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REPORT

OF THE

Minimum Wages Committee for the Employment in any Tobacco (including Bidi Making) Manufactory

CHAPTER I

INTRODUCTION

The Government of Maharashtra in Industries and Labour Department appointed a Committee under Resolution No. MWA-1562/Lab-III, dated the 11th February 1963, under clause (a) of subsection (1) of section 5 of the Minimum Wages Act, 1948, to enquire into the conditions prevailing in the employment in any Tobacco (including Bidi-making) Manufactory and to advise it as regards revision of the minimum rates of wages fixed for the employees employed in the said employment by the former Bombay Government under Notification Nos. MWA-2438/48, dated the 19th April 1955, MWA-1557-J, dated the 11th June 1958, and MWA-1558-J, dated the 6th July 1958. The Committee consists of the following members :—

Chairman

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

Employers' Representatives

1. Shri Manoharbhai Patel, M.L.A.,
President,
Bidi, Bidi Leaves and Tobacco Merchants' Association,
Gondia, district Bhandara.
2. Shri Shantilal S. Patel,
Kamla Bidi Works,
190, Tilak Road, Aurangabad.

3. Shri Raojibhai H. Desai,
Partner, Desai Brothers Bidi Factory,
62, Raviwar Peth, Poona.

Employees' Representatives

1. Shri Vijendra Kabra,
President,
Marathwada Rashtriya Bidi Mazdoor Sangh,
Dhannasingh Building, Aurangpur,
Aurangabad.
2. Shri N. H. Kumbhare,
General Secretary,
Maharashtra State Bidi Majoor Sangh,
Kamptee.
3. Shri Vasantao Naik, M.L.A.,
Dongre Mansion, Tardeo,
Bombay-7.

Shri C. B. Dingare, Assistant Commissioner of Labour, Bombay, was appointed as Secretary of the Committee.

By a subsequent Resolution No. MWA-1562-Lab-III, dated the 8th April 1963, the Government in Industries and Labour Department appointed Shri R. P. Siddhanti, Assistant Commissioner of Labour, Nagpur, as Secretary to the Committee in place of Shri Dingare.

Procedure Followed :

The Committee at its first meeting held in Bombay on 9th April 1963 had detailed discussions on the scope and method of enquiry into the conditions prevailing in the employment in any Tobacco (including bidi-making) Manufactory. The Committee thought that the scope of the scheduled employment, namely, employment in any Tobacco (including bidi-making) Manufactory was wide enough to cover tobacco manufacturing, bidi-making, cigar and cigarette manufacturing and also snuff making establishments, but the Committee, however, decided to limit its enquiry to bidi-making, tobacco manufacture and snuff-making establishments. It was decided to issue the questionnaires to the employers and their associations, if any, and the trade unions functioning in the said employment in the different parts of the State to collect the necessary data,

visit important bidi-making and snuff-making centres in the State and wherever possible visit bidi factories and residences of the out-workers engaged in bidi-making and then formulate its recommendations to the Government.

The Committee finalised the questionnaire at its meetings held on 13th May and 10th June 1963. The questionnaire was made as exhaustive as possible to cover all problems of the industry and there were different sections allotted to employers, Contractors (Thekedars), employers' associations and trade unions. In order to facilitate better understanding of the questionnaire, it was decided to issue the questionnaire in Marathi to the trade unions and contractors in particular.

Accordingly, copies of the English and Marathi questionnaires were got printed and issued to the employers, their associations and trade unions by the second of August 1963, with a request to submit the replies by 20th August 1963 (*vide* Annexures I, II and III). However, the time-limit for submission of the replies was extended to 20th August 1963, as the response from both the employers and the trade unions till the date was very poor. Wide publicity was given through the Regional Publicity Officers in many daily newspapers regarding the issue of copies of the questionnaire and the extension of the time-limit. The Government Labour Officers working in the respective district places were also requested to assist the employers and the trade unions in filling up the questionnaires. The following is the tabular statement of the number of questionnaires issued to the employers and their associations, trade unions and also to contractors and the number of replies received from the respective parties:—

Region	Questionnaires issued to			Replies received from		
	Employers	Trade Unions	Contractors	Employers	Trade Unions	Contractors
Bombay ..	285	40	..	18	9	..
Vidarbha ..	181	21	168	19	16	37
Marathwada	18	8	..	8	..	..

Terms of Reference :

The Committee was asked to enquire into the conditions prevailing in the employment in any Tobacco (including Bidi-Making) Manufactory in the State and advise the Government in respect of the revision of minimum rates of wages for the employees employed in the said employment.

Time-limit for Submission of the Report :

Initially the Committee was required to submit its report within six months of its appointment, *i.e.*, on or before 11th August 1963. The Committee, however, requested the Government to extend the time-limit for a further period of three months as no substantial progress had been made by the Committee till the beginning of July 1963. Therefore, the Government was pleased to extend the time-limit for the submission of the report up to the 30th November 1963, by Government Resolution No. MWA-1562-Lab-III, dated 27th July 1963. The Committee, however, could not complete its work by the end of November 1963, as it had to cancel its scheduled tour programme in October 1963, to suit the convenience of the employers' representatives on the Committee and at the request of the Maharashtra Bidi Industry Association and further, the scheduled visits in the month of November 1963, could not be kept up due to the sudden and unexpected demise of the Hon'ble the Chief Minister of Maharashtra. Therefore, the Government was pleased to extend the time up to 29th February 1964, under Resolution No. MWA-1562-Lab-III, dated 27th November 1963, and the time-limit was further extended to 31st March 1964, under Government Resolution No. MWA-1562-Lab-III, dated the 29th January 1964.

Meetings :

The Committee held seven formal meetings, apart from the meetings held to record evidence of the employers and trade unions and others, on the following dates and the places mentioned below :—

Date of the Meeting	Place of Meeting
1. 9th April 1963	Bombay
2. 13th May 1963	Bombay
3. 10th June 1963	Nagpur

Date of the Meeting		Place of Meeting
4.	26th August 1963	Bombay
5.	10th November 1963	Nagpur
6.	16th March 1964	} Bombay
	17th March 1964	
	18th March 1964	
7.	26th March 1964	Bombay

The Committee had detailed discussions on the recommendations to be made to the Government in respect of the revision of the minimum rates of wages at its meeting held at Bombay in March 1964 and finalised its recommendations. The members, Chairman and the Secretary had informal discussions among themselves during the tours undertaken by the Committee.

Visits to the Places and Factories :

As already stated above the Committee decided to visit many of the important bidi-making centres in the three regions of the State with a view to collect firsthand information by personally discussing the various problems connected with or having bearing on the revision of the minimum rates of wages with the employers and workers employed therein, and also by visiting bidi factories wherever possible. In undertaking these tours the Committee kept in mind the necessity of economy in expenditure coupled with the desire of many members of the Committee for visiting as many centres as possible within a short time. The Committee visited the following places on the dates mentioned against them and recorded the evidence of the employers, trade unions and the workers and employers' associations functioning in the bidi industry including the snuff-making factories in the State. These visits of the Committee were preceded by individual intimations to the bidi-making or snuff factories and the trade unions functioning in those places in that employment and also wide and effective publicity in the newspapers circulating in those regions. These steps were taken to ensure good response to the Committee and to give sufficient time to the parties to place their views points before the Committee :—

S. No.	Place	Date of visit
1	Nasik	25th November 1963 and 27th November 1963.
2	Sinnar	27th November 1963.

S. No.	Place	Date of visit
3	Sangamner ..	28th November 1963.
4	Ahmednagar —	28th November 1963.
5	Gondia	2nd January 1964 and 3rd January 1964.
6	Sakoli (unscheduled visit).	3rd January 1964.
7	Lakhani	3rd January 1964
8	Bhandara	4th January 1964.
9	Tumsar	4th January 1964.
10	Kamptee	5th January 1964.
11	Nagpur	6th January 1964.
12	Sholapur	12th February 1964.
13	Pandharpur ..	12th February 1964.
14	Poona	14th February 1964.
15	Aurangabad ..	22nd February 1964.
16	Jalna	23rd February 1964.

The Committee further visited bidi factories or the bidi-making establishments situated in the following places on the dates shown against them :—

Serial No.	Place	Date of visit
1	Bombay	27th August 1963.
2	Sakoli (unscheduled visit).	3rd January 1964.
3	Kamptee	5th January 1964.
4	Pandharpur ..	12th February 1964.

Further, the Committee visited the residences of the Ghar Khata workers at Bombay on 27th August 1963 and also at Poona on 14th February 1964. The Committee received very good response from the employers, trade unions and the workers at all the places it visited. During its visit to the factories the Committee interviewed many workers not merely engaged in bidi-making (rolling) but also in other occupations connected with or incidental to the said

employment. The managements of the factories were also interviewed and, during its visit to the various places mentioned above, made searching enquiries from the employers and their associations, trade unions and workers regarding the actual wages paid to the workers, their average earnings, quality and quantity of bidi leaves and tobacco supplied to the workers, their working conditions, the chhat made, the selling rates of bidis and the problems faced by the managements of bidi factories including the competitive capacity of the bidi industry in Maharashtra State *vis-a-vis* the bidi industry in neighbouring States and also the effects of minimum rates of wages on the bidi industry in different parts of the State.

Questions were also asked to ascertain the views of the employers and workers regarding the revision of the minimum rates of wages for various occupations in the bidi industry; the fixation of uniform rates of wages, or zone-wise rates of wages and the factors that should be given importance while recommending the revised minimum rates of wages. The employers were asked regarding the Cost of production of 1,000 bidis, selling rates of the bidis wholesale and retail and profits or losses made by the individual manufacturers. The oral discussions held with the employers, trade unions workers and contractors were most helpful to the Committee in assessing the actual conditions prevailing in the employment in the three regions of the State.

CHAPTER II

A BRIEF SURVEY OF THE BIDI INDUSTRY

The Bidi Industry occupies a place of pride in the economy of our State even though it is not a mechanised industry, nor any huge capital has been invested in it. It provides employment to a large number of workers in various parts of the State. It is estimated that there are about four lakhs of workers employed in bidi industry, a substantial number of whom are said to be engaged in Bhandara district alone (*vide* Report of the Tripartite Committee for Bidi Industry). At present there are 413 bidi factories registered under the Factories Act employing 35,063 workers and the Annexure No. IV shows the districtwise number of bidi factories and the workers employed therein. The industry is concentrated in a few centres like Nagpur, Kamptee, Bhandara district in the Vidarbha region, Nasik, Sinnar, Sangamner, Akola, Ahmednagar, Solapur and Poona in Western Maharashtra and Aurangabad, Jalna and Vaijapur in Marathwada division of the State. The bidi industry is carried on in three distinct forms :—

1. Factory of Sadar system.
2. Contract or Thekedari system.
3. Khep or Gharkhata system.

There is also a fourth system known as Seller-Buyer System which is in vogue in Bhandara district. In the Factory system, the bidi workers prepare bidis by sitting in the factory premises, receive tobacco and bidi leaves in the factory premises and hand over the prepared bidis to the management at the end of the day in the factory itself. The workers are directly recruited by the factory management and are supervised, controlled and paid by the factory management direct.

In the contract system or the Thekedari system the contractor, who is generally an experienced bidi roller himself, takes the work of getting the bidis rolled by the bidi workers for which he gets a small commission from the principal bidi manufacturer. The contractor engages workers who prepare bidis either at their residences or in any work-place appointed for the purpose by the contractor and deliver bidis to the contractor, who, in turn, delivers bidis to his principal manufacturer at the stock factory or any other

places fixed for the purpose. An important feature of this system is that there is no direct contract between the bidi rollers and the principal employer, as the bidi rollers are recruited by the contractor and wages are paid by the contractor himself after getting his account from the principal manufacturer. In this system, in a large majority of cases, there is bidi "chhat" at two stages, *i.e.*, once by the contractor himself and at the second stage by the supervisor of the principal manufacturer.

In the Ghar Khata (khep) system, the workers take tobacco and bidi leaves home, cut bidi leaves at their residences and deliver the prepared bidis at the work-place or the shop or the stock factory of their employers. It is of interest to note that in all the three systems mentioned above, the bidi leaves are cut by the workers at the residences which takes about $1\frac{1}{2}$ hours to $2\frac{1}{2}$ hours and it is only at Pandharpur. the Committee noticed that the male workers in one bidi factory cut the tendu leaves in the factory premises everyday morning. In all the three systems the workers are supplied with the tobacco, bidi leaves and thread by the employers or contractors and it is only in Greater Bombay where the bidi rollers have to bring their own bidi leaves. There are no rigid working hours even in factories and women workers though prohibited to work after 7 p.m. in the factories, work up to 8 p.m. to complete their daily output. In case of Gharkhata workers bidi rolling is done at home during daytime and even at night.

