from damage to the health of the employee. Therefore, the contract system was something which should be totally abolished. They also pointed out that under the contract system inducements were offered to the drivers to complete the job in the shortest possible time. These, sometimes, resulted in accidents. Further, the existence of contract system removed the prospects of guarantee and continuity in service.

In private passenger transport, the Unions in Nagpur Division emphasised the necessity of revision of wages as there had not been a revision and increase in wages for the last 10 years or so. It was further suggested that the fixation of wages should be linked up with the Consumer Price Index Number. It was stated that the bad conditions of service assumed serious proportions in the absence of benefits like bonus, leave, gratuity, provident fund etc. Attention was also drawn to the deplorable working conditions in private passenger transport.

2.12. During the course of inquiry, the Committee found that even the concerned people were apathetic. The Committee issued about 5,500 questionnaires while the total number of replies received were only 67 (*vide* statements attached herewith and marked as Annexures 'K' and 'K(I)'). It was sometimes found that though the parties were called for recording of evidence the Committee had to wait without anybody turning up. The Committee, therefore, had to make spot inquiries as already stated.

CHAPTER III

RECOMMENDATIONS

Zones

3.1. The first factor to which the Committee gave consideration was that of Zones. In this regard the Committee found that the transport industry was spread over the entire State. The Committee observed that there is not much variation in the cost of living in different districts so as to justify the creation of many Zones for the purpose of fixing minimum wages. The Committee, however, felt that Bombay with industrial suburbs be considered a separate Zone from the rest of Maharashtra.

The Committee, therefore, recommends that there should be two Zones *viz* :—

Zone I.—Comprising of the Corporation limits of Greater Bombay and Talukas of Bassein, Bhiwandi, Thana and Kalyan.

Zone II.—Comprising of the areas in the rest of Maharashtra State not included in Zone I.

Wages

3.2. In the matter of recommendations of wages, under existing conditions the Committee regrets that it has not been possible to fix either a fair wage or a living wage. What the Committee had, therefore, to do was to recommend a minimum wage. While recommending the revision of minimum wages fixed earlier, the Committee has taken into account the rise in the cost of living as reflected in Consumer Price Index Number (*vide* Statement attached herewith and marked as Annexure 'L'). The Committee has also scrutinized the existing pattern of wages obtaining in different undertakings in the industry as also of other States (*vide* statements attached herewith and marked as Annexures M, M(I) and M(II) and N and N(I).

3.3. The Committee recommends the following consolidated minimum wages inclusive of basic wages plus dearness allowance :—

Category	Zone—I		Zone—II	
	Per month	Per day	Per month	Per day
Skilled	Rs. P. 140·00	Rs. P. 5·40	Rs. P. 130·00	Rs. P. 5·00
Semi-skilled	120·00	4·60	112·50	4·35
Un-skilled	95·00	3·65	85·00	3·30

For details of categories, please see statement attached herewith and marked as Annexure "O".

CHAPTER IV.

OBSERVATIONS.

4.1. The Committee has recorded serious complaints about the pilferage by drivers and conductors both in goods and passenger transport in unorganized sector of the industry. The Committee, therefore, feels that an earnest and successful effort be made by the employers and employees to eradicate this evil.

4.2. It was brought to the notice of the Committee that the statutory provisions regarding hours of work, leave, etc., are not being implemented with the result that the employees are denied the benefits accruing from these provisions. The Committee urges upon the Government to see that the statutory provisions are properly and strictly enforced.

ACKNOWLEDGEMENTS AND THANKS

The Committee places on record its deep appreciation of Shri D. G. Deshpand Secretary and his staff for their willing services. Shri Deshpande's task was arduous but he spread no pains in performing it. Further, his experience and knowledge of wage fixation was of considerable help in Committee deliberations. Shri Y. V. Datar, Senior Clerk, needs a specific mention for his devoted work and unflinching sense of duty. The Committee is grateful to Shri D. G. Kale, Commissioner of Labour and Shri S. S. Rege, Deputy Commissioner of Labour, for all the help that they gave.

(Signed) A. R. BHAT,
Chairman.

(Signed) S. G. PATWARDHAN,
Member.

(Signed) S. G. WARTY,
Member.

(Signed) S. S. MALAVIYA,
Member.

(Signed) V. V. NENE,
Member.

(Signed) VASANT LULEY,
Member.

(Signed) BHAU PHATAK,
Member.

(Signed) D. G. DESHPANDE,
Secretary.

Bombay, 1st September 1964.

ANNEXURE 'A'

*Minimum Wages Act, 1948:*Appointment of a Committee
under the—GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2062-Lab-III.

Sachivalaya, Bombay-32, 9th February 1963

RESOLUTION

For the purpose of revising minimum rates of wages fixed under the Minimum Wages Act 1948, in respect of employment of public motor transport under the former Government of Bombay Notifications, Labour and Housing Department, No. 146/48-V, Development Department No. 2443/48 and Labour and Social Welfare Department, No. MWA. 2058 (M)-J, dated the 27th December 1951, 18th November 1954 and 3rd December 1959 respectively and the former Madhya Pradesh Government Notification No. 561-461-XXIII, dated the 23rd February 1956, the Government of Maharashtra is pleased to appoint under clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, the following Committee to enquire into the conditions prevailing in the employment in the public motor transport, and to advise Government in the matter of revision of minimum rates of wages in respect of that employment :

Chairman—

Shri A. R. Bhat, M.L.C., 256, Sadashiv Peth, Poona-2.

Employers' representatives—

1. Dr. S. G. Patwardhan,
Divisional Controller (Admn.),
Maharashtra State Road Transport Corporation, Worli, Bombay-18.
2. Shri S. G. Warty,
Bassein, District Thana.
3. Shri G. V. Karve,
Deputy General Manager,
Bombay Electric Supply & Transport Undertaking,
BEST House, Post Box No. 192, Bombay-1.

Employees representatives—

1. Shri V. V. Nene,
General Secretary,
State Transport Workers' Federation,
C/o. Yugasandesh Office, Dhulia.
 2. Dr. S. L. Kashikar,
Ganesh Peth, Modell Mills Road, Nagpur.
 3. Shri Bhau Phatak,
General Secretary,
State Transport Kamgar Sabha, Dapodi, Kakakuwa Mansion, 54, Budhwar, Laxmi
Road, Poona-2.
2. Shri M. D. Naik, Assistant Commissioner of Labour, Bombay, should be appointed as Secretary to the above-mentioned Committee in addition to his own duties.
3. The Committee should submit its detailed report to Government in the matter within a period of six months from the date of this Resolution.

4. In modification of the orders issued under the former Government of Bombay Resolution, Development Department, No. 2457/48, dated the 16th July 1954, Government hereby directs that the Chairman of the above-mentioned Committee, Shri A. R. Bhat, M.L.C., should not be entitled to any honorarium for his work as Chairman.

5. The Chairman and the non-official Members of the Committee should 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 I (1) (b) in Appendix XLII-A, section 1 to the Bombay Civil Services Rules as amended from time to time. The expenditure should be debited to the budget head "38-Labour and Employment-B-Labour-B-12—Special Committee for Enquiry", and met from the grants sanctioned thereunder during the current financial year.

6. Shri M. D. Naik, the Secretary to the Committee should be the Controlling Authority in respect of the travelling allowance bills of the Chairman and the non-official Members of the Committee.

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

8. This Resolution issues with the concurrence of the Finance Department, *vide* that Department's official reference No. 3005/XVIII, dated the 27th November 1962.

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

V. N. PIMENTA,
Under Secretary to Government.

ANNEXURE ' B '

Minimum Wages Act, 1948:

Appointment of a Committee
under the—

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA.2062-Lab-III,

Sachivalaya, Bombay-32, 7th March 1963.

Read Government Resolution, Industries and Labour Department, No. MWA.2062-Lab-III, dated the 9th February 1963.

RESOLUTION.—Government is pleased to appoint Shri Vasant Luley, Working President provincial Rashtriya Motor Kamgar Union (Gujarwada, Kothi Road, Mahal, Nagpur, as a Member representing employees on the Committee for employment in Public Motor Transport, appointed under Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963, in place of Dr. S. L. Kashikar.

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

V. N. PIMENTA,
Under Secretary to Government.

ANNEXURE 'C'

*Minimum Wages Act, 1948:*Appointment of a Committee
under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2062-Lab-III,

Sachivalaya, Bombay-32, 8th April 1963.

Read Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

RESOLUTION.—Government is pleased to appoint Shri D. G. Deshpande, Assistant Commissioner of Labour, Bombay, as Secretary to the Committee for employment in public motor transport set up under the Government Resolution, Industries and Labour Department, No. MWA 2062-Lab-III, dated the 9th February 1963, in place of Shri M. D. Naik, Assistant Commissioner of Labour, Bombay.

2. Shri D. G. Deshpande, the Secretary to the Committee should be the Controlling Authority in respect of the travelling allowance bills of the chairman, and the non-official Member of the Committee.

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

V. N. PIMENTA,
Under Secretary to Government.

ANNEXURE 'D'

*Minimum Wages Act, 1948:*Appointment of a Committee
under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2062-Lab-III,

Sachivalaya, Bombay-32, dated the 9th August 1963.

Read Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

RESOLUTION.—Government is pleased to extend the time limit upto the 8th February 1964 for the submission of the report of the Committee appointed under section 5 (1) (a) of the Minimum Wages Act, 1948, in respect of Employment in Public Motor Transport, under the Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

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

V. N. PIMENTA,
Under Secretary to Government.

ANNEXURE ' E '

Minimum Wages Act, 1948:

Appointment of a Committee under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2062-Lab-III

Sachivalaya, Bombay-32, dated the 21st February 1964.

Read—

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th August 1963.

RESOLUTION.—Government is pleased to extend the time limit further upto 8th June 1964 for the submission of the report of the Committee appointed under section 5(I)(a) of the Minimum Wages Act, 1948, in respect of employment in Public Motor Transport, under the Government Resolution, Industries and Labour Department, No. MWA. 2062-LAB-III, dated the 9th February 1963.

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

V. N. PIMENTA,

Under Secretary to Government.

ANNEXURE ' F '

Minimum Wages Act, 1948:

Appointment of the Committee under the —

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2062-Lab-III

Sachivalaya, Bombay-32, dated the 4th April 1964

Read—

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 21st February 1964.

Letter from the Chairman, Minimum Wages Committee, dated the 3rd March 1964.

RESOLUTION.—Government is pleased to appoint Shri Babulal Tiwari, Proprietor, Natwar Transport Company, Nagpur, as a Member of the Committee appointed under clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, to enquire into the employment in Public Motor Transport, appointed under Government Resolution, Industries and Labour, Department, No. MWA. 2062-Lab-III, dated the 9th February 1963 vice Shri G. V. Karve, to represent the employers in that employment.

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

M. D. SHANBHAG,
Under Secretary to Government

ANNEXURE 'G'

Minimum Wages Act, 1948.

Appointment of a Committee under the—

GOVERNMENT OF MAHARASHTRA

INDUSTRIES AND LABOUR DEPARTMENT

Resolution No. MWA. 2062-Lab-III

Sachivalaya, Bombay-32, dated the 25th May 1964

Read—

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th August 1963.

Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 21st February 1964.

Government Resolution, Industries and Labour Department, No. MWA-2062-Lab-III, dated the 4th April 1964.

RESOLUTION.—Government is pleased to extend the time limit further upto 8th September 1964 for the submission of the report of the Committee appointed under section 5(1)(a) of the Minimum Wages Act, 1948, in respect of employment in Public Motor Transport, *vide* Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963.

2. Government is pleased to appoint Shri S. S. Malviya, Proprietor, Shreeram Motor Transport Service, Amravati, as a Member representing employers on the Committee for employment in Public Motor Transport, appointed under Government Resolution, Industries and Labour Department, No. MWA. 2062-Lab-III, dated the 9th February 1963 vice Shri Babulal Tiwari resigned.

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

M. D. SHANBHAG,
Under Secretary to Government.

ANNEXURE 'H'

IMMEDIATE

Telephone No. 38211

Extension No. 16.

Telegraphic Address :

C/o "BOMLABOUR", Bombay-2.

No. CL/XXXI/PMT/
OFFICE OF THE SECRETARY,
MINIMUM WAGES ADVISORY COMMITTEE
FOR PUBLIC MOTOR TRANSPORT,
FRAMJI CAWASJI INSTITUTE BUILDING,
DHOBI TALAO, BOMBAY 2.

Dated1963.

From

SHRI D. G. DESHPANDE, B.A. (Hons.), Dip. S.S.A.,
SECRETARY, MINIMUM WAGES ADVISORY COMMITTEE
FOR PUBLIC MOTOR TRANSPORT, BOMBAY-2.

To

ALL THE ORGANISATIONS OF EMPLOYERS AND EMPLOYEES
AND OTHER PERSONS INTERESTED IN EMPLOYMENT
IN PUBLIC MOTOR TRANSPORT.

Subject.—Revision of minimum rate of wages in employment in Public Motor Transport.

Dear Sir,

The Government of Maharashtra by their resolution, Industries and Labour Department, No. MWA. 2082-Lab-III, dated 9th February 1963, have appointed a Committee to hold enquiries and advise Government in the matter of revision of rates of wages in respect of employment in Public Motor Transport. The Committee has decided to obtain the general views of organisations of employers and employees and other persons interested in the employment on matters relating to employment in the industry viz. "Public Motor Transport" and accordingly has issued a questionnaire for the purpose, a copy of which is enclosed herewith.

I have, therefore, to request you kindly to give the views of your Association/Union in respect of the attached questionnaire on or before 22nd September 1963. It is earnestly requested that your replies to the questionnaire should be sent in a set of twelve copies. It is necessary that you should repeat the question with its number while replying to it.

As the Committee has to complete its work within the time prescribed by Government, I have to request you kindly to see that your reply is sent in time. No extension of time can be granted.

Counting on your best co-operation and thanking you in anticipation.

Yours faithfully,

D. G. DESHPANDE,
Secretary,
Minimum Wages Advisory Committee
for Public Motor Transport, Bombay.

सुरन्त

टेलिफोन नं. ३८२११
एक्स्टेन्शन नं. १६

तार का पता : केअर "बॉमलेबर"

क्रमांक सी.एल्./३१/पी.एम्.टी./

न्यूनतम वेतन समिति,
सार्वजनिक मोटार परिवहन के सचिव का कार्यालय,
फ्रामजी कावसजी इन्स्टिट्यूट बिल्डिंग,
घोबी तलाव, बम्बई-२।

दिनांक १९६३

की ओर से

श्री. दा. गो. देशपांडे, बी.ए. (ऑनर्स), डीप.एस्.एम्.ए.,
सचिव, न्यूनतम वेतन समिति,
सार्वजनिक मोटार परिवहन, बम्बई-२।

प्रति

सार्वजनिक मोटार परिवहन संस्था के नौकरों तथा मालिकों के सभी संगठनों।

विषय :—किसी सार्वजनिक मोटार परिवहन संस्थामें नौकरी के सम्बन्ध में न्यूनतम वेतन का पुनर्निश्चयन।