In the fourth system of seller-buyer, the principal manufacturer sells tobacco, bidi leaves and thread and other material to the contractor, who, in turn, gets the bidi rolled from workers and the bidis so prepared are stated to be purchased by the principal manufacturer. This system is practised by one of the leading manufacturer, namely, M/s. Mohanlal Hargovinddas. From the evidence on record of the representative of this Firm it is clear that the price of raw material including tobacco is not actually paid by the contractors nor is the price of the manufactured goods (bidis) paid to them. Only the difference is paid and book adjustment is made. This system seems to have been adopted to evade the operation of the Labour Laws.

The Bidi industry has spread over all parts of the State including the rural and urban areas. Bidi industry is concentrated not merely in Maharashtra but also in the bordering States of Madhya Pradesh,

Andhra Pradesh Mysore and Madras and it was estimated by the Labour Investigation Committee appointed by the Government of India in 1944 that there were about 5 lakhs of workers engaged in bidi industry in the whole of the Country. The then C. P. and Berar Province was estimated to be producing about 25 per cent of the bidis manufactured in India at that time. The concentration of bidi industry on a large scale in the then C. P. and Berar was mainly due to the availability of cheap labour and abundant supply of bidi leaves in the forests of Bhandara, Chanda, Balaghat and Jabalpur districts. This is revealed by the report of the Bidi Industry Committee appointed by the then Government of C. P. and Berar in 1940. After States Reorganisation, some of the districts producing bidis have gone to Madhya Pradesh and bidi industry in Vidarbha is concentrated in Bhandara district and parts of Nagpur district.

The manufacture of bidis is a very simple process. Bundles of wrapper leaves are soaked in water to soften them and then cut with a pair of scissors into rectangular shape of average dimensions of 3 to 3.2 inches in length and 1.5" to 1.8" in breadth. Sometimes an improvised tin plate of the proper shape and size is provided to enable the workers to cut leaves correctly. Wrapper leaves are largely obtained from tendu plants which grow wild in the forests of Bhandara and Chanda districts in Vidarbha region of the State. The most popular and widely used bidi tobacco are Gujarati and Nipani varieties. In order to cheapen the cost of bidi manufacture, sometimes tobacco of inferior quality is mixed with Nipani or Gujarati tobacco. The tobacco mixture used by each manufacturer is his trade secrets. In the actual making of bidis a quantity of tobacco mixture provided by the employer is taken in a scoop or iron or bamboo tray while the operator keeps a number of cut pieces of the wrapper leaves close by, tobacco is placed on the wrapper leaf and the wrapper is then rolled between the fingers and the palms of the hand into conical shape and the top of the broad end is closed by bending it over the wrapper with the fingers. The other end is tied with the piece of white or coloured cotton thread. It is the usual practice with the manufacturers to use thread of different colours to distinguish different brands. The quality of the bidis depends on wrapper leaves, quality and quantity of tobacco mixture and proper rolling of the bidis. Generally three sizes of bidis are manufactured. The big ones are of 3", the medium of 2½" and the small 2" in length, respectively. The tobacco contents vary

from 3½ to 7 chhataks according to the size and quality of the bidis manufactured. After day's work is over, the worker ties the bidis with thread into bundles of 25 each or 24 or 20 or even ten or eight each which are then handed over to the manager or checker of the workshop, who examines and counts them and issues a chit in acknowledgment of good bidis received; for payment is made only for good bidis. After receiving bundles in the workshop they are arranged in tray which are placed in a warm room (Bhatti) for drying after which each bundle is wrapped in thin papers and labelled and packed in Pitara. In Vidarbha region of the State, it is the usual practice to give the work of wrapping and labelling on contract though in a few places it was noticed that the relai worker are employed on time-rate basis. The quantity of wrappes leaves, bidi tobacco mixture and thread given to each workers are based on the requirements to make 1,000 bidis and the quantity given to an individual worker depends generally on the capacity of the workers to roll bidis. (Based on the Report of the Bidi Industry Committee, appointed by the then C. P. and Berar Government with modifications to suit the present conditions).

The minimum rates of wages for the employees employed in any Tobacco (including Bidi-making) Manufactory were fixed for the first time by the then Bombay State in December 1951, which came into force on 31st March 1952. The rates fixed ranged from Rs. 1-14-0 to Rs. 2-8-0 per thousand bidis made where leaves-were supplied by the employers. The rates in the Marathwada region were fixed for the first time in the latter half of 1954 and were revised in 1955. In the Vidarbha region the rates were fixed for the first time in 1951 and were revised in 1956. The rates in the old Bombay State were revised in April 1955 which came in force in July 1955 (*vide* Government Notification No. MWA-2438/48, dated 19-4-1955) and the rates in the Vidarbha were revised in June 1958 and in Marathwada they were revised in July 1959. These revised rates still continue in force till to-day and are now sought to be revised. The minimum rates of wages which are in force to-day are shown in Annexure V. It will be of interest to note that the revision of the minimum rates of wages in the Vidarbha and Marathwada regions in 1958 and 1959, respectively, meant upward revision of the rates of wages whereas in Bombay region when the rates were revised in 1955 there was an upward revision in the case of rates of wages for Nasik, Sinnar and Sangamner and the *status quo* was maintained in regard to Greater Bombay,

Poona and Ahmednagar, whereas in respect of the most of the other areas there was downward revision of the rates of wages.

The notification fixing the revised rates of wages for Vidarbha in 1958 did not have a smooth sailing and though the rates fixed under Notification No. MWA-1557-J, dated 11th June 1958, came in force on 1st July 1958, they were not actually paid to the employees by the bidi employers in Bhandara district. A majority of the bidi factories in the Bhandara district were closed for about three months as a protest against the fixation of alleged unduly high rates of wages and the notification was challenged by the employers and the dispute was taken right up to the highest judiciary of the land, viz., the Supreme Court of India (*vide* judgment of the Supreme Court in Civil Appeal No. 415—18 of 1960 decided on 15th November 1961 *Bidi, Bidi Leaves and Tobacco Merchants, Association vs. State of Bombay*). Their Lordships of the Supreme Court of India held that clauses 3 to 7 of the said notification were *ultra vires* of the constitution but held that the rates fixed were valid and legal. The employees employed in the bidi industry in Bhandara district did not get benefit of the revised rates of wages till December 1961 and it was only towards the end of December 1961 the bidi employers in Bhandara district started paying at Rs. 1-10-0 per thousand bidis to the bidi rollers.

There are many difficulties and problems of bidi workers and the employers and the Government, therefore, appointed a Tripartite Committee for Bidi Industry in August 1962 under Government Resolution No. MSC.-70262-Lab-II, dated the 11th August 1962, which submitted its report in April 1963. The Committee has made many valuable suggestions and the most important one is the suggestion to enact a separate legislation for the bidi industry for the whole country and the fixation of uniform rates of wages, as far as possible, for the bidi workers in the whole of the country to avoid unhealthy competition between the employers of one State with that of another. The workers employed in the bidi factories were receiving some of the benefits under the Factories Act as well as under the Payment of Wages Act but as a result of the decision of Their Lordships of the Supreme Court in *Shankar Balaji Vaze vs. The State of Maharashtra* (*vide* Supreme Court Judgment in Criminal Appeal No. 63 of 1969) in which it was held that the bidi rollers though engaged in factories were not the workmen under the Factories Act, they lost those benefits. The Government had,

therefore, to notify all the bidi factories in the State under section 85 of the Factories Act to restore the benefits and protection given under the Factories Act to the bidi workers. The bidi workers had another run of misfortune when they lost the case in respect of the leave with wages (*vide* Bombay High Court decision in case of *Ramakrishna Ramanath Bidi Factory, Kamptee vs. Small Causes Court, Nagpur*, 1963-II-LLJ, page 247) in which it was held that though the employees might be workmen under the Factories Act, they were not entitled to leave with wages as their wages could not be calculated.

The above general description of the industry and the history of minimum rates of wages for bidi industry in the State give us the necessary background against which the problem of revision of minimum rates of wages has to be considered.

CHAPTER III

ANALYSIS OF THE DATA COLLECTED

We have seen in the previous chapters that copies of the questionnaire were issued to all the employers, trade unions and the many contractors working in the Vidarbha region in particular by the 3rd of August 1963. Since the response from the employers by the due date was very poor, the date was extended up to 31st August 1963 and adequate publicity through Press Notes was given both to the issue of the questionnaire as well as the extension of the time-limit. The Government Labour Officers in the district places were also requested to assist the employers and the trade unions in filling the questionnaires whenever they were approached. A total of 719 questionnaires were issued to the employers, trade unions and the contractors in the bidi industry in the State and the following is the tabular statement showing the number of questionnaires issued and received from the respective parties :—

Regions	Questionnaires issued to			Replies received from		
	Employers	Trade Unions	Contractors	Employers	Trade Unions	Contractors
Bombay*	282	40	..	18	9	..
Vidarbha	181	21	168	19	16	37
Marathwada	18	8	..	8	..	..

*Bombay Region will indicate the areas in Western Maharashtra including Greater Bombay.

From the above statement, it would be seen that a total of 45 replies were received from the employers, 37 from the contractors and 25 from the Unions. Thus about 12 per cent of the employers and trade unions responded to the questionnaire. The replies so received were scrutinised in the office with the help of the staff that was allotted for the purpose and some members of the staff working in the office of the Deputy Commissioner of Labour, Nagpur and on scrutiny, it was found that the replies received were lacking in many respects and in certain cases the information supplied was such as could not be tabulated. The accuracy of the replies to the different questions given by the employers and the

trade unions could not be vouch-safed. Even then the data received from the employers and contractors has been tabulated and shown in Annexure No. V. In the absence of any trained staff and the Investigator for making close scrutiny and ascertain the truth by personal visits to the various factories and union offices by personal discussions, it cannot be stated that the information so tabulated and analysis of the replies received is either accurate or complete or adequate. The analysis of the data (which has been tabulated and shown in the Annexure given herein below) may be read subject to those limitations. It may, however, be stated that the tabulated statements given in the Annexures and their analysis given below would give a general picture of the various aspects of the industry covered by the questionnaire.

1. Maximum, Minimum and Average number of Bidis rolled by the Bidi Rollers and the Average Daily Wages earned by the Bidi Rollers : (Annexure No. VI)

Eight out of 18 employers from the Bombay region furnishing information reported that their bidi rollers prepared maximum of 1,751 to 2,000 bidis per day and two employers reported that the employees prepared maximum of 2,251 to 2,500 bidis per day. Of the 17 employers reporting in Vidarbha region, 10 employers reported that the maximum number of bidis prepared by their employees was 1,000 and only one employer reported that the maximum number of bidis prepared by a bidi roller was 2,250 to 2,500 per day. In the Marathwada region, out of the 8 concerns reporting, 7 reported that the maximum number of bidis rolled by the workers varied from 2,000 to 2,250 per day. From this, it appears that the outturn of bidis of bidi rollers in Vidarbha is much less than their counterparts in Bombay and Marathwada regions of the State.

Of the 17 employers in Bombay region, 11 employers reported that the minimum number of bidis rolled by the bidi workers varied from 500 to 750 per day whereas the 14 employers in the Vidarbha out of 17 reported that their bidi rollers gave equal minimum out-turn. A large majority of the contractors in the Vidarbha region, however, reported that the maximum number of bidis rolled by their bidi rollers varied from 1,250 to 1,500 and the minimum was 750 to 1,000. Only one employer in the Marathwada supplied information regarding the minimum out-put.

Of the 16 employers furnishing information in Bombay region, 33 per cent reported that the average out-put of their bidi rollers was between 800 and 950 whereas about 30 per cent reported that the average outturn of the workers varied from 951 to 1,000 and about 25 per cent stated that it varied from 1,251 to 1,500. In the Vidarbha region, of the 16 employers slightly more than 50 per cent reported that the average out-put of the employees was between 801 to 950 bidis and 25 per cent stated that it was between 951 to 1,000. Of the 26 contractors reporting in Vidarbha, about 90 per cent stated that the average out-put of their bidi rollers varied from 801 to 950. In Marathwada about 80 per cent of the employers reported that the average out-put of the bidi rollers ranged from 1,251 to 1,500.