प्रिय महोदय,

महाराष्ट्र सरकार ने अपने संकल्प, उद्योग तथा श्रम विभाग, क्रमांक एम्. डब्ल्यू.-ए. २०६२-एल्.ए.वी-३, तारीख ९ फरवरी १९६३, के द्वारा किसी सार्वजनिक मोटार परिवहन संस्था में नौकरी के सम्बन्ध में न्यूनतम वेतन के पुनर्निश्चयन के विषय में जांच करने तथा सरकार को सलाह देने के लिये एक समिति नियुक्त की है। समिति ने सडर उद्योग अर्थात् "सार्वजनिक मोटार परिवहन संस्था" में नौकरी से संबन्धित मामलों पर नौकरों तथा उनके मालिकों के संगठनों का सामान्य दृष्टिकोण प्राप्त करने का निर्णय किया है और तदनुसार इस उद्देश्य से एक प्रश्नावली जारी की है जिसकी एक प्रति इसके साथ भेजी जा रही है।

अतः सानुरोध प्रार्थना है कि आप सम्बद्ध प्रश्नावली के सम्बन्ध में आपके संघ/यूनियन का दृष्टिकोण २२ सितंबर १९६३ तक सूचित करने की कृपा करें। साथही यह भी प्रार्थना है कि प्रश्नावली के आपके उत्तरों की बारह प्रतियाँ भेज दी जायें। यह आवश्यक है कि उत्तर देते समय आप क्रमांक सहित उस प्रश्न को फिरसे लिखें।

समिति को अपना कार्य सरकार द्वारा विदित अवधि के भीतर पूरा करना चाहिये इसलिये आपसे प्रार्थना है कि समय के भीतर भेज दें। यह अवधि बढ़ायी नहीं जा सकेगी।

आपके सहयोग का विश्वास रखे तथा प्रत्यशामें धन्यवाद देते हुए,

आपका,

दा. गो. देशपांडे,

सचिव,

न्यूनतम वेतन समिति,

सार्वजनिक मोटार परिवहन संस्था, बम्बई।

ताबडतोब

टेलिफोन नंबर : ३८२११

एक्स्टेन्शन नंबर : १६

तारेचा पत्ता : केअर " बाँमलेबर

क्रमांक सी.एल्./३१/पी.एम्.टी./

किमान वेतन समिति,

सार्वजनिक मोटार वाहतूक संस्था ह्यांच्या सचिवांचे कार्यालय,

फ्रामजी कावसजी इन्स्टीट्यूट बिल्डिंग,

धोबी तलाव, मुंबई-२.

तारीख१९६३

कडून

श्री. दा. गो. देशपांडे, बी.ए. (ऑनर्स), डी.प.एस्.एस्.ए.,

सचिव, किमान वेतन समिति,

सार्वजनिक मोटार वाहतूक संस्था, मुंबई.

प्रति

सार्वजनिक मोटार वाहतूक संस्था यांतील नोकरवर्गांच्या व भालकांच्या सर्व संघटना यांस,

विषय.—कोणतेही सार्वजनिक मोटार वाहतूक संस्था यांतील नोकराकरिता वेतनाचा पुनश्च किमात दर ठरविण्याबाबत.

महाराज,

कोणतेही सार्वजनिक मोटार वाहतूक संस्था यांतील नोकरीकरिता किमान दर पुनश्च ठरविण्याबाबत, चौकशी करून सरकारला सल्ला देण्याकरिता, महाराष्ट्र सरकारने तारीख ९ माहे फेब्रुवारी सन १९६३ चा उद्योग आणि कामगार विभागाचा सरकारी ठराव क्रमांक एम्. डब्ल्यू. ए.२०६२-एल्.ए.बी.-३, याअन्वये एक समिति नेमली आहे. समितीने, सदर उद्योगघंटातील म्हणजे "सार्वजनिक मोटार वाहतूक संस्था" यांतील नोकरीसंबंधीच्या प्रश्नाबाबत नोकरवर्गाच्या व मालकांच्या संघटनांची सर्वसाधारण मते समजून घ्यावयाचे ठरविले आहे आणि त्याप्रमाणे तिने सदरहू हेतुसिद्ध्यर्थ एक प्रश्नावली तयार केली असून तिची प्रत यासोबत जोडली आहे.

म्हणून, सोबत जोडलेल्या प्रश्नावलीसंबंधात आपल्या संस्थेची/संघाची मते आपण कृपा करून २२ माहे सप्टेंबर, सन १९६३ पर्यंत आम्हाला कळवावीत अशी आमची आपणास विनंती आहे. सदरहू प्रश्नावलीस आपण जी उत्तरे द्याल त्यांच्या एकूण १२ प्रती पाठविण्यात याव्या, अशी अगत्याची विनंती आहे. तुम्ही प्रश्नाचे उत्तर देताना तो प्रश्न व त्याचा क्रमांक पुन्हा लिहिणे आवश्यक आहे.

सरकारने ठरवून दिलेल्या मुदतीत आपले कार्य पूर्ण करावयाचे असल्यामुळे, तुम्ही आपले उत्तर थोड्या कालावधीत पाठविण्याची कृपा करावी अशी आमची आपणास विनंती आहे. ही मुदत वाढविता येणे अशक्य आहे.

आम्हाला आपले सहकार्य उत्तम प्रकारे मिळेल अशी आशा वाटते व त्याबाबत आम्ही अगोदरच आपले आभार मानतो.

आपला विश्वासू,

दा. गो. देशपांडे,

सचिव,

किमान वेतन समिति,

सार्वजनिक मोटार वाहतूक संस्था, मुंबई.

QUESTIONNAIRE

प्रश्नावली

प्रश्नावली

INDUSTRY :—EMPLOYMENT IN PUBLIC MOTOR TRANSPORT

उद्योग :—सार्वजनिक मोटार परिवहन में रोजगारी

उद्योग :—सार्वजनिक मोटार वाहतूक घंटातील नोकरी

Please give information in respect of your concern on the following points :—

1. (a) Name of the concern ..
- (b) Year of establishment ..

कृपया अपने कारोबार के बारे में निम्ननदीं सम्बन्धी जानकारी दीजिये :—

१. (क) कारोबार का नाम ..
- (ख) स्थापना का वर्ष ..

कृपया तुमच्या संस्थेविषयी खालील मुद्द्यां बाबतीत माहिती द्या :—

१. (अ) व्यापारी संस्थेचे नांव ..
- (ब) संस्थेच्या स्थापनेचे वर्ष ..

2. Postal address of the concern ..

२. कारोबार का डाक का पता ..

२. संस्थेचा संपूर्ण पत्ता ..

3. Average No. of workers employed categorywise during 1st April 1962 to 31st March 1963.

(A) Direct :—

On time rate.

On piece rate.

Total.

- | | | |
|-----------------|----|----|
| (1) Permanent | .. | .. |
| (2) Casual | .. | .. |
| (3) Badlis | .. | .. |
| (4) Apprentices | .. | .. |

(B) No. of workers employed through Contractors, if any.

३. दिनांक १ अप्रैल १९६२ से दिनांक ३१ मार्च १९६३ तक नौकरी में रखे गये कामगारों की धोणीशः औसत संख्या ।

(क) सीधे :—

- | | |
|------------------|----|
| (१) स्थायी .. | .. |
| (२) सामायिक .. | .. |
| (३) बदली .. | .. |
| (४) उम्मीदवार .. | .. |

टाईम रेट पर। पीस रेट पर। कुल।

(ख) अगर कोई ठेकेदार हो तो उनके जरिये रखे गये कामगारों की संख्या।

३. तारीख १ एप्रिल १९६२ ते ३१ मार्च १९६३ या मुदतीत निर-निराळ्या वर्गवारीत नोकरीवर नेमलेल्या कामगारांची सरासरी संख्या :—

(अ) प्रत्यक्ष भरती करून नेमलेले—

- | | |
|-----------------------------|----|
| (१) कायम .. | .. |
| (२) तात्पुरत्या कामासाठी .. | .. |
| (३) बदली .. | .. |
| (४) शिकानू उमेदवार .. | .. |

मुदतीच्या प्रमाणा- उक्त्या कामा- एकूण.
नुसार वेतन वर नेमलेले.
ठरविलेले.

(ब) ठेकेदारामार्फत नेमलेले कामगार, असल्यास, त्यांची संख्या.

4. Whether any of the Acts mentioned opposite apply to your concern ?

Factories Act/Shops and Establishments Act/Motor Transport Workers Act/Payment of Wages Act/Minimum Wages Act or any other Act.

४. सामने बताए गये अधिनियमों से कोई अधिनियम आपके कारोबार को लागू होता है ?

कारखाना अधिनियम/दूकान और प्रतिष्ठान अधिनियम/मोटार परिवहन अधिनियम/मजदुरी की अदायगी अधिनियम/न्यूनतम वेतन अधिनियम या अन्य कोई अधिनियम।

४. संमोर निर्दिष्ट केलेल्यापैकी कोणतेही कायदे तुमच्या संस्थेस लागू आहेत काय ?

फॅक्टरी (कारखान्यां/बाबत) कायदा/गुमास्ता कायदा/मोटार वाहतूक कामगार कायदा/वेतन देण्याबाबत कायदा/किमान वेतन कायदा किंवा इतर एखादा कायदा.

5. Nature of business done by your concern :—

- (A) (1) Passenger Transport ..
 (2) Goods Transport ..
 (3) No. of vehicles employed under each category—
 (i) Passenger Transport ..
 (ii) Goods Transport ..
 (4) Area of operation ..
- (B) Is any part of your normal business done on contract basis? If so, please give details.

५. आपके कारोबार द्वारा किये जानेवाले काम का स्वरूप :—

- (क) (१) मुसाफिरों का परिवहन
 (२) माल का परिवहन ..
 (३) प्रत्येक श्रेणी के अन्तर्गत चलाई जानेवाली गाड़ियों की संख्या—
 (अ) मुसाफिरों का परिवहन.
 (ब) माल का परिवहन
 (४) कार्यक्षेत्र ..
- (ख) क्या आपके सामान्य कार्य का कुछ भाग ठेकों के आधार पर होता है? अगर ऐसा है तो कृपया उसका ब्योरा दीजिये।

५. तुमची व्यापारी संस्था करीत असलेल्या कामाचे स्वरूप—

- (अ) (१) प्रवासी वाहतूक ..
 (२) माल वाहतूक ..
 (३) प्रत्येक वर्गासाठी उपयोगात आणल्या जाणाऱ्या वाहनांची संख्या—
 (अ) प्रवासी वाहतूक ..
 (ब) माल वाहतूक ..
 (४) कार्यक्षेत्र ..
- (ब) तुमच्या नेहमीच्या कामांपैकी काही काम ठेकेदारीच्या पद्धतीने करण्यात येते काय? असल्यास, त्यासंबंधी तपशील द्या.

6. Please state your income for the years 1959-60, 1960-61 and 1961-62. If any assessment has been completed, please give details of income-tax assessed for the years 1959-60, 1960-61 and 1961-62.
६. कृपया वर्ष १९५९-६०, १९६०-६१ और १९६१-६२ की अपनी आय बताइये। अगर कोई कर निर्धारण पूरा हो चुका हो, तो कृपया वर्ष १९५९-६०, १९६०-६१ और १९६१-६२ के लिये निर्धारित आय कर का ब्यौरा दीजिये।
६. कृपया सन १९५९-६०, १९६०-६१ व १९६१-६२ या सालांतील तुमचे उत्पन्न सांगा. तुमच्यावर प्राप्तीकर आकारण्यात आला असल्यास कृपा करून १९५९-६०, १९६०-६१ व १९६१-६२ या साली आकारण्यात आलेल्या प्राप्तीकरांचा तपशील द्या.
7. Is there any Agreement or Settlement or Award regarding wages, D. A. and other service conditions for employees? If so, enclose a copy of the same.
७. कामगारों के वेतन, महंगाई भत्ता और सेवा की अन्य हालतों के बारे में क्या कोई इकरारनामा, समझौता या पंचर बनाया गया है? अगर ऐसा है, तो इसकी एक प्रत इसके साथ भेजिये।
७. तुमच्या नोकरांचे वेतन, महागाई भत्ता व इतर नोकरांच्या शर्ती याबाबत एखादा करार किंवा तडजोड किंवा निवाडा आहे काय? असल्यास, त्याची एक प्रत सोबत जोडा.

8. Is there any provision of pay-scales in your establishment or establishments? If so, supply details categorywise separately.

८. आपके प्रतिष्ठान या प्रतिष्ठानों में वेतन श्रेणी के लिये क्या कोई उपबन्ध है? अगर ऐसा है, तो पृथक् रूपसे श्रेणीशः ब्यौरा दीजिये।

८. तुमच्या संस्थेत/संस्थांत वेतन श्रेणींची तरतूद आहे काय? असल्यास, निरनिराळ्या वर्गवारीच्या वेतन-श्रेणीबाबत तपशीलवार माहिती द्या.

9. Please give details of your wage structure :—

(1) Are you paying consolidated wages?

(2) Please give details of wages i.e. basic salary, D. A. and other allowances. Please give information categorywise as per the opposite table.

(3) If D. A. at different rates is paid to workmen of different categories, indicate the same in detail.

Basic.	In kind.	Other Allowances.	Total (Rs.)
1	2	3	4

९. अपने वेतन के ढांचे का ब्यौरा दीजिये :—

(१) क्या आप एकत्रित वेतन देते हैं?

मूल।	वस्तु रूपमें।	अन्य भत्ते।	कुल। (रुपये)
१	२	३	४

(२) कृपया वेतन जैसे कि मूल वेतन, महंगाई भत्ता और अन्य भत्तों का ब्यौरा दीजिये। कृपया सामने दिखायी गयी सारणी के अनुसार श्रेणीशः यह जानकारी दीजिये।

- (३) अगर विभिन्न श्रेणी के कामगारों को विभिन्न दरोंपर महंगाई भत्ता दिया जाता है, तो इसका ब्यौरा दीजिये।

९. कृपया वेतनश्रेणीचा तपशील द्या :—

- (१) तुम्ही एकत्रित वेतन देत आहात काय ?

मूळ वेतन	मालाच्या स्वरूपात	इतर भत्ते	एकूण (रुपये)
१	२	३	४

- (२) मूळ वेतन, महागाई भत्ता, व इतर भत्ते याबाबत कृपया वेतनाचा तपशील द्या. कृपया समोरील तक्त्यानुसार वर्गवार माहिती द्या.

- (३) वेगवेगळ्या कामगारांना निरनिराळ्या प्रमाणात महागाई भत्ता देत असल्यास त्याचा तपशील द्या.

10. Post retirement benefits (give details in each case) :—

- (1) Is there any Provident Fund Scheme? State the rate of contribution.

- (2) Is there any Gratuity Scheme? What is the normal rate?

- (3) Is there any pension Scheme? Basis of pension.

१०. सेवा निवृत्ति के बाद होनेवाले लाभ (प्रत्येक मामले का ब्यौरा दीजिये) :—

- (१) क्या आपके यहाँ कोई प्राविण्डट फण्ड योजना है? अंशदान की दर बताईये।

- (२) क्या आपके यहाँ कोई ग्रैच्युटी योजना है? उसकी सामान्य दर क्या है?

- (३) क्या आपके यहाँ कोई निवृत्तिवेतन योजना है? निवृत्तिवेतन को आधार क्या है?