Of the 17 employers reporting from the Bombay region, 7 employers stated that the average earning of a bidi roller was between Rs. 1.76 nP. and Rs. 2 per day where as six employers reported that the average wage was about Rs. 2. In Vidarbha region 50 per cent of the employers reporting stated that the average wage ranged from Rs. 1.51 to Rs. 1.75 nP. per day whereas a majority of the contractors reported that the average varied from Rs. 0.76 nP. to Re. 1 per day. Thus it would be seen that the average wage of a bidi roller in Vidarbha region is less than that of the worker in the Bombay region.

2. The Actual Wage Rates paid to Bidi Rollers for making 1,000 bidis: (Annexure No. VII)

None of the employers or the contractors reported payment of less than the prescribed rates of wages to the bidi rollers. Of the 17 employers reporting in the Bombay region, 10 employers stated that they paid more than the minimum rates of wages fixed for their areas and 7 employers reported that they paid the minimum rates of wages only. In the Vidarbha region of the State, of the 17 employers reporting on the subject, 15 employers reported that they paid at the minimum rates of wages and two employers stated that they paid higher rates of wages. All the contractors reported that their workers were paid only the minimum rates of wages. The employers in Marathwada stated that their workers were paid the minimum rates of wages.

It may be noted that in the oral evidence recorded by the Committee, it has come on record that many contractors pay less than the prescribed rates. The Gharkhata workers are generally paid

at less than the prescribed rates and in Sholapur payment at less than the prescribed rates of wages was reported even to the workers employed in a few of the registered bidi factories.

3. Rates of Wages paid to Relai Workers: (Annexures Nos. VIII to X)

The scrutiny of the rates revealed that the Relai workers who were engaged for wrapping work were paid both time and piece rates of wages. The piece rates were based on the basis of relai work done in respect of one lakh of bidis. In Bombay region 25 per cent of the employers reported that they paid between Rs. 55 and Rs. 60 per month to their relai workers whereas more than 50 per cent reported that they paid Rs. 60 to Rs. 75 per month to their relai workers. Only one employer in the Vidarbha reported payment of monthly rates of wages to the relai workers and he was paying between Rs. 55 to Rs. 60 per month. In the Aurangabad district, of the 5 employers, three were found paying between Rs. 55 and Rs. 60 per month to the relai workers.

The time rated and the piece rated relai workers in Bombay region were found paid at not less than the minimum rates of wages.

In the Vidarbha region there were no rates of wages fixed for the relai workers and the rates for the relai workers varied from Rs. 3.15 nP. to Rs. 5.75 nP. per lakh bidis based on the different types of relai work that they were required to do. The rates depended on the number of bundles that they were required to wrap and on the type of work involved like Adi Khadi patti, zilli, label or both. In respect of the bundles containing 8 or 12 bidis each, the rates even ranged up to Rs. 10 per lakh of bidis.

The daily earning of relai workers in the Bombay region varied from Rs. 1.26 to Rs. 2 whereas their counterparts in the Vidarbha region earned on an average between Rs. 2.26 and Rs. 2.50 nP. per day. No information was available in regard to the average earnings of relai workers in the Marathwada region.

4. Wage Rates Paid to Clerks : (Annexure No. XI)

Of the 10 concerns reporting in Bombay region 40 per cent were found paying between Rs. 70 and Rs. 75 per month to their clerks and another 40 per cent were found paying above Rs. 75 to their

clerks, the maximum being Rs. 125 per month. In the Vidarbha region, of the 15 concerns reporting, 50 per cent of the employers were found paying between Rs. 70 and Rs. 75 per month to the clerks and 33 per cent were found paying between Rs. 50 and Rs. 60 per month, the maximum ranging from Rs. 125 to 150 per month. In the Aurangabad district about 80 per cent of the reporting employers were found paying between Rs. 50 and Rs. 60 to the clerical staff.

5. The Wage Rates of Munshis : (Annexure No. XII)

Only two employers in the Bombay region furnished information on this count—one was paying Rs. 60 to Rs. 65 per month and the other between Rs. 125 and Rs. 150 per month to the Munshis. In the Vidarbha region, of the 16 reporting employers, 50 per cent were found paying between Rs. 55 and Rs. 65 to their Munshis, the maximum being between Rs. 125 and Rs. 150 per month. In the Aurangabad district, of the 5 employers reporting, three employers were found paying Rs. 60 to Rs. 65 to their munshis.

6. Wage Rates of the Accountants : (Annexure No. XIII)

Three out of eight employers reporting in Bombay region in this regard, were found paying above Rs. 100 to their accountants and the minimum wage was between Rs. 35 and Rs. 40 per month. Of the 15 employers reporting in the Vidarbha region, 35 per cent were found paying between Rs. 55 and Rs. 60 and the 33 per cent were paying more than Rs. 60 per month. In the Aurangabad district 80 per cent of the five employers reporting were paying Rs. 55 to Rs. 60 per month to their accountants.

7. Wage Rates of Bidi Checkers : (Annexure No. XVI)

In Bombay region five out of 11 employers were found paying Rs. 55 to Rs. 60 per month to their checkers whereas four bidi concerns were paying above Rs. 70 per month to such employees. In the Vidarbha of the 15 employers furnishing information, 66 per cent of the employers were found paying Rs. 40 to Rs. 50 per month to the checkers. In the Aurangabad district 80 per cent of the employers reporting were, however, found paying Rs. 55 to Rs. 60 per month to the bidi checkers.

8. Wage Rates for Motor Drivers and other Drivers : (Annexure No. XV and XVI)

Six out of seven employers reporting in the Bombay region were paying above Rs. 70 per month to the motor drivers and only one employer was found paying between Rs. 50 and Rs. 55 to the Motor Driver. In the Vidarbha region, six out of nine employers were found paying above Rs. 70, the maximum varied from Rs. 100 to Rs. 125 whereas in the Aurangabad district four out of five employers were found paying between Rs. 60 and Rs. 65 per month to their drivers.

As regards the other drivers only two concerns furnished information in the Bombay region and one was found paying from Rs. 40 to Rs. 45 and the other between Rs. 50 and Rs. 55 per month. In Bhandara district, however, of the five employers reporting, three were found paying between Rs. 55 and Rs. 60 per month and one employer was paying between Rs. 70 and Rs. 75 per month. In the Aurangabad district, however, 80 per cent of the five employers furnishing information were found paying between Rs. 60 and Rs. 65 to their drivers.

9. Wage Rates of Zalwalas : (Annexure No. XVII)

Four out of five employers in the Bombay region reporting were found paying at the rate of Rs. 55 to their zalwalas and one employer was found paying between Rs. 40 and Rs. 45 per month. Four bidi concerns in the Vidarbha region were found paying daily rates of wages to the zalwalas and they were paid from Rs. 1.38 nP. to Rs. 1.75 nP. per day. Twenty-three contractors reporting from Vidarbha informed that they were paying daily rates of wages to their zalwalas and thirteen of them were paying between Rs. 1.76 to Rs. 2 per day and six of them were paying between Rs. 1.51 and Rs. 1.75 nP. All the five employers in Aurangabad districts reporting on the subject were found paying monthly rates of wages between Rs. 55 and Rs. 60 per month to their zalwalas.

10. Wage Rates for Taraiwalas : (Annexure No. XVIII)

One of the nine concerns reporting in Bombay region was found paying less than the minimum rates of wages and seven of them were paying more than the minimum rates of wages. Five of such concerns were paying between Rs. 55 and Rs. 60 per month and two of

them were found paying Rs. 60 to Rs. 65 per month to the taraiwalas. Only one concern in Nagpur district furnishing information on this subject was found paying Rs. 45 to Rs. 50 per month.

80 per cent of the employers reporting in Aurangabad district were found paying to their taraiwalas between Rs. 55 and Rs. 60 per month.

11. Wage Rates of Bhattiwalas : (Annexure No. XIX)

One out of 13 concerns reporting in the Bombay region was found paying less than the minimum rates of wages to the bhattiwalas and the remaining 12 were paying more than the minimum rates of wages. Of these 12 concerns, 6 were found paying between Rs. 55 and Rs. 60 and the highest rate paid was between Rs. 70 and Rs. 75 per month. In the Vidarbha region about 36 per cent of the employers were found paying between Rs. 45 and Rs. 50 per month and 25 per cent of the employers were found paying between Rs. 40 and Rs. 45 to their bhattiwalas. The maximum rate paid to a bhattiwala in Nagpur district was between Rs. 60 and Rs. 65 per month. 85 per cent of the employers reporting in the Aurangabad district were found paying Rs. 60 to Rs. 65 per month to their bhattiwalas. None of the concerns reported in any of the three regions payment of daily rates of wages to their bhattiwalas.

12. Wage Rates of Tobacco Mixers : (Annexure No. XX)

Five out of seven concerns reporting in the Bombay region were found paying more than the minimum rates of wages to their tobacco mixers and all of them were paying between Rs. 50 and Rs. 70 per month. In the Vidarbha region, however, nine concerns in the Bhandara district reported payment of daily rates of wages to their tobacco mixers. 33 per cent of them were paying between Rs. 1.36 nP. and 1.37 nP. and 33 per cent were paying between Rs. 1.38 and Rs. 1.50 nP. and the remaining employers were found paying between Rs. 1.51 and Rs. 1.75 nP. All the four concerns reporting in the Aurangabad district were found paying between Rs. 60 and Rs. 65 per month.

13. Wage Rates of Distributors of Leaves : (Annexure No XXI)

Two out of 11 factories in the Bombay region were found paying less than the minimum rates of wages and seven concerns were paying more than the minimum rates of wages ; and five of them were

paying between Rs. 55 and Rs. 60 per month. In the Bhandara district in Vidarbha, 11 concerns furnished information on this subject out of whom two were found paying daily rates of wages ranging, from Rs. 1·26 nP. to Rs. 1·75 nP. per day and the remaining nine, four were paying between Rs. 45 and Rs. 60 per month and two were paying above Rs. 50 and up to Rs. 60 per month. One concern in Nagpur district, however, was found paying between Rs. 60 and Rs. 65 per month to the distributors of leaves. 80 per cent of the employers reporting in Aurangabad district were found paying Rs. 60 to Rs. 65 to the leave distributors.

14. Wage Rates for Ring Workers : (Annexure No. XXII)

Only one concern in the Bombay region reported employment of ring workers and it was found paying Rs. 50 to Rs. 55 per month. In the Bhandara district in the Vidarbha, the ring workers were found paid piece rates of wages and three out of five concerns reported that they were paying Re. 0·15 nP. for 1,000 bidis and two concerns were paying Rs. 15·62 nP. for one lakh of bidis, and in the Aurangabad district it was found that the employees were paid monthly rates of wages ranging from Rs. 65 to Rs. 70 per month.

15. Wage Rates for Misc. Workers : (Annexure No. XXIII)

Five concerns in the Bombay region furnished information on this count and 2 of them were found paying between Rs. 30 and Rs. 40 and two other concerns were paying between Rs. 45 and Rs. 55 per month. In the Vidarbha region seven concerns furnished information, two each of which were paying between Rs. 35 and Rs. 40, Rs. 40 and Rs. 45 and Rs. 60 to Rs. 65 per month to their employees. Four out of six concerns reporting in the Aurangabad district, were found paying between Rs. 55 and Rs. 60 to such workers.

16. Wage Rates of Tobacco Workers : (Annexure No. XXIV)

Only one concern furnished information on this count in the Bombay region and it was found that he was paying more than the minimum rates of wages, *i.e.*, between Rs. 65 and Rs. 70 per month to the tobacco workers. In the Bhandara district in Vidarbha, the tobacco workers were found paid daily rates of wages and three employers were paying between Rs. 1·26 nP. and Rs. 1·37 nP.; three others from Rs. 1·38 nP. to Rs. 1·50 nP. and the remaining five from Rs. 1·51 nP. to Rs. 1·62 nP. per day. No information on this count was available from the replies sent by the employers from the Marathwada region.

17. Statement Showing Distribution of Concerns According to Wage Period and System of Wage Payment : (Annexure No. XXV).

Fifteen out of the 17 concerns furnishing information in Bombay region reported that they paid wages weekly to their employees and two concerns reported that they had a few daily paid workers and two reported that their staff was paid monthly. In the Vidarbha region all the 19 concerns furnishing information reported that the wage was paid weekly and five of them stated that their staff was paid on monthly basis. Of the 32 contractors reporting in the Bhandara district, 31 stated that their wage period was a week. All the eight concerns in the Aurangabad district reported that their wage period was a week. All the concerns in all the regions reported that they paid wages regularly to their employees and the contractors in the Bhandara district stated that they did not pay wages immediately in the succeeding week to their employees.