१०. सेवानिवृत्तीनंतरचे फायदे (प्रत्येक बाबीचा तपशील द्या) :—

- (१) भविष्य-निधीची (प्रॉव्हिडंट फंडाची) योजना आहे काय? असल्यास, वर्गणीचा दर नमूद करा.
- (२) ग्रॅज्युइटीची योजना आहे काय? त्याचे सर्वसाधारण प्रमाण काय?
- (३) निवृत्तीवेतन (पेंशन) योजना आहे काय? निवृत्ती वेतन कोणत्या तत्वावर ठरविले जाते.

11. Leave facilities :—

With Pay Without Pay. No. of days in a year

(1) Privilege leave	..	..
(2) Sick leave	..	..
(3) Casual leave	..	..
(4) Leave without pay	..	..
(5) Maternity leave	..	..
(6) Paid holidays	..	..
(7) Weekly off	..	..
(8) Monthly offs	..	..

११. छुट्टी की सुविधायें :—

वेतन सहित । बगर वेतन । वर्ष में दिनों की संख्या ।

(१) हफ की छुट्टी	..
(२) बीमारी की छुट्टी	..
(३) सामान्य छुट्टी	..
(४) बगर वेतन की छुट्टी	..
(५) प्रसूति की छुट्टी	..
(६) सवेतन छुट्टीयाँ	..
(७) साप्ताहिक छुट्टी	..
(८) मासिक छुट्टी	..

११. रजेच्या सवलती :—

पगारी. बिनपगारी. वर्षांतून किती दिवस.

- | | |
|----------------------|----|
| (१) हक्काची रजा | .. |
| (२) आजारपणाची रजा | .. |
| (३) किरकोळ रजा | .. |
| (४) बिनपगारी रजा | .. |
| (५) बाळंतपणाची रजा | .. |
| (६) भरपगारी सुट्ट्या | .. |
| (७) आठवड्याची सुट्टी | .. |
| (८) मासिक सुट्ट्या | .. |

12. Working hours—
Working hours per day ..
Working hours per week. ..

१२. काम के घण्टे—
प्रत्येक दिन में काम के घण्टे ।
प्रत्येक सप्ताह में काम के घण्टे ।

१२. कामाचे तास—
रोजचे कामाचे तास ..
आठवड्याचे कामाचे तास ..

13. Do you pay any over-time allowances ?
If so, please state the amount for
the last 3 years i.e. 1959-60, 1960-61,
and 1961-62.

१३. क्या आप अतिरिक्त समय (Over-
time) के लिये कोई भत्ता
देते हैं? अगर ऐसा है, तो
कृपया पिछले तीन वर्षों अर्थात्
१९५९-६०, १९६०-६१, और
१९६१-६२ के लिये रकम
बताइये ।

१३. तुम्ही ओव्हर-टाईम भत्ते देता
काय? देत असल्यास, कृपया
१९५९-६०, १९६०-६१ व
१९६१-६२ या गेल्या तीन
वर्षातील ओव्हर-टाईम भत्ता
म्हणून दिलेल्या रकमा नमूद
करा.

14. Other amenities (give details in each case) :—

- (1) Whether free or subsidised residential quarters given with sanitary provision ?
- (2) Whether any free ration given ?
- (3) Whether any free fuel or light or any other facilities given ?
- (4) Whether any free Uniforms given ?
- (5) Whether Medical-aid is given ?

१४. अन्य सुविधाएँ (प्रत्येक मामले का ब्योरा दीजिये) :—

- (१) सफाई की व्यवस्था के साथ क्या कोई मुफ्त या अर्थ सहायित आवासस्थान दिये जाते हैं ?
- (२) क्या मुफ्त राशन दिया जाता है ?
- (३) क्या कोई मुफ्त इन्धन या रोशनी की या अन्य सुविधा दी जाती है ?
- (४) क्या मुफ्त वर्दियाँ दी जाती हैं ?
- (५) क्या वैद्यकीय सहायता दी जाती है ?

१४. इतर सुखसोयी (प्रत्येक बाबीचा तपशील द्या) :—

- (१) आरोग्य रक्षणविषयक तरतुदी असलेली मोफत किंवा साहाय्यित निवास-स्थाने देण्यांत येतात काय ?
- (२) कामगारांना शिधा (रॅशन) मोफत देण्यांत येते काय ?
- (३) कामगारांना मोफत जळण अथवा दिवाबत्तीची सोय अथवा इतर सबलती देण्यांत येतात काय ?

(४) मोफत गणवेश देण्यांत येतात काय ?

(५) वैद्यकीय मदत देण्यांत येते काय ?

15. Are you paying *ex-gratia* payment or bonus ?

१५. क्या आप एक्सग्रेसिया पेमेंट या बोनस देते हैं ?

१५. तुम्ही बक्षिसाच्या रूपाने अथवा बोनस म्हणून काही रक्कम देता काय ?

16. Is there any incentive scheme in your concern ? If so, please give details.

१६. क्या आपके कारोबार में प्रोत्साहन के लिये कोई योजना है ? अगर ऐसा है, तो कृपया उसका ब्यौरा दीजिये ।

१६. तुमच्या संस्थेत एखादी प्रोत्साहन योजना आहे काय ? असल्यास, तपशील द्या.

17. Please give the prevailing wages in any other employment or business in your area.

१७. आप के क्षेत्रमें किसी अन्य काम या घन्धे में दिये जानेवाले वर्तमान वेतन बताइये ।

१७. तुमच्या विभागातील अन्य कोणत्याही नोकरीतील अथवा घन्ध्यातील विद्यमान वेतने कृपया नमूद करा.

18. Are you experiencing any difficulties in recruiting employees in any categories in your business ?

१८. क्या आपको अपने काम की किसी भी श्रेणी में कामगारों की भर्ती करने में कठनाई का अनुभव होता है ।

१८. तुमच्या घद्यातील कोणत्याही वर्गवारीत नोकरभरती करताना तुम्हास काही अडचणी येत आहेत काय ?
19. Is any retirement age prescribed for employees in your concern ? If so, please give details.
१९. क्या आपके कारोबार में कामगारों के लिये सेवानिवृत्ति की कोई आयु विहित की गयी है ? अगर ऐसा है तो कृपया उसका व्यौरा दीजिये ।
१९. तुमच्या संस्थेतील नोकरांसाठी सेवानिवृत्ती वय ठरवून देण्यात आले आहे काय ? ठरविले असल्यास, कृपया त्याबाबत तपशील द्या.
20. In your opinion what minimum rates of wages should be fixed.
२०. आपकी राय में वेतन की कौनसी न्यूनतम दरें मुकरर की जानी चाहिये ।
२०. तुमच्या मते वेतनाचे किमान दर कोणते ठरविण्यात यावे.

Place :

Signature of the Owner or Occupier.

स्थान :

ठिकाण :

मालिक या कब्जेदार का हस्ताक्षर

मालकाची अथवा भोगवटा करणाऱ्याची सही.

Date :

दिनांक :

तारीख :

ANNEXURE ' I '

Statement showing the number of employees employed in Public Motor Transport Industry

Name of the Industry.	Figure showing position at the time of first Fixation.	Figure showing the position as on 1963.	Remarks.
Public Motor Transport.	22,600 (1948-49)	4,46,812	*The figure is inclusive of employees in Transport, Storage and Communication based on Census Report of the Government of India for the year 1961 pertaining to the State of Maharashtra. i.e. 4,25,264 Male-workers. 21,348 Female-workers.

ANNEXURE ' J '

Statement showing the total number of Public Motor Transport Undertakings and their vehicles in the Maharashtra State.

Serial No.	Division.	Number of Undertakings.	Total number of Vehicles.
1	Bombay	237	5,344
2	Poona	67	886
3	Aurangabad	35	142
4	Nagpur	104	799
	Total ..	443	7,171

ANNEXURE ' K '

Statement showing total number of questionnaires issued and replies received from various concerns

Serial No.	Name of Concerns.	Total number of Questionnaires issued to.	Total number of replies received from.
1	Private Transports	4,053	47
2	Unions	148	8
3	Association of Transports	52	2
4	Government Transports	341	10
	Total ..	5,464	67

ANNEXURE ' K (I) '.