18. Other Benefits and privileges enjoyed by the Bidi rollers : (Annexure No. XXVI)

From the replies it was found that the bidi-making establishments which was covered by the Factories Act, were found paying leave with wages at the rates fixed under the Factories Act. In fact it was found that many of the employers were paying leave wages as per agreements between the parties, oral or written—but it was hardly equivalent to the leave wages prescribed under the Factories Act. In some cases bonus was paid as an alternative to leave wages. The majority of the employers were found giving unpaid weekly offs to the bidi workers, and a few of the employers reported having paid weekly offs to their monthly rated staff and only four concerns in the Bombay region reported that they permitted the facility of maternity leave. There was no Provident Fund scheme nor any other concession given to the employees other than the travelling expenses in a few cases.

19. Chhat : (Annexure No. XXVII)

The problem of chhat is one of the important problems facing the bidi rollers in the whole of the State, to some degree or the other. The chhat may take the form of patti chhat, katta chhat, zal chhat or hara chhat, etc. The patta chhat consists of rejection or sorting of eaves which were held not good for use by the bidi employers for

rolling bidis. The leave sorting is done when the bidi rollers come with the cut leaves for work and before the tobacco is given to them. The chhat is mainly done after the bidis are actually rolled and delivered to the employers at the end of day's work. While counting bidis, the checkers or munshis carefully see whether the bidis are according to the specified size, contain requisite quantity of tobacco, whether the bidi leaves are proper and the workmanship is good or not. The bidi rollers give bidis in bundles of 20, 24 or 25 and so on bidis each and the bundles are examined by the checkers before accepting. Bidis may be rejected either in loose quantities or bundles as a whole, if they are found to suffer from any one of the aforesaid defects. In some cases the bidis are broken to test the quantity and quality of tobacco contained therein. The katta chhat consists in the rejection of whole bundles of the bidis and the "hara" chhat or the "zal" chhat consists in the rejection of the bidis either singly or katta of the bidis put in "zal" or "hara". This is mostly in the case of the stock factories or where the contract system is in existence. The chhat system exists irrespective of the system of manufacturing of bidis, *i.e.*, whether the employers are getting the bidis made in their own factories, through the contractor or the stock factories and the khep system (Gharkhata). In the factory system, also known as sadar system, there is only one chhat or rejection of bidis which is done by the bidi checkers or the supervisors employed by the management. In the stock factory, or where there is contract system, the contractor, first effects some scrutiny and rejects bad bidis and then send the bidis to the principal employer either directly to his shop or to the stock factory where again the bidis are subjected to a close check by the checkers employed by the main employer and the bad bidis are again taken out and rejected as chhat bidis. The bidis are rejected on the following among other grounds :—

1. Less quantity of tobacco or bad quality of tobacco or mixture of some other substance like sawdust, etc.
2. Bad leaves.
3. Bad workmanship or imperfect shape.
4. Wrong size of the bidis (bigger or smaller than the specified size).

In the factory system or the sadar system the chhat is effected generally in the presence of the workers where as in the contract

system or the stock factory system the first chhat is effected in the presence of the worker and the second chhat is effected generally in the absence of the worker but in the presence of the contractor or other representative. In the Gharkhata system where the workers directly are connected with the main employers the chhat is effected in the presence of such bidi rollers, but where the Gharkhata system is resorted to by the contractors, the Gharkhata workers are not present when the chhat is effected by the main employers. It has been generally observed that the chhat problem is not so acute in a factory or the sadar system but it is generally of a serious nature in the contract system.

The chhat, as stated above, is also done for bad workmanship or manufacturing defects which may be of the following types :—

- (1) Tondi, *i.e.*, spoilt month which does not allow smoking.
- (2) Nakhuni, *i.e.*, in closing the end spoiled by finger nails.
- (3) Murli ulti, *i.e.*, rolled in the wrong way.
- (4) Poly, *i.e.*, empty bidis without tobacco.
- (5) Bel ular, *i.e.*, end closed the wrong way.
- (6) Bidi bent in rolling.
- (7) Made with less tobacco placed at the end only.

All the ten concerns reporting in the Bombay region stated that they had no contract system and nine of them stated that the percentage of chhat ranges from $\frac{1}{2}$ per cent to 3 per cent and one concern stated that the chhat was 10 per cent. In the Vidarbha region of the 19 concerns reporting, 14 concerns stated that they had contract system but they did not furnish information regarding the percentage of chhat effected. The 26 contractors in the Bhandara district who reported chhat system stated that the chhat percentage varied from 2.5 per cent to 3 per cent by the contractors and the chhat at the second stage by the main employers to the tune of 5 per cent. Four concerns in the Aurangabad district stated that they had no contract system and the chhat was hardly $\frac{1}{2}$ per cent. Five concerns in the Bombay region stated that the chhat bidis were destroyed and two reported that the chhat bidis were given to the workers and the remaining two stated that chhat bidis were sold. In the Vidarbha region 12 concerns reported that the rejected bidis were sold, three concerns stated that they were destroyed and one concern reported that they were given to the workers. All the 26

contractors in the Bhandara district reported that the rejected bidis were sold. In the Aurangabad district, one concern stated that the rejected bidis were destroyed whereas another concern reported that the rejected bidis were retained and given to the workers for smoking.

**20. Information regarding standing of the concerns:
(Annexure No. XXVIII)**

Seven out of 12 concerns reporting in the Bombay region had more than 20 years standing and two of them had standing of below ten years. Almost all the ten concerns reported that they employed workers directly. In the Bhandara district in the Vidarbha region of the 11 concerns reporting, seven had more than 15 years standing and two had between 2 and 5 years life. Of the 11 concerns reporting six reported direct employment of labour and the remaining five through the contractors. In Nagpur district only two concerns furnished information in regard to the life of the concerns, one of which had standing between 10 and 15 years, and the remaining had standing of one to five years. The contractors 37 in number reported that 50 per cent of them had worked in the field for 10 to 15 years. In the Aurangabad district seven out of eight concerns reporting had more than 20 years standing and one concern had less than a year's standing.

CHAPTER IV

DIGEST OF EVIDENCE RECORDED

In the previous chapters we have seen the analysis of the data collected through the questionnaire with all the inaccuracies and inadequacies it suffers. It would not, however, be an exaggeration to say that the data does reveal certain broad features in respect of wage rates paid to different categories of workers and the other problems which have a close bearing on the average earnings of the workers employed in bidi industry. In addition to the material so collected through the questionnaires, the Committee also undertook tours to many important bidi making centres in the State and interviewed many leading bidi employers, or their representatives, the trade unions and the bidi workers and the contractors working in the bidi industry. The statement showing the names of the employers, trade unions and the contractors and the workers who had oral discussions with the Committee and whose evidence was recorded alongwith their suggestions regarding the revision of the minimum rates of wages is given in Annexure No. XXIX. The Committee had discussions with these persons including the clerks, munshis, relai workers and other workers engaged in the bidi and snuff-making establishments during visits to places and establishments. The Committee also paid unscheduled visits to a stock factory in Sakoli, to the residences of a few Ghar-khata workers in Greater Bombay and Poona and visited a few bidi factories and snuff-making establishments. It may be noted that while visiting the factories the Committee had not given any previous intimation to the respective factory managements with a view to maintain an element of surprise. The Committee had, therefore, the opportunity to study the actual conditions prevailing in the bidi industry. The Committee received very good response from both the employers and the trade unions in all the places it visited and collected massive evidence from them in regard to the various problems of the bidi workers and the industry material to the wage rates, average earnings, various deductions made, capacity of the industry, its prosperity or otherwise and so on. The problems faced by the bidi industry in the three regions of the State are similar in some respects and differ in other respects.

Employers' Problems and their Suggestions :

The employers in bidi industry placed the following problems in some degree of the other in all parts of the State :—

(1) Increasing Cost of production including the steep rise in the prices of tendu leaves, raw materials like thread, tissue papers and the gradual increase in the Excise duty on bidi tobacco in the last 6-7 years ;

(2) Keen competition between the different manufacturers in the same region and rate cutting race between different bidi manufacturers to popularise their brands of bidis and oust the other varieties from the markets ;

(3) Cut throat competition from the bidi manufacturers from outside the State where the cost of production, particularly the wage rates are very low and less restrictions are imposed on the factory managements by their Governments and labour is neither so organised nor vociferous as in Maharashtra ;

(4) Gradual deterioration in the quality of the bidis manufactured by the workers in many centres particularly in Bhandara district ;

(5) Growing demand of the workers in all parts of the State for higher wages and more and better benefits and facilities without any corresponding increase in the production or in the quality of the products ;

(6) Pilferage of tobacco and bidi leaves by the workers particularly engaged in the contract system ; or

Thekadari system and in the Gharkhata system resulting in considerable loss to the manufacturers ;

(7) No protection or encouragement and facilities by the Government ;

(8) The closing of the bidi factories in this State not expanding their local production. Manufacture of bidis on a large scale by the firms having their head offices in Maharashtra in the places outside Maharashtra as bidi industry has become an uneconomic enterprise in Maharashtra ;

(9) Wide disparity in the rates of wages fixed for bidi rollers in the same region particularly in Western Maharashtra.

The above problems faced by the employers were placed with different emphasis on different points in all the centres visited by the Committee.

For all the above reasons, particularly because of low rates of wages prevailing in the neighbouring States of Madhya Pradesh and Andhra Pradesh, the employers were generally opposed to any increase in the wage rates of bidi rollers although a few employers conceded some justification for upward revision of the present rates of wages due to high rise in the cost of living. At many centres the employers vehemently argued that the bidi industry in Maharashtra was no more a paying business and the smaller manufacturers found it very difficult to withstand competition from the big manufacturers. The manufacturers in many places pointed out that their difficulties in obtaining good quality of tundu leaves regularly and insufficient quantities at reasonable rates. The employers stated that unless the problem of wage rates to bidi workers was tackled on an all India basis and uniform rates of wages for bidi workers were fixed (as far as possible) throughout the country and the quality of bidis produced in this State was considerably improved, any steep increase in the rates of wages for bidi workers in the State of Maharashtra would spell ruin of the bidi industry as most of the bidi manufacturers would have to either close down their establishments in Maharashtra and/or start their establishments in the neighbouring States. A majority of the employers or their representatives emphasized that they had started new factories in neighbouring States like Madhya Pradesh and Andhra Pradesh and one big firm from Gondia had even started bidi factories in far flung States of Assam, Bengal and Orissa and they were compensating their losses suffered in manufacturing bidis in this State by the profits earned from bidis manufactured from outside the State.

Besides the above points, some of the employers voiced their local grievances. The employers from Nasik, Sinnar and Sangamner, forcefully argued that the wage rates fixed by the Government in 1955 for their places were unduly high and without any justification whatsoever. Poona City, which had many times larger population than Nasik, Sinnar or Sangamner, had lower rates of wages than those places. Similarly, Jalgaon where cost of living was much higher than Nasik, had much lower rates than the latter.

They, therefore, not merely opposed any increase in the present rates of wages fixed for their places but demanded reduction in the present rates.

The employers from Vidarbha, particularly those from Bhandara district complained about lower out-put, bad and inferior quality of bidis prepared and pilferage of tobacco and tendu leaves on a large scale by the workers particularly those employed in Thekdari or contract system. They maintained that they could not afford to pay any higher rates of wages as they found it very difficult to withstand competition of the manufacturers from Madhya Pradesh where the rates of bidi rollers were hardly Rs. 1-7-0 per thousand.

The employers from Poona and Marathwada complained about the extensive competition of bidi manufacturers from the neighbouring State of Andhra Pradesh. The employers from Aurangabad, Jalna, stated that the bidis produced locally were inferior to those produced in Nasik, Sinnar and Sangamner and, therefore, they maintained that without considerable improvement in the quality of bidis produced, it would not be possible for them to pay enhanced rates of wages. The employers from Sholapur complained that the availability of cheaper varieties of bidis from the neighbouring States of Andhra Pradesh and Mysore had adversely affected their business.

Submission of the Trade Unions and Employees :

The employees and the Trade unions engaged in bidi industry throughout the State placed the following main grievances before the Committee :—

(1) *Lower rates of wages when compared to the rising cost of living.*—The workers and trade unions in all the centres visited by the Committee complained about the low level of wages which had resulted in great hardships to the workers and their families. They stated that their wages had remained stagnant for the last several years despite steep rise in the cost of living and they, therefore, found it difficult to make both ends meet.

(2) *Inadequate supply of tobacco and tendu leaves thus depriving the workers of their right to earn adequate wages.*

(3) Supply of bad quality of tendu leaves which compels the workers to purchase bidi leaves from outside to make up the loss in the bidi leaves to complete the requisite number of bidis to earn minimum wages.

(4) Excessive and indiscriminate chhat resorted by the employers in many places which resulted in great loss in the earnings of the workers as no wages were paid for bidis rejected and the employers made gains by selling the rejected bidis almost at the same rate at which the good bidis were sold. In fact in most of the centres visited by the Committee in the Vidarbha region, the workers employed under the contract system or Gharkhata system in particular bitterly complained about the alleged excessive and indiscriminate chhat resorted to by the both contractors and the principal employers, thus depriving them of their legitimate wages.

(5) Insanitary working conditions in the factories and work places where the bidi rollers have to work.

(6) Non-receipt of the benefits of leave with wages under the Factories Act and other privileges or welfare amenities provided under the Factories Act.

(7) Female workers also complained of the unhygienic conditions, lack of welfare amenities and maternity benefits, etc.

(8) The bidi rollers engaged in contract and Gharkhata system vehemently complained about payment at less than the minimum rates of wages fixed for their respective places and many times obtaining signatures at the prescribed rates.

(9) The trade unions and workers in most of the centres visited by the Committee stated that many of the factory owners have deliberately switched on to contract or Gharkhata systems on a large scale with a view to deprive and the workers of the minimum rates of wages fixed and the benefits or facilities provided to them under the Factoris Act. This was, according to them, a clever device adopted by the manufacturers to defeat the provisions of both the Minimum Wages Act and Factories Act. The workers employed in contract system complained that the contractors were not Man of Standing and economic backing and they many times did not even pay the legitimate dues of their workers.

(10) The trade unions forcefully argued that the contention of the bidi manufacturers that bidi manufacturing in this State

has ceased to be a paying proposition was not correct. They maintained and tried to support with some facts that the bidi manufacturers in the State had not merely not reduced their production of bidis in the State, but had actually opened new factories or branches in the State and increased their production. It was their contention that the bidi manufacturers in the State had still good margin of profits despite the competition from outside State as they were assured of an everincreasing market in the State.

(11) The workers employed in contract and Gharkhata system bitterly complained about the mal practice of payment of less than the minimum rates of wages and even obtaining their signatures or thumb-impressions against the prescribed rates. The Trade unions alleged that the workers engaged in thekedari and Gharkhata system did not receive any protection from the Labour Laws as they were not treated as employees for the purpose of Industrial Law and such workers were left to the tender mercies of their contractors and principal employers. These workers were also not well organised and hardly any capacity for collective bargaining.

Besides the above grievances, the trade unions and workers voiced their local grievances a few of which are listed below :—

The bidi workers from Sholapur stated that till about a year or year and a half back even most of the workers employed in bidi factories were paid less than the minimum rates of wages and many employers used to obtain their signatures or thumb-impressions at the prescribed rate. Even today one or two bidi factories continued to pay less than the minimum rates of wages to the workers engaged in the factories. The workers employed in thekedari or Gharkhata system were openly paid less than the minimum rates of wages.

It is of interest to note that part of these allegations were accepted by the employers in their evidence before the Committee and the bidi workers at Sholapur have not even a single registered trade union functioning in that industry. Almost all the bidi workers engaged in Sholapur City for bidi-making are females.

In Vidarbha, the trade unions and workers complained about alleged excessive chhat which according to them, even went up to 30 to 40 per cent of the bidis prepared, deductions of all types

payment at less than the minimum rates of wages particularly to the workers engaged in thekedari or Gharkhata systems, large scale resorting to contract and Gharkhata systems, supply of bad quality and insufficient tendu leaves, etc.

The trade unions from Marathwada, Nasik, Sinnar, Sangamner and Ahmednagar voiced some of the general grievances listed above with varying degrees of emphasis.

All the trade unions and workers have demanded considerable increase in the present rates of wages varying from Rs. 2.25 nP. per thousand bidis to Rs. 5 per thousand bidis rolled. The rates of wages demanded by them are shown in the Annexure. They have demanded fixation of need based minimum rates of wages sufficient to maintain a standard family of three consumption units, viz., husband, wife and two children with one wage earner. Some of the unions have demanded fixation of wage rates on the basis of norms laid down by the Indian Labour Conference in its 15th Session, held in July, 1955. The Marathwada Rashtriya Bidi Kamgar Union, with a view to high light its demand for higher wages, submitted that the bidi workers' food requirements should be calculated on the basis of food quantities supplied to the jail inmates. All the trade unions officials demanded abolition of contract system and Gharkhata, legal restrictions on excessive chhat, and demanded adequate and strong Government machinery to ensure payment at the prescribed rates of wages to the workers.

From the above account, it would be seen that the bidi industry bristles with many problems and difficulties. The employers as well as the workers seem to be unhappy in many respects. The problems of chhat, pilferage of tobacco and bidi leaves, low standard of efficiency and skill, appear to be acute in contract or Gharkhata systems and it was generally observed that the percentage of chhat in respect of the workers directly engaged in bidi factories was much less than those engaged in Gharkhata or contract system. The problem of tendu leaves appears to have aggravated recently and only in the month of February, 1964 the Government had called a Conference of the leading bidī manufacturers from the important centres in Western Maharashtra to discuss and solve the problem of tendu leaves.

Many of the problems and grievances of employers and workers in bidi industry are such in respect of which the Committee can

hardly go into the details and make suitable recommendations as they are not directly within the terms of reference of the Committee. Many of these problems have been dealt with by the Tripartite Committee for bidi industry which submitted its report last year and this Committee hopes that the Government will act upon its recommendations, particularly in regard to the problems of tendu leaves, chhat and regulation of contract system.

The Government may also take all possible steps to persuade Government of India to pass separate legislation for bidi industry for the whole of Country. If the Union Government enacts legislation so as to render possible the introduction of a Uniform rate of wages for the workers employed in this industry, many of the evils mentioned above could be eradicated and the industry can look forward to a brighter future.

CHAPTER V

REVISION OF MINIMUM RATES OF WAGES—THE
PROBLEM AND RECOMMENDATIONS

In the previous chapters we have seen the conditions of the employment in bidi industry as revealed through the questionnaires and during the course of discussions with the employers, trade unions and the workers during the visits of the Committee to many centres in the State. The employers have expressed their difficulties in meeting the demand for enhanced rates of wages. The workers also voiced their grievances that due to the increase in the cost of living, their meagre earnings are insufficient to meet the rising cost of living.

The problem of minimum wage is a difficult and complicated one. The term "Minimum Wage" has nowhere been defined under the Minimum Wages Act. However, clause (h) of section 2 of the Minimum Wages Act defines the term wages. Section 12 casts an obligation on an employer to pay wages at a rate not less than the minimum rate of wages fixed for the class of employees employed by him without making any deductions other than those authorised by the Rules. An employer, who pays less than the minimum rates of wages, is liable both for civil and criminal action. A worker who has been paid less than the minimum rates of wages, can file an application for recovery of the difference in wages under section 20 of the Act and if he succeeds, the employer will be liable to pay in addition to the difference in wages, compensation to the extent of 10 times of such difference in wages. The employer who has been declared to have paid less than the minimum rates of wages to his employee(s) can also be prosecuted in a Court of law and if he is found guilty he is liable to imprisonment for a term which may extend to six months or fine up to five hundred rupees or with both. Section 25 of the said Act forbids contracting out.

In view of these legal provisions which cast obligation on the employers working in any scheduled employment to pay at not less than the minimum rates of wages fixed under the Act, it is necessary for the Committee to carefully weigh all the factors before making any recommendations in regard to the revision of the minimum rates of wages for the workers employed in the bidi industry, including snuff-making and tobacco manufactory.

The term minimum wages is rather vague and may mean minimum subsistence wage, minimum fair wage or minimum living wage. The Fair Wages Committee appointed by the Government of India in its report submitted in 1948 has defined the terms 'Living Wage', 'Minimum Wage' and 'Fair Wage' as follows :—

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

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

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

The Fair Wages Committee further desired that the wage fixing machinery should relate a fair wage to a fair load of work and in case of doubt whether the existing work load is reasonable, proper time and motion studies should be instituted on a scientific basis. To this Committee, however, the term minimum wages has simple but significant meaning. The term means that it is the rate payment below which will make liable an employer both for civil and criminal action.

Besides, the exact scope, connotation and purpose of the minimum wages legislation in general and the Minimum Wages Act in particular has received the attention of the highest judiciary of the land, namely, the Supreme Court of India. Their Lordships of the Supreme Court of India have in many of their decisions including the decision in *Express News Papers, Ltd. vs. Its Workers* (1961-1-LLJ-339) stated clearly that an industry which is unable to pay the minimum rates of wages has no right to exist.

But what should be the content of the minimum wage, what factors should be taken into account while fixing the minimum rates of wages, what importance should be given to the cost of living, needs of workers and the capacity of the industry to pay and the wage

rate prevailing in the comparable concerns or other industry in the same area, etc., have not been so far clearly defined nor accepted in general. The various Industrial, Tribunals and Adjudicators have given varying importance to each of these factors depending on the facts and circumstances of the individual industries or concerns. However, recently there has been an increasing tendency to fix the need based minimum rates of wages as far as possible. The Wage Boards appointed by the Government of India for Cotton Textile, Cement and Sugar Industries, have emphasized that the wages should be more need based than that they have been hitherto.

A glance at the statement showing the suggested rates of wages by the trade unions and the workers at Annexure No. XXIX would reveal that the workers have demanded considerable increase in their present rates of wages and there has been a demand made by a quite few trade unions that their wages should be in accordance with the norms decided by the Indian Labour Conference at its 15th Session held in July, 1957. The 15th Session of the Indian Labour Conference made the following recommendations :—

“1. While accepting that minimum wage was need based and should assure the minimum human needs of the industrial workers, the following norms were accepted as a guide for the all wage fixing authorities including Minimum Wage Committees, Wage Boards, Adjudicators, etc. :—

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

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

(iii) Clothing requirements should be estimated on the basis of a *per capita* consumption of 18 yards per annum which would give for the average working family of four, a total of 72 yards ;

(iv) In respect of housing, the rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme should be taken into consideration in fixing the minimum wages ; and

(v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the total minimum wages.

2. Wherever the minimum wage fixed was below the norms recommended above, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from adhering to the aforesaid norms."

It may be noted that the above recommendations of the Indian Labour Conference have seldom been followed in the country while fixing the rates of wages at least for the unorganised industries. The Committee is of the opinion that the standards laid by the 15th Session of the Labour Conference are an ideal which should be tried to be achieved in gradual stages. It would be rather difficult to give effect to the recommendations of the Labour Conference at least in the bidi industry for some time to come as the present wage rates are so low that to implement immediately the recommendations may sound the death knell of the industry. A sudden steep increase in the rates of wages of the bidi workers in our State, without any corresponding increase in the wage rates of bidi workers employed in the industry in the neighbouring States, would adversely affect the competitive capacity of the industry in our State. It is of importance to note that even in well established, prosperous industries like Cement and Sugar, the Wage Board appointed by the Government of India for these two industries, expressed their inability to recommend wage rates based on the norms laid down by the 15th Session of the Indian Labour Conference. The Committee has considered the rise in the Cost of Living Index in the various parts of the State and the Statement at Annexure No. XXX shown the rise in the cost of living in all the 6 centres of the State from which the figures are published. A close study of the said statement would show that the rise has not been uniform in all the six centres. Moreover the rates of wages which are in force at present in the Western Maharashtra, Vidarbha and Marathwada regions of the State were fixed in 1955, 1958 and 1959, respectively, and as has been shown in Chapter II, the rates of wages in some centres like Poona, Bombay and Ahmednagar have remained the same since they were originally fixed in 1951. The Committee is also faced with the wide disparity in the rates of wages not merely between the three regions of the State but also in the same region, *i.e.*, in Western Maharashtra there are as many as eight different rates of wages fixed for the bidi rollers in different centres of the State.