Statement showing details of replies to the Questionnaires received from goods transport and passenger transport (Divisionwise)

Serial No.	Name of Division	Goods Transport	Passengers Transport	Union	Total	Remarks
1	Bombay	19*	6	1	26	*It includes 2 replies from Associations.
2	Poona	19	3	3	25	
3	Nagpur	2	6	4	12	
4	Aurangabad	3	1	..	4	
	Total	43	16	8	67	

ANNEXURE ' L '.

Statement showing yearly average Consumer Price Index Numbers for six centres in the Maharashtra State from 1952 to 1963.

Year.	Bombay Yearly Average	Sholapur Yearly Average	Jalgaon Yearly Average	Nagpur Yearly Average	Nanded Yearly Average	Aurangabad. Yearly Average
1952	337	310	447	380	187	163
1953	363	323	471	387	197	171
1954	359	294	405	373	198	160
1955	338	246	353	364	168	142
1956	353	316	425	398	218	182
1957	369	339	445	422	223	193
1958	305	313	453	447	223	185
1959	412	340	493	498	241	202
1960	420	357	492	512	252	212
1961	431	352	485	495	239	212
1962	444	381	519	502	259	234
1963	448	380	524	525	266	235
Average rise on 1952	111	70	77	145	79	72
Percentage rise on 1952	32.0	22.6	17.2	38.2	42.2	44.2

ANNEXURE M

ANNEXURE 'M'

Statement showing monthly minimum and maximum wages payable to the workers employed in the Public Motor Transport Undertaking

BOMBAY DIVISION

Serial No.	Name of concern	Skilled		Semi-Skilled		Unskilled		Suggested Wages	Remarks
		Min. p. m.	Max. p. m.	Min. p. m.	Max. p. m.	Min. p. m.	Max. p. m.		
		Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.		
1	Godfray Phillips India Ltd., Bombay.	125.00	380.00	100.00	260.00	85.00	171.05	125 to 200	Driver.
2	Parkar Navigation Company, Bombay.	100.00	150.00	..	..	77.00	100.00	80 to 100	D. A. Driver.
3	Government Transport Service, Bombay.	160.00	245.00	120.00	245.00	75.00	..	....
4	Sadhana Textile Mills Pvt. Ltd., Bombay.	178.00	..	..	..	110.00	..	....
5	Bombay Municipal Corporation, Bombay.	165.00	200.00	..	..	80.00	135.00	....
6	Jayems Engineering Co. Ltd., Bombay.	160.00	..	..	..	..	..	....
7	George, T. Waz, Bombay	..	..	..	..	..	..	....
8	Modern Clearing Co., Pvt. Ltd., Bombay.	..	..	..	..	..	..	80 for	Cleaner.
9	Savalaram Tatyaba Thorat, Bombay.	..	..	..	..	..	..	90 to 150	Cleaner and Driver.
10	Maharashtra State Road Trans- port, Ratnagiri.	135.00	250.00	..	..	100.00	105.00	.....

11	Famous Transport Co., Bombay	..	..	..	..	..	..	67 to 170 Cleaner and Driver.
12	Neera Palm Products Co-operative Society, Bombay.	..	..	..	..	..	..	100 to 400 Driver.
13	Shri D. S. Thorat, Bombay	..	..	..	..	..	..	70 to 140 Cleaner and Driver.
14	Shri M. N. Thorat, Bombay	..	..	..	..	..	..	....
15	Mohmed Sardar, Bombay	143.00	..	..	..	78.00	..	....
16	Gwalior Investment Co. Pvt. Ltd., Bombay.	150.00	..	..	..	78.00	..	100 to Driver, 60 to unskilled.
17	Shri Manubhai Ramaji, Bombay.	..	..	..	..	..	..	78 to 136 Cleaner and Driver.
18	Commissioner of Police, Bombay.	150.00	206.00	..	..	87.00	97.00	....
19	Indian Institute of Technology, Bombay.	178.00	..	..	..	127.00	..	....
20	Irani and Company, Bombay	..	..	..	..	..	..	75 to 120 including Allowances
21	B. E. S. T. Undertaking, Bombay.	..	..	..	..	..	..	....
22	M. S. R. T. Corporation, Bombay.	120.00	160.00	120.00	150.00	100.00	105.00	....
23	Milk Transport Service, Government of Maharashtra, Bombay.	115.00	450.00	120.00	245.00	70.00	82.00	....
24	Deccan Stone Industries, Bombay.	130.00	300.00	..	..	..	..	....

N.B.—Information tabulated as per replies to the questionnaires received from employers.

ANNEXURE 'M(I)'

Statement showing monthly minimum and maximum wages payable to the workers employed in the Public Motor Transport Undertakings

POONA DIVISION

Serial No.	Name of concern	Skilled		Semi-skilled		Unskilled		Suggested wages	Remarks
		Min. p. m.	Max. p. m.	Min. p. m.	Max. p. m.	Min. p. m.	Max. p. m.		
		Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.		
1	Shri S. S. Kand, Poona	115.00	..	..	..	..	..	65 to Unskilled. 130 to 160 Skilled.	
2	Ayurvedashram Pharmacy, Ahmednagar.	150.00	..	..	..	..	..	....
3	Shri Babasahob Pawar, Sangli. Dattaram	190.00	..	..	..	90.00	..	....
4	Maharashtra Lorry Operators' Association, Poona.	75.00 2 to 3 daily allowance	125.00	..	..	40.00 2 to 3 daily allowance	50.00	225 to Driver. 135 to Cleaner.	
5	Sholapur Municipal Bus Service, Sholapur.	100.00	..	70.00	..	40.00	..	....
6	Messrs. M. K. Mehendale & Co., Poona.	..	..	..	..	..	..	....
7	Messrs. Ghatge and Patil Pvt. Ltd., Kolhapur.	97.00	250.00	..	..	50.00	58.00	55 to Unskilled. 65 to Semiskilled. 100 to Skilled.	
8	Kolhapur Municipal Transport, Kolhapur.	121.00	160.00	116.00	..	88.25	96.25	100, Minimum pay.	

9	Poona Municipal Transport, Poona	85.00	..	65.00	..	50.00	..	90 to 95 Skilled. 75 Semi-skilled. 65 Unskilled.
10	A. J. Ainapure, Jeth	..	..	..	..	..	..	....
11	Shri G. B. Jagtap, Poona	..	..	..	..	..	..	100 Skilled
12	Shri Manmohan Singh Saweny, Poona.	100.00	..	..	..	50.00	..	....
13	R. Mangaldas and Co., Poona...	120.00	..	..	..	..	..	....
14	Shri M. A. Gujar, Shirwal	..	..	..	..	..	..	80 to 100 Skilled.
15	Ahmednagar Municipality, Ahmednagar.	137.00	187.00	92.00	137.00	45.00	50.00	....
16	Smt. D. S. Wagh, Ahire, District Satara.	85.00	90.00	..	..	50.00	..	90 Driver. 45 Cleaner.
17	Shri S. N. Wagh, Ahire, District Satara.	90.00	..	..	..	50.00	..	85 Driver. 45 Cleaner.
18	Shri D. K. Medhekar, Poona	..	..	..	..	..	..	85 to 90 Skilled. 40 to 50 Unskilled
19	Shri L. N. Wagh, Ahire, District Satara.	90.00	..	..	..	50.00	..	85 Driver. 45 Cleaner.
20	Shri D. T. Wagh, Ahire, Satara.	100.00	..	..	..	50.00	..	85 Driver. 50 Cleaner.
21	Shri N. N. Wagh, Ahire, Satara.	180.00	..	..	..	85.00	..	175 Driver. 90 Cleaner.