Further the rates fixed for the employees like the Wrappers, Taraiwalas, Bhattiwalas, Tobacco Mixers, etc., in the Bombay side have not been revised since 1951 whereas there has been gradual upward revision of rates of wages of the bidi rollers in the Vidarbha and the Marathwada regions of the State from time to time. The Committee also had before in the rates of wages fixed for bidi industry by the neighbouring States, particularly Madhya Pradesh, Andhra Pradesh and Mysore States and it noted that these rates were lower than those prevailing in our State. The Committee, therefore, had to balance the demand and need for an increase in the present rates of wages with the desire not to adversely affect the competitive capacity of the bidi industry in our State when compared with the industry in the bordering States of Madhya Pradesh and Andhra Pradesh. The Committee carefully considered all the material collected through the questionnaire and its analysis done by our enthusiastic Secretary, the various representations and memoranda received from the employers and their associations, trade unions and contractors and workers. It also took into account the rise in the cost of living in different centres of the State, the prices of commodities prevailing in all the district headquarters during the third week of February 1964, the various demands made by the employees and the trade unions, the importance of each centre from the point of view of bidi manufacturing, the qualities of bidis manufactured at different centres, the cost of production per thousand bidis, the margin of profits or losses and all other relevant factors and material that was placed before the Committee. The Committee also referred to the report of the Minimum Wages Committee for Bidi Industry appointed by the then Bombay Government in 1950, the report of the Tripartite Committee for Bidi Industry, Report of the Committee for Bidi Industry appointed by the then Government of Central Provinces and Berar and the relevant portions of the Regge Committee Report in respect of *Ad-hoc* Survey conducted by the said Sub-Committee of Labour Investigation Committee appointed by the Government of India in 1944.

The Committee has also carefully considered the problem of competition posed by the cigarette industry which is increasingly threatening to oust bidi industry. The cigarette industry is highly mechanised one and the production of cigarettes has gone up by leaps and bounds as will be revealed from the statement showing tobacco consumed by bidi industry and cigarette factories at Annexure No. XXXI. Although the Committee feels that the bidi

industry is not immediately threatened by cigarette industry, the portents are ominous and a time may come when the Government may have to think of allowing the bidi industry to mechanise to save it from extinction by cigarette industry.

Besides the bidi rollers, who form the bulk of workers employed in bidi industry, the Committee has also considered the question of wage rates to other employees employed/engaged in bidi industry. It has also considered the case of employees employed in tobacco manufacturing which is concentrated in Sangli and Kolhapur districts and the employees engaged in snuff-making.

After careful consideration of the rise in the cost of living indices in the six centres since the rates were last revised in the three regions of the State, the present conditions prevailing in the bidi industry in general and the problems of the industry in the three regions of the State, the general needs and requirements of the workers, the Committee feels that the disparity in the rates of wages in the three regions of the State can not be wiped out by a single stroke of pen but has to be done away in gradual stages. The Committee, however, keenly desires to provide for the minimum rate of wages which should be necessary to maintain a standard family of three consumption units and also provide for a modicum of education, medical facilities and recreation. The Committee also strongly desired to reduce the intra-regional and inter-regional disparity in the rates of wages in the three regions of the State as far as possible and towards this end the Committee has divided each of the three regions into two or three main zones. Towards this end also the Committee has thought it advisable to recommend uniform rates of wages for the whole of Western Maharashtra excluding Greater Bombay and Nasik Municipality.

The Committee has, therefore, unanimously resolved to divide Western Maharashtra into the following district areas for the purpose of payment of revised rates of wages :—

- (1) Greater Bombay Municipal Corporation area.
- (2) Municipal limits of Nasik City and the surrounding areas within 5 miles, thereof.
- (3) All other places in Western Maharashtra, *i.e.*, all the villages and towns falling in the districts of Thana, Ratnagiri, Kolaba, Satara, Sangli, Kolhapur, Sholapur (including Sholapur City), Poona including Poona City and Contonment area, Ahmednagar,

Jalgaon, Nasik (excluding Nasik City and areas within five miles surrounding it) and Dhulia.

The Committee has divided the Vidarbha region into the following three distinct areas :—

(1) Areas falling within the Corporation of Nagpur and Municipal limits of Kamptee and areas falling within 5 miles thereof.

(2) All the district headquarters other than Nagpur Corporation including areas falling within 5 miles of it, taluka headquarters and Municipal areas (excluding Kamptee and its 5 miles surrounding areas) and the areas falling within 5 miles of the respective towns or Municipal limits including taluka and district headquarters.

(3) All other areas other than those mentioned above falling in the districts of Nagpur, Buldhana, Akola, Yeotmal, Amravati, Wardha, Bhandara and Chanda in the Vidarbha Division of the State.

Marathwada Region :

The Committee has divided the Marathwada region into two distinct areas :—

- (1) Aurangabad and Nanded districts ;
- (2) Osmanabad, Parbhani and Bhir districts.

The Committee has unanimously decided to recommend the following rates of wages for bidi rolling including the labour involved in cutting the bidi leaves in the respective zones mentioned above :—

Western Maharashtra :

(1) Greater Bombay Municipal Corporation :

Rs. 4.37 per thousand bidis rolled where leaves bought and supplied by the workers.

Rs. 3.37 per thousand bidis rolled where leaves supplied by employers.

(2) Nasik City Municipal area and areas within 5 miles surrounding thereof :

Rs. 2.62 per thousand bidis.

(3) All other places in the Western Maharashtra, *i.e.*, all the villages and towns falling in the districts of Thana, Ratnagiri, Kolaba, Satara, Sangli, Kolhapur, Sholapur (including Sholapur City), Poona (including Poona City and Contonment area), Ahmednagar, Jalgaon, Nasik (excluding Nasik City and areas within five miles surrounding it) and Dhulia :

Rs. 2.50 per thousand bidis.

Vidarbha :

(1) Areas falling within the Corporation of Nagpur and Municipal limits of Kamptee including 5 miles surrounding areas falling under the Municipal areas of Kamptee and Nagpur Corporation :

Rs. 2.25 per thousand bidis.

(2) All the district headquarters other than Nagpur Corporation including areas falling within 5 miles of it, taluka headquarters and Municipal areas (excluding Kamptee and its 5 miles surrounding areas) and the areas falling within 5 miles of the respective towns or Municipal limits :

Rs. 2.06 nP. per thousand bidis.

(3) All other areas, other than those mentioned above, falling in the districts of Nagpur, Buldhana, Akola, Wrdha, Amravati, Yeotmal, Bhandara and Chanda in the Vidarbha Division :

Rs. 2.00 per thousand bidis.

Marathwada Region :

(1) Aurangabad and Nanded districts :

Rs. 2.20 nP. per thousand bidis rolled.

(2) Osmanabad, Parbhani and Bhir districts :

Rs. 2.20 nP. per thousand bidis rolled.

NOTE.—The rate of bidis containing 7 chhataks (roughly 407 Grammes) or more of tobacco mixture processed should be 12 nP. more than the rate above specified for the place.

Although the Committee has divided the three regions of the State into different Zones (areas) for the purpose of payment of revised rates of wages to the bidi rollers, the Committee feels desirable and practicable to recommend uniform rates of wages for the

whole of the State in respect of employees employed in other occupations in the bidi industry other than relai workers and the tobacco industry and also the snuff-making establishments. The Committee, therefore, recommends the following rates of wages for all the occupations mentioned herein below in the bidi industry and tobacco industry and snuff-making establishments for the whole of the State :—

- | | |
|---|--|
| (1) Ring paster | 20 nP. per thousand bidis. |
| (2) Taraiwalas, bidi sorter, bidi checker and/or bidi counter. | Rs. 75 per month. |
| (3) Bhattiwala | Rs. 75 per month. |
| (4) Tobacco mixer (in case of monthly rated employee). | Rs. 75 per month. |
| (5) Munshi or clerk | Rs. 80 per month. |
| (6) Bidi leaves and/or tobacco distributor. | Rs. 75 per month. |
| (7) Accountant (maintaining all accounts including those used for purpose of Income Tax and other taxes.) | Rs. 125 per month. |
| (8) Truck or lorry driver | Rs. 125 per month <i>plus</i>
Rs. 3 daily allowance
when on tour for more
than 50 miles. |
| (9) Motor driver (car of station wagon). | Rs. 100 per month <i>plus</i>
Rs. 3 daily allowance
when on tour for more
than 50 miles and when
the driver is not sup-
plied with food by the
employer. |
| (10) Cleaner engaged on lorry or truck | Rs. 60 per month <i>plus</i>
Rs. 2 per day as daily
allowance when go on
tour for more than 50
miles in a day. |
| (11) Watchman or chowkidar | Rs. 70 per month. |

- (12) Any other unskilled category :
- | | |
|--------------------|-----------------------|
| (i) Heavy | Rs. 2.25 nP. per day. |
| (ii) Light | Rs. 2.00 nP. per day. |
- (13) Tobacco sorter (sifter and packers employed in tobacco manufacturing)—
- | | |
|--------------------|-----------------------|
| (i) Heavy | Rs. 2.25 nP. per day. |
| (ii) Light | Rs. 2.00 nP. per day. |
- (14) Bag fillers (for filling, sewing and arranging, etc.) employed in tobacco manufacturing. 20 nP. per bag containing 1½ maunds of tobacco.

Relai Workers :

I. Whole of Maharashtra State other than Greater Bombay Municipal Corporation, Nagpur Corporation and Kamptee Municipal Area.

- (1) Wrapping and packing one lakh of bidis—
- | | | |
|--------------------------------------|----------------|------------------------|
| (i) Adi and khadi patti | Rs. 5.00 nP. | } Bundles of 25 bidis. |
| (ii) Zilli and label.. .. . | Rs. 5.25 nP. | |
| (iii) Zilli, lable and tikli | } Rs. 6.25 nP. | |
| Zilli, label and nakhi zilli | | |
| Zilli and adi-khadi patti | | |
- (2) Wrapping, labelling and packing of bundles of 10 bidis. Rs. 10.50 nP. per lakh of bidis.
- (3) Wrapping, labelling and packing of bundles of 8 bidis. Rs. 11.50 nP. per lakh of bidis.
- (4) Wrapping, labelling and packing of bundles of 7 bidis each. Rs. 12.50 nP. per lakh of bidis.

II. Greater Bombay Municipal Corporation, Nagpur Corporation and Kamptee Municipal Areas.

Rates for wrapping, labelling and packing one lakh of bidis—

- | | |
|---|--------------|
| (i) Bundles consisting of 25 bidis each | Rs. 6.00 nP. |
| (ii) Bundles consisting of 24 bidis .. | Rs. 6.50 nP. |
| (iii) Bundles consisting of 20 bidis | Rs. 7.00 nP. |

(iv) Bundles consisting of 12 bidis	..	Rs. 10.62 nP.
(v) Bundles consisting of 10 bidis	..	Rs. 12.00 nP.
(vi) Bundles consisting of 8 bidis	..	Rs. 16.00 nP.
(vii) Bundles consisting of 7 bidis	..	Rs. 16.31 nP.

Employees employed in Snuff-making.

- (1) Employees employed on packing work 31 nP. per kilo.
- (2) Employees employed for stocking .. 12 nP. per kilo.
- (3) Employees employed for mixing, grinding of tobacco powder, etc. 31 nP. per kilo.

The Committee noted that the female employees employed other than in bidi rolling work were mostly engaged in lighter work and were paid lesser rates of wages than their male counter parts. The Committee has, therefore, recommended lower rates of wages for the lighter type of work generally done by the female employees in this employment in the State.

The Committee further recommends as follows :—

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

(2) The minimum rates of wages payable to an adolescent, if certified to be an adult, shall be the same as those fixed for an adult and, if certified to work as child, shall be the same as those fixed for a child.

(3) The minimum rates of wages payable to an apprentice shall be 75 per cent of the minimum rates of wages fixed for the occupation or category in which he is employed.

(4) The Committee further recommends that in respect of those employees who are employed on daily rates of wages but in respect of which occupation the Committee has recommended monthly rates of wages, the daily rates of wages shall be computed by dividing the monthly rates by 26, the quotient being stepped up to the nearest Naya Paisa. However, where the employees are entitled to paid weekly offs, the monthly rates of wages recommended for that class of employees shall be divided by 30 days in case they are employed on daily rates of wages, the quotient being stepped up to nearest Naya Paisa.

The Committee further states that the above-recommended rates of wages for all the categories of employees will be all inclusive rates.

ACKNOWLEDGMENTS

The Chairman expresses his deep sense of gratitude to all the members for their co-operation in discharging the task of the Committee and bringing to bear their good will and experience in the question of finding a solution for the problems confronting the Committee.

The Committee is also thankful to the Commissioner of Labour and Director of Employment, Bombay. The Committee also thanks the Deputy Commissioner of Labour, Nagpur, for providing clerical and other necessary assistance to the Committee.

We cannot close this Report without expressing our appreciation of the hard work done by the Secretary of the Committee Shri Siddhanti, Assistant Commissioner of Labour, Nagpur, but for whose zeal and quick despatch the Committee could not have succeeded in completing its work so early.

The Committee also appreciates the services rendered by the Stenotypist Shri Kesarwani and the members of the staff for their co-operation in discharging the Committee's work.

(Sd.) N. H. MUJUMDAR,
Chairman.

Employees' Representatives

1. (Sd.) Vasantrao Naik.
2. (Sd.) Vijendra Kabra.
3. (Sd.) N. H. Kumbhare.

Employers' Representatives

1. (Sd.) Manoharbai Patel.
2. (Sd.) Raojibhai Desai.
3. (Sd.) Shantilal Patel.

BOMBAY :
The 26th March 1964.

(Sd.) R. P. SIDDHANTI,
Secretary.

ANNEXURE I

VERY URGENT

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

Dated.....196

FROM

SHRI R. P. SIDDHANTI, M.A., LL.B., D.S.W. (L.W.).

Assistant Commissioner of Labour and Secretary,
Minimum Wages Committee for Employment in any
Tobacco (including Bidi-making) Manufactory, Nagpur.

To

.....

.....

SUBJECT—*Minimum Wages Committee for Employment in any
Tobacco (including Bidi-making) Manufactory.
Questionnaire for collection of data for the—*

SIR,

I am directed to inform you that the Government of Maharashtra have appointed the Minimum Wages Committee for enquiring into the conditions prevailing in the employment in any Tobacco (including Bidi-making) Manufactory and advising the Government in revising the minimum rates of wages for the said employment in Maharashtra State. The Committee has already commenced functioning and it has decided to collect information in respect of various aspects pertaining to Bidi Industry including Tobacco Processing and Snuff-making from Employers'/Employers' Associations/Workers' Organisations and Thekedars (Contractors) working in the industry. A copy of the Questionnaire finalised by the Committee is attached herewith for your information. You are requested kindly to give the information required therein, in specific details and return the same so as to reach the undersigned at the abovementioned address on or before the 20th August 1963 without fail.

2. Replies to Parts I and II of the Questionnaire should be given by the employers but Employers' Associations, Thekedars (Contractors) and Trade Unions may also reply to these questions as far as known to them. Questions in Part III are to be replied by the Thekedars (Contractors). Replies to questions in Part IV should be given by the Employers' Associations. The Trade Unions should reply to questions in Part V.

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

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

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

Yours faithfully,

(R. P. SIDDHANTI),

Assistant Commissioner of Labour
and Secretary, Minimum Wages Committee for
Employment in any Tobacco (including Bidi-making)
Manufactory, Nagpur.

ANNEXURE II

MINIMUM WAGES COMMITTEE FOR THE EMPLOYMENT
IN ANY TOBACCO (INCLUDING BIDI-MAKING)
MANUFACTORY

QUESTIONNAIRE

1. Name of the factory/concern/union/
association.
2. Full Address District

PART I

A—Bidi Rollers :

1. What are the minimum rates of wages
(original/ revised) fixed per thousand
bidies made for your Town/City/
Tahsil/District ?
2. Since when the revised rates were started
paying in your concern/area ?
3. What is the actual rate paid for making
1,000 bidies ?
4. Are there different wage rates paid for
different types of bidies ? If so, please
specify the types of bidies and the
wage rates for the same.
5. (a) What is the maximum output of an
expert bidi roller ?
(b) What is the minimum output of a bidi
roller ?
(c) What is the average daily output of
bidies of a bidi roller ?
(d) What is the average wage earned by
an average bidi roller ?

6. Are the bidi rollers provided with sufficient work? If not, what are the reasons?
7. Is the work provided regularly?
8. Do the wage rates of a bidi roller differ as per the number of bundles of bidis that may have to bind? If so, please give particulars.

B—Relai Workers :

1. What are the rates of wages paid to the relai workers in your concern/area?
2. Are there different rates for different types of relai work? If so, please specify.
3. If they are paid on piece rate basis, what are their average daily earnings?
4. Are they provided with sufficient work?
5. Are they required to do any other extra work? If so, are they paid any extra wages for the same?

C—Other Category of Workers :

1. What is the scale of pay or rate of wages paid to the following categories of workers? :—

Category	Scale of pay	Rate of wages
(a) Clerks/Karkuns/		Rs. nP.
(b) Munshis		
(c) Accountants		
(d) Bidi checkers		

Category	Scale of pay	Rate of wages
(e) Motor Drivers (f) Zalawala (g) Taraiwala (h) Bhattiwala (i) Tobacco Mixer (j) Distributor of Leaves (k) Drivers of other vehicles (l) Ring Majdoor (m) Miscellaneous Workers		Rs. nP.

2. Particulars of workers employed in tobacco processing and snuff manufactories—

Category	Scale of pay	Rate of wages	Number of employees employed in each category
1.		Rs. nP.	
2.			
3.			
4.			
5.			

D—Disbursement :

1. Are the wages paid daily/weekly/monthly ?
2. Are they paid regularly ?
3. Are fines imposed on workers ? If so, for what reasons and to what extent ?
4. Are there any other deductions other than 'chat' made ? If so, for what reason and to what extent ?
5. For what purpose are the fines utilised ?

E—Other Benefits to the Workers :

1. Do the workers get any of the following benefits ?
 - (a) Leave with wages (nature and extent).
 - (b) Bonus (category of workers and quantum).
 - (c) Weekly offs
 - (d) Any other paid holidays
 - (e) Provident fund
 - (f) Maternity benefit
 - (g) Educational facilities
 - (h) Travelling allowance
2. Are there any Settlement/Agreement/Awards in regard to wages or any other monetary benefits to any worker mentioned above in your concern/area ? If so, please attach copies of the same.

F—General :

1. Is there any registered union of workers in your concern/area? If so, give its name.
2. Is it recognised by the management/statute?
3. Has the union entered into any collective agreements with the bidi concern(s) in the area?

G—Registers and Records :

1. Whether the prescribed records and registers under the Factories Act/Bombay Shops and Estts. Act/Payment of Wages Act/Maternity Benefit Act and Minimum Wages Act are being maintained?
2. Whether attendance cards and wage slips under the Minimum Wages Act have been provided to the workers?
3. Whether abstract of the Factories Act/Bombay Shops and Estts. Act/Payment of Wages Act/Minimum Wages Act have been displayed in the premises of the establishment?

H—Revision of Minimum Rates of Wages :

1. Do you think that there is a case for revising minimum rates of wages? If so, give reasons.
2. What have you to say regarding cost of living index and comparable rates of wage with the industries in your area?
3. Do you advocate revision of minimum rates of wages on zonal basis? If so, what should be the zones—whether Taluka, District or Region. If not? Why not?
4. Do you approve of uniform wage rate for the whole of the State?

I—'Khep' System (Gharkhata System) :

1. Does 'khep' system exist in your area/ establishment ?
2. What is the number of workers employed under this system in your area/establishment ?
3. (a) What is the rate at which the 'khep' workers are paid wages ?
(b) Are there different rates of wages paid for different types of bidis ?
4. Are the 'khep' workers supplied bidi leaves in your area/establishment ? Or are they required to purchase the said leaves themselves ?
5. Are the 'khep' workers required to keep any monetary deposit with your establishment or any other establishment in your area against supply of 'Tobacco' or bidi leaves ?
6. What is the method for computing the wages for the work done by such workers ?
7. Whether weekly off are available to the 'khep' workers
8. Do you advocate continuance of the 'khep' system ? If so, please give reasons.

J—Contract System (Thekedari System):

1. Is contract system prevalent in your establishment/area ?
2. What is the number of contractors in your establishment/area ?

3. What is the approximate number of workers employed through the contractors in your establishment/area ?
4. What is the basis for determining the quantum of bidi leaves for 1,000 bidies?
5. At what rate bidi leaves are supplied to the contractors by the principal employers ?
6. At what rate bidi leaves are supplied by the contractors to the workers ?
7. At what rate the workers are paid wages by the contractors ?
8. Whether any deductions are made from the wages of the workers on account of 'tendu' leaves ?
9. Whether the bidies are also subjected to 'chat' by the contractors ? If so, what is the average 'chat' per 1,000 bidies and the consequent deduction ?
10. Whether the bidies are also subject to 'chat' by the principal employer ? If so, what is the average 'chat' for 1,000 bidies and the consequent deductions by the principal employer ?
11. How many hours on an average per day do the workers put under the contract work ?
12. Whether the workers under the contract system, work late hours at night ?
13. Whether children assist the workers under the contract system in their work ?

K—'Chat' System.

1. Whether the 'chat' system exists in your establishment/area ?
2. What is the percentage of 'chat' bidies ?
3. Whether whole bundle is put under the 'chat' ?
4. On what ground the 'chat' is made ?—
 - (1) bad workmanship.
 - (2) bad leaves.
 - (3) less quantity of tobacco.
5. Whether the workers are given an opportunity to replace 'chat' bidies by good ones ?
6. Whether 'chat' bidies are destroyed or retained by the employer ? If retained, whether they are sold by the employer in the market ? If so, at what rate ?
7. Whether the worker is paid for such 'chat' ? If so, at what rate ?
8. Whether the bidies are shown to the workers before they are put under the 'chat' ?
9. If there is shortage of tobacco in bidies, whether any deductions are made from the wages ? If so, how much ?
10. Do you think, that the workers are aggrieved on account of 'chat' system ? If so, have you any suggestions to make for improving the system ?

L—Disputes regarding Quality of Bidies :

1. Who decides whether the bidies are of sub-standard quality or otherwise ?
2. Have the workers got any say in the decision ?
3. In case of difference between workers and the employers with regard to the question of determination of sub-standard bidies, does the employer's decision prevail ?
4. Is there any machinery for deciding the disputes regarding sub-standard bidies between the workers and the employers in your establishment ? If so, please give details.
5. Is the abovementioned machinery functioning satisfactorily ?
6. Have you any suggestions to make with regard to the setting up of any particular machinery for deciding disputes between the workers and their employers concerning the sub-standard bidies ? If so, please state in details.

M—Quantum of Leaves per 1,000 Bidies :

1. What are the types of bidies prepared in your establishment/area ?
2. What is the quantum of bidi leaves supplied for each type of bidies ? (specify in Weight or number of Poodas as the case may be).
3. Whether sorting of bidi leaves is done prior to the distribution of the same ?

4. Whether on account of change in the quality of the bidi leaves, the change in the quantum of distribution of the leaves is effected with the approval of the workers ?
5. Whether the present quantum of bidi leaves supplied is adequate for making 1,000 bidies ?
If inadequate, specify by how much ? (specify in weight or number of Poodas).
6. Have any disputes relating to inadequate supply of bidi leaves arisen in your establishment/area ? If so, how have they been resolved ?
7. Have you any suggestions to make for resolution of the problem concerning the quantum of distribution of bidi leaves ?
8. Are the workers required to purchase bidi leaves or 'Pan Poodas' ? If so, what is the quantity required for preparing 1,000 bidies and its cost ?
9. Is there any fluctuation in the rates of bidi leaves ? If so, state the maximum and the minimum rates paid.
10. Are the workers required to purchase bidi leaves or 'Pan Poodas' every day because of short supply of leaves ? If so, how much amount they have to spend for the leaves ? If so, are they required to spend any amount on account of travelling in this behalf ?

PART II

ADDITIONAL QUESTIONNAIRE FOR EMPLOYERS

1. Name of the concern ..
2. Postal Address .. District
3. Year of establishment of the concern ..
4. Number of workers employed—

Year	Managerial or Supervisory Staff	Clerks	Other workers (Checkers, Watchman, Motor Driver, etc.,	Direct workers (Bidi rollers, Relai workers, etc.)			Total No. of workers	Through kkep or contract system			Grand total of workers
				Men	Women	Childaen		Men	Women	Children	
1959 ..											
1960 ..											
1961 ..											
1962 ..											
1963 ..											