N.B.—Information tabulated as per replies to be questionnaires received from employers.

' ANNEXURE M(II) '

*Statement showing monthly minimum and maximum wages payable to the workers employed in the
Public Motor Transport Undertakings*

NAGPUR DIVISION

Serial No.	Name of Concern	Skilled		Semi skilled		Unskilled		Suggested wages	Remarks
		Min. p. m.	Max. p. m.	Min. p. m.	Max. p. m.	Min. p. m.	Max. p. m.		
		Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.	Rs. P.		
1	Suvarna Transport Co. Pvt. Ltd., Buldhana.	65·00	..	50·00	..	55·00	..	1·50 per day to unskilled.	
2	Lokpriya Motor Service, Akola.	65·00	..	50·00	..	..	..	....
3	Mahadeo, Begraj, Amravati ..	110·00	..	95·00	..	..	..	....
4	B. G. Goods Transport, Amravati.	105·00	125·00	65·00	75·00	..	..	....
5	Meheebubai Motor Service, Co. Pvt. Ltd., Akola.	65·00	..	..	..	50·00	..	1·50 per day to unskilled.	
6	General Motor Owners' Association, Akola.	..	..	..	..	..	..	1·37 per day to unskilled.	
7	New Datar Transport, Amravati	75·00	..	63·00	..	60·00	..	50 to Unskilled.	
8	ESSO Corporation, Nagpur ..	197·00	..	..	..	44·20	75·40	....
9	Messrs. Rachhupal Singh Bros., Akola.	91·00	..	..	..	..	..	....
10	Lokpriya Motor Service, Akola (from workers).	65·00	100·00	50·00	70·00	40·00	..	203·75 skilled. 183·75 Semi-skilled. 138·75 Unskilled.	

11	Telhara Motor Service, Akola (from workers).	65.00	100.00	50.00	70.00	40.00	..	203.75 skilled. 188.75 Semi-skilled. 138.75 Unskilled.
12	United Motor Service, Akola (from workers).	65.00	100.00	50.00	70.00	40.00	..	Do.
13	Berar Transport Service, Akola (from workers).	65.00	100.00	50.00	70.00	40.00	..	Do.

AURANGABAD DIVISION.

1	Parbhani Transport Co-operative Society Ltd., Parbhani.	80.00	155.00	..	..	45.00	..	100 Drivers, 60 Cleaner.
2	Shri H. B. Hadda, Osmanabad.	175.00	..	..	..	90.00	..	175 Driver, 75 to 80 Cleaner.
3	Shri A. L. Pawar, Aurangabad.	..	..	..	..	..	..	....

N.B.—Information tabulated as per replies to the questionnaire received from employers and employees.

ANNEXURE ' N '

Statement showing the details regarding existing wages and suggested wages by Employers for the Employees employed in Public Motor Transport Undertaking

BOMBAY DIVISION

Category	Wages fixed as per Government Notification No. 146/48, dated 27th December 1951.			Existing wages.	Wages suggested.
	Rs.	a.	p.		
<i>Skilled—</i>					
(1) Drivers	95	0	0	Rs. 45 to 305.38 <i>plus D. A.</i>	Rs. 100 to 400.
(2) Mechanics.					
(3) Fitters.					
(4) Turners.					
(5) Electricians.					
(6) Checkers.					
(7) Supervisors.					
(8) Tinsmiths.					
(9) Batterymen.					
(10) Vulcanisers.					
(11) Carpenters.					
(12) Blacksmiths.					
(13) Welders.					
(14) Painters.					
<i>Semi-skilled—</i>					
(1) Assistant or Junior Skilled Workers.	75	0	0	Rs. 55 to 242 <i>plus D. A.</i>	Rs. 75 to 150.
(2) Conductors.					
(3) Machine-mates.					
(4) Fitter-mates.					
(5) Greasers.					
(6) Oilers.					
(7) Booking Clerks.					
(8) Hammermen.					
<i>Unskilled—</i>					
(1) Helpers	60	0	0	Rs. 40 to 171.05 <i>plus D. A.</i>	Rs. 60 to 150.
(2) Washers.					
(3) Cleaners.					
(4) Watchmen.					
(5) Mazdoors.					
(6) Sweepers.					
(7) Peons.					
(8) Other miscellaneous Workers.					

ANNEXURE 'N'—*contd.*

Statement showing the details regarding existing wages and suggested wages by Employers for the Employees employed in the Public Motor Transport

POONA DIVISION

Category	Wages fixed as per Government Notification No. 146/48, dated 27th December 1951.	Existing wages.	Wages suggested
	Rs. a. p.		
<i>Skilled—</i>			
(1) Drivers	90 0 0	Rs. 40 to 450 <i>plus D. A.</i>	Rs. 75 to 225.
(2) Mechanics.			
(3) Fitters.			
(4) Turners.			
(5) Electricians.			
(6) Checkers.			
(7) Supervisors.			
(8) Tinsmiths.			
(9) Battery-men.			
(10) Vulcanisers.			
(11) Carpenters.			
(12) Blacksmiths.			
(13) Welders.			
(14) Painters.			
<i>Semi-skilled—</i>			
(1) Assistant or Junior Skilled Workers.	70 0 0	Rs. 40 to 170 <i>plus D. A.</i>	Rs. 55 to 175.
(2) Conductors.			
(3) Machine-mates.			
(4) Fitter-mates.			
(5) Greasers.			
(6) Oilers.			
(7) Booking Clerks.			
(8) Hammermen.			
<i>Unskilled—</i>			
(1) Helpers	55 0 0	Rs. 20 to 130 <i>plus D. A.</i>	Rs. 40 to 100.
(2) Washers.			
(3) Cleaners.			
(4) Watchmen.			
(5) Mazdoors.			
(6) Sweepers.			
(7) Peons.			
(8) Other Miscellaneous Workers.			

ANNEXURE 'N (I)'

Statement showing the details regarding existing wages and suggested wages by Employers for the Employees employed in the Public Motor Transport

NAGPUR DIVISION

Category..	Wages fixed as per Government Notification.	Existing wages.	Wages suggested
	Rs. a. p.		
<i>Skilled—</i>			
(1) Drivers	.....	Rs. 65 to 228.75.	Rs. 203.75 to 218.75.
(2) Mechanics.			
(3) Fitters.			
(4) Turners.			
(5) Electricians.			
(6) Chockers.			
(7) Supervisors.			
(8) Tinsmiths.			
(9) Batterymen.			
(10) Vulcanisers.			
(11) Carpenters.			
(12) Blacksmiths.			
(13) Welders.			
(14) Painters.			
<i>Semi-Skilled—</i>			
(1) Assistant or Junior Skilled Workers.	.....	Rs. 50 to 188.75	Rs. 188.75.
(2) Conductors.			
(3) Machine-mates.			
(4) Fitter-mates.			
(5) Greasers.			
(6) Oilers.			
(7) Booking Clerks.			
(8) Hammermen.			
<i>Un-Skilled—</i>			
(1) Helpers	... .. 1 5 0	Rs. 45 to 138.75.	Rs. 30 to 138.75
(2) Washers.			
(3) Cleaners.			
(4) Watchmen.			
(5) Mazdoors			
(6) Sweepers.			
(7) Peons.			
(8) Other miscellaneous Workers.			

ANNEXURE ' N (I) '—contd.

Statement showing the details regarding existing wages and suggested wages by Employers for the Employees employed in the Public Motor Transport

AURANGABAD DIVISION

Category	Wages fixed as per Government Notification	Existing wages	wages suggested.
<i>Skilled—</i>			
(1) Drivers	85 0 0	Rs. 100 to 215	Rs. 175 to 200.
(2) Mechanics.			
(3) Fitters.			
(4) Turners.			
(5) Electricians.			
(6) Checkers.			
(7) Supervisors.			
(8) Tinsmiths.			
(9) Battery-men.			
(10) Vulcanisers.			
(11) Carpenters.			
(12) Blacksmiths.			
(13) Welders.			
(14) Painters.			
<i>Semi-Skilled—</i>			
(1) Assistant or Junior Skilled Workers.	Rs. 65·00	Rs. 90 to 125.	Rs. 100.
(2) Conductors.			
(3) Machine-mates.			
(4) Fitter-mates.			
(5) Greasers.			
(6) Oilers.			
(7) Booking Clerks.			
(8) Hammermen.			
<i>Unskilled—</i>			
(1) Helpors	Rs. 50·00	Rs. 65 to 145.	Rs. 60 to 80.
(2) Washers.			
(3) Cleaners.			
(4) Watchmen.			
(5) Mazdoors.			
(6) Sweepers.			
(7) Peons.			
(8) Other miscellaneous Workers.			

ANNEXURE ' N(II)

Statement showing the minimum wages fixed by different States for Public Motor Transport Undertakings

Serial No.	Categories	Madhya Pradesh (1958)						
		Mysore (1948)	Andhra Pradesh (1959)	Madras (1961)	Designation	Wages		
		Wages	Wages	Wages		Madhya Bharat	Vindhya Pradesh	Bhopal Mahaksha
Rs.			Rs.	Rs.	Rs.	Rs.		
I. Traffic Staff.								
1	Drivers—I	48 per mensem.	Rs. 3·00+2·00 per day	90 per mensem	Driver ..	85	85	85
2	Drivers—II		Rs. 3·00+0·50†+2·00 per day.		Conductor.	75	75	75
3	Drivers—III		Rs. 3·00+1·00†+2·00 per day.		Cleanor.	60	60	60
4	Conductor	35 per mensem	Rs. 2·50+2·00 per day.	75 per mensem	Mechanic Fitter	6 75	85 75	....
5	Checking Inspector	48 per mensem	Rs. 2·50+2·00 per day	80 per mensem				
6	Workshop persons	90 per mensem	....	....	Unskilled worker	..	60	60
II. Workshop Persons								
Grade I								
1	Mechanic	70 per mensem	Rs. 4·00+2·00* per day	125				
2	Fitter	40 per mensem	Rs. 4·00+2·00* per day	85 per mensem				
3	Electrician	55 per mensem	Rs. 4·00+2·00* per day.	90 per mensem				
4	Turners	55 per mensem	Rs. 4·00 per day	80 per mensem				
5	Drillers		4 per day.					
6	Shapers		4 per days					

7	Grinders	.. ..	Rs. 4-00 per day	
8	Carpenters	.. .. 70 per mensem	Rs. 4-00 per day	.. 80 per mensem.
9	Painters	.. .. 55 per mensem	Rs. 4-00 per day	.. 90 per mensem.
10	Tinkers	.. .. 55 per mensem	Rs. 4-00 per day	.. 80 per mensem.
11	Blacksmiths	.. .. 70 per mensem	Rs. 4-00 per day	.. 80 per mensem.
12	Welders	.. .. 70 per mensem	Rs. 4-00 per day	.. 90 per mensem.
13	Vulcanizers	.. .. 55 per mensem	Rs. 4-00 per day	.. 90 per mensem.
14	Moulders	.. ..	Rs. 4-00 per day	.. 80 per mensem

Grade II

1	Assistant Mechanic	.. 55 per mensem	Rs. 3-00+2-00* per day	90 per mensem.
2	Assistant Fitter	.. 40 per mensem	Rs. 3-00+2-00* per day	75 per mensem.
3	Assistant Turner	..	Rs. 3-00 per day	.. Tailor Rs. 90 per mensem.
4	Assistant Driller	..	Rs. 3-00 per day.	.. Assistant Tailor 65 per mon- sem. <i>Controller</i> Rs. 80 Depot starter Rs. 90
5	Assistant Shaper	.. 40 per mensem	Rs. 3-00 per day.	
6	Assistant Grinder	.. 40 per mensem	Rs. 3-00 per day.	
7	Assistant Carpenter	.. 40 per mensem	Rs. 3-00 per day.	
8	Assistant Painter	..	Rs. 3-00 per day	.. 80 per mensem.

ANNEXURE 'N(II)'—contd.

Serial No.	Categories	Madhya Pradesh (1958)				
		Mysore (1948)	Andhra Pradesh (1959)	Madras (1961)	Designation	Wages
		Wages	Wages	Wages	Madhya Bharat	Vindhya Pradesh	Bhopal Mahaksha
	Grade II—contd.	Rs.		Rs.		
9	Assistant Tinker ..		Rs. 3·00 per day	.. 70 per mensem.		
10	Assistant Blacksmith ..		Rs. 3·00 per day	.. 70 per mensem.		
11	Assistant Welder ..		Rs. 3·00 per day	.. 80 per mensem.		
12	Assistant Vulcaniser ..		Rs. 3·00 per day			
13	Assistant Moulder ..		Rs. 3·00 per day			
14	Hammerman ..	40 per mensem	Rs. 2·50 per day	.. 65 per mensem.		
15	Greasers ..	30 per mensem	Rs. 2·50 per day	.. 65 per mensem.		
16	Tyreman ..		Rs. 2·50 per day	.. 80 per mensem.		
17	Engineering Mazdoor ..		Rs. 2·50 per day			
	III. Clerical Staff					
1	Clerks ..	55 per mensem	Rs. 90 per mensem	80 per mensem.		
2	Accountants ..	90 per mensem	Rs. 90 per mensem			
3	Typist, Cashier ..	70 per mensem	Rs. 90 per mensem			
	Timekeeper ..	35 per mensem.				

IV. *Miscellaneous*

1	Cleaners	..	..	35 pro mensem	Rs. 2·00+2·00 per day*	60 per mensem.
2	Loaders	..	..		Rs. 2·00+2·00 per day*	60 per mensem.
3	Helpers	..	..	30 per mensem	Rs. 2·00+2·00 per day*	60 per mensem.
4	Mazdoor	..	..		Rs. 2·00+2·00 per day*	60 per mensem.

Peons .. Rs. 60·00 per mensem.

Scavengers. Rs. 60·00 per mensem.

Sweepers.. Rs. 60·00 per mensem.

Watchman. Rs. 60·00 per mensem.

†Special allowance.

*Bata per diem.

ANNEXURE 'O'

Employment in Public Motor Transport

Class of employees	Zone I	Zone II
<i>Skilled—</i>	Rs. nP.	Rs. nP.
1. Driver	140·00	130·00
2. Mechanics		
3. Turners		
4. Electricians (Auto) including Battery-man.		
5. Chookors/Vehicle Examiners.		
6. Supervisors.		
7. Tinsmith.		
8. Vulcanisers.		
9. Carpenters.		
10. Blacksmiths.		
11. Welders.		
12. Painters.		
13. Senior Clerks/Accountants/Cashiers/Typist-cum-clerk.		
14. Employees by whatever designation called doing skilled work of the nature done by persons falling under the above category.		
<i>Semi-skilled.—</i>		
1. Assistants to the categories mentioned under the skilled categories.	120·00	112·50
2. Conductors.		
3. Oilers/Greasors.		
4. Tyre Fitter/Upholsterers.		
5. Clerks and other persons whose work involves clerical work.		
6. Hammorman.		
7. Store Assistants.		
8. Watchman (required to use ammunition through a weapon).		
9. Employees by whatever designation called doing semi-skilled work of the nature done by persons falling under the above categories.		
<i>Unskilled—</i>		
1. Helpers	95·00	85·00
2. Washers.		
3. Cleaners (vehicle)attendants.		
4. Watchman.		
5. Mazdoors.		
6. Sweepers.		
7. Peons.		
8. Other workers not included in any category.		

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