5. Recruitment—

- (a) Directly
- (b) Through contractors, or
- (c) Through any other agency

6. Method of wage payment—

- (i) Time rate.
- (ii) Piece rate

Are wages paid?—

- (a) Monthly ;
- (b) Weekly ; or
- (c) Daily.

Pay period	Number of workers	Number of days elapsing between completion of pay period and the date of payment of wages
Month		
Week		
Day		

(iii) If boys or other assistants are employed by the workers who pays them, how much and on what basis—time or piece?

7. Total wage bill—monthly or weekly.

8. Advances—

Payment of advances to workers against their wages by the employers—

- (a) Amount paid to each worker. Between Rs. and
Rs

- (b) Number of workers in the establishment so paid and the total amount so advanced.

- (c) Rate of interest charged, if any.
 (d) Nature of security on which the advance is made pro-note, etc.

9. Please specify the exact times of work or hours of work and rest intervals for the various groups of workers, men and women, on week days and Saturdays and which day is the normal closing day of the week ?
10. Is there any over-time working ?
11. If so, at what rate are the workers paid over-time wages ?
12. Total quantity of bidies manufactured alongwith their types—

Year	Total quantity of			
	Tobacco consumed in mounds	Warping leaves in mounds	*Bidies Manufactured	
			Type	Quantity
1959.. ..				
1960.. ..				
1961.. ..				
1962.. ..				
1963.. ..				

13. In case your production has increased during the last 4 years have you recruited workers to meet the extra production directly or through contractors or through the 'khep' system ?

*If the space is insufficient the information may be given on a separate sheet of paper and attach the same to questionnaire.

14. What is the total cost of production of 1,000 bidies? Please give break up as under :—

- (a) Cost of 'tendu' leaves ..
- (b) Cost of tobacco ..
- (c) Cost of thread ..
- (d) Labour charges ..
- (e) Packing and labelling charges ..
- (f) Bhatti charges ..
- (g) Managerial charges ..
- (h) Taxes and duties ..
- (i) Transport charges ..
- (j) Other charges, if any ..

15. What is the sale price of bidies per thousand?

16. (a) What is the margin of profit in the purchase and sale of bidies?

(b) Specify the approximate percentage of profit in this transaction alone.

17. What amount has been spent on advertisement in the following years.

Year	Amount spent on advertisement	Percentage to total expenditure
1959.. .. .		
1960.. .. .		
1961.. .. .		
1962.. .. .		
1963.. .. .		

18. How many establishments you have ?—

- (1) In Maharashtra ..
 (2) Outside Maharashtra ..

19. What is the total No. of workers employed by you in your establishment :—

- (1) In Maharashtra ..
 (2) Outside Maharashtra ..
 (3) The system of manufacture of bidis in your factories outside the State and the system of payment.

20. Please give the figures of net profits or losses of your concern for the following years :—

Years							Net profit	Net loss
1959		
1960		
1961		
1962		
1963		

21. Are you a member of any association of employers ? ; If so, please state the name and address ?

PART III

ADDITIONAL QUESTIONNAIRE FOR CONTRACTORS/
THEKEDARS

1. Name
2. Postal Address District
3. Name and address of the employer/employers for whom you work.
4. How long are you working as a Contractor/Thekedar ?
5. During the above period, for how many employers have you worked ?
6. For what reason have you changed your employers ?
7. Have you any written agreement with your employers ? If so, attach copied of the agreement.
8. Have the terms of agreements been finalised with your consent ?
9. In case, the agreements have been finalised without your consent, do you approve of the same ? If not, please give reasons thereof stating specific terms of agreement which you disapprove ?
10. How many workers are employed by you ?—
 - (i) At the workplace appointed by you:—
 - (ii) At their residences :
11. Whether you approve of any of the present Contractor/Thekedari system of work ? Please give details. In case you disapprove of the system, please state the changes desired by you in the system.
12. What is the criteria for fixation of your remuneration by employers ?

13. What is your total monthly remuneration ?
14. What is your total monthly establishment charges ?
15. Do you undertake the work of transporting material and bids to and from the employers ? If so, do you incur any expenditure thereon and how much ? In case you do not personally undertake the said work, please state who undertakes the said work and who bears the cost and how much ?

N.B.—Please answer the general questionnaire and the employer's questionnaire in a general way so far as your establishment is concerned.

PART IV

ADDITIONAL QUESTIONNAIRE FOR EMPLOYERS' ASSOCIATIONS

1. Name of the Association ..
2. Postal address .. District
3. Year of establishment ..
4. Whether registered under any statute ? If so, please state the statute under which registered, date of registration and registration No.
5. What is membership of your Association ? Please attach list of the members.
6. What are the aims and objects of your Association ?
7. What is the area of operation of your Association ?

8. (a) What are the problems of the Bidi industry ?
 (b) What are your suggestions regarding the revision of wage rates for Bidi Industry ?
9. What steps have your Association taken so far for resolving these problems ?
10. Have you any suggestions for resolving those problems, in case they still exist ?
11. Are there any other Associations of employers in the bidi industry known to you ? If so, please attach list giving their names and addresses.
12. Please give details of important cases concerning non-implementation/breach of labour laws or recovery of benefits due to the workers thereof in your area for the last 4 years ?

N. B.—Please give answers in the general questionnaire and the additional questionnaire for employers in a general way on an industrywise basis.

PART V

ADDITIONAL QUESTIONNAIRE FOR ORGANISATIONS OF WORKERS

1. Name of the Organisation (Union) ..
2. Postal Address .. District
3. Year of establishment ..
4. Whether registered under the Indian Trade Unions Act, 1926 ? If so, please state date of registration and registration No.
5. What are your aims and objects ?

6. What is your area of operation ?
7. What is your total membership ?
8. Are your activities confined only to the bidi industry ? If not, please state the other industries in which your activities extend ?
9. What is your total membership in the bidi industry only ?
10. Are there any other organisations of workers in the bidi industry functioning in your area ? If so, please attach a list giving their names and addresses.
11. What are the problems of bidi workers ?
12. What steps have you taken so far to resolve those problems ?
13. (a) Have you any suggestions to make for resolution of these problems, in case they still exist ?
(b) What should be the revised minimum rates of wages for each category of workers ? Give your suggestions with reasons.
14. Have you taken the cases regarding the non-implementation of Minimum Wages Act before the appropriate authorities during the last 5 years ? If so, with what results ? Please give details of important cases (With copies of relevant judgments or decisions.)
15. Have you filed any claims for recovery of benefits/dues to the workers under the Minimum Wages Act before the Authorities during the last 5 years ? If so, please give details of important cases (with copies of relevant judgments/decisions).
16. Do the bidi workers normally engage themselves in any other work outside the Bidi Industry ? If so, please give details.

17. Do you consider it advisable that bidi workers should work as per Factory hours or not ? Please give reasons.
18. What measures do you suggest to prevent the misuse, if any, of raw materials by the bidi rollers ?
19. What measures do you suggest for improvement of the quality of bidis ?
20. What do you think about the paying capacity of the Bidi Industry ?
21. Do you think that the existence of industry be given preference over making provisions for the health and welfare of the bidi workers ?
22. What co-operation do you offer to the manufacturers to maintain the reputation of their trade-marks in better interest of the Industry ?
23. Is your organisation managed by employees themselves or by outsiders ?
24. Are the proper accounts maintained by you and do you get them audited by the authorised auditors ?
25. What is the membership fee ? Is it monthly or annual ?
26. (a) Do you think that the bidi rollers and relai workers in your area are provided with adequate work ? If not, why not ?
(b) What measures do you suggest to provide adequate work to such workers ?

DECLARATION

I hereby declare that the information given by me herein above is true to the best of my knowledge and belief.

Place	Signature
Date	Designation

ANNEXURE III

किमान वेतन कायदा, १९४८ च्या अन्वये, बिडी फॅक्टरीजकरिता
नियुक्त केलेली सल्लागार समिति

प्रश्न पत्रिका

१. फॅक्टरीचे नांव—संघ/घंदा/असोसिएशन
२. पूर्ण पत्ता जिल्हा—

भाग १.

अ. बिडी वळविणारे

१. बिड्या वळविणाऱ्यांचे दर हजारी (मुळ/नवीन) किमान वेतन तुमच्या गावांत/शहरांत/तह-सिलीत किंवा जिल्ह्यांत किती आहे ?

२. तुमच्या घंदांत तुम्ही नवीन दर देणे केव्हा-पासून सुरू केले आहे ?

३. १,००० बिडी वळविण्याकरिता तुम्ही नक्की किती दर देता ?

४. निरनिराळ्या प्रकारच्या बिड्या वळविण्या-करितां निरनिराळे दर आहेत काय ? असल्यास त्यांचे प्रकार व दर द्या.

५. (अ) निष्णांत बिडी वळविणाराचे रोजचे उत्पादन किती ?

(ब) सर्वसाधारण बिडी वळविणाऱ्या कामगारांचे कमीत कमी उत्पादन किती ?

(क) बिडी वळविणाऱ्या काभगारांच्या उत्पादनाची रोजची सरासरी किती ?

(ड) सर्वसाधारण बिडी वळविणाऱ्याला रोजची मजूरी किती पडते ?

६. बिडी वळविणारांना पुरेसे काम दिले जाते का? जर नसेल तर कारणे द्या.

७. नियमितपणे काम पुरविले जाते का ?

८. बिडी वळविणारांचे दर तयार केलेल्या बंड-लाच्या संख्येप्रमाणे निरनिराळे आहेत काय ? असल्यास पूर्ण माहिती द्या.

ब. रेलार्ई कामगार

१. रेलार्ई कामगारांना तुमच्या घंटांत/क्षेत्रांत देण्यांत येणाऱ्या वेतनाचे दर काय ?

२. निरनिराळ्या रेलार्ई कामाकरितां निरनिराळे दर आहेत काय ? असल्यास, संपूर्ण माहिती द्या.

३. जर ते अंगावर काम करणारे असतील तर त्यांचे रोजचे सरासरी वेतन दर काय ?

४. त्यांना पुरेसे काम पुरविण्यांत येते काय ?

५. त्यांना दुसरे कांही अतिरिक्त काम करावे लागते काय ? असल्यास, त्या बाबत त्यांना अतिरिक्त काय वेतन देण्यांत येते ?

क. दुसरे वर्गवारीतील कामगार

अ. खालील वर्गवारीतील कामगाराचे पगाराचे/पगाराचे दर/किंवा मजूरीचे दर काय ?

वर्गवारी	पगाराचे दर/श्रेणी	मजूरीचे दर रु. न. पै.
(अ) कारकून/लिपिक		
(ब) मन्सी		
(क) हिशेवनीस		
(ड) बिडी तपासणारे		
(ई) मोटार ड्रायव्हर्स		
(फ) झालवाले		
(ग) पराईवाले		
(ह) भट्टीवाला		
(उ) तंबाखू मिसळणारे		
(ज) पाने वाटणारे		
(झ) इतर ड्रायव्हर		
(ल) रींग मजूर		
(म) इतर श्रेणीय कामगार		

ब. बिड्या वळविण्यास लागणारा तंबाखु व नस
तयार करणाऱ्या कामगारांची

वर्गवारी	कामगारांची संख्या	पगाराचे मान	मजूरीचे दर रु. न.पै.
(१)			
(२)			
(३)			
(४)			
(५)			
(६)			

ड. वेतन

१. मजूरांना मजूरी रोज/हफ्तेवारीने/किंवा महि-
नेवारीने देण्यांत येते काय ?

२. त्यांना नियमितपणे पगार/मजूरी देण्यांत येते
काय ?

३. मजूरांना दंड करून पैसे कापण्यांत येतात काय ?
येत असल्यास कारणे व त्याचे प्रमाण काय ?

४. 'छाटच्या' व्यतिरिक्त मजूरांच्या पगारातून/
मजूरीतून आणखी काही प्रकारें कटौती करण्यांत येते
काय ? येत असल्यास त्याचें प्रमाण धा ?

५. अशा रीतीने कटौती केलेल्या पैजाचा कशा-
प्रकारें उपयोग केला जातो ?

इ. कामगारांना देण्यात येणारे फायदे

१. कामगारांना खालील दर्शविल्यापैकी कोणते फायदे देण्यांत येतात ?

- (अ) पगारी सुटी (कोणत्या प्रकारची सुटी व किती ते सविस्तर द्या)
- (ब) बोनस (कामगारांची वर्गवारी व प्रमाण द्या).
- (क) हप्तेशिवाय सुट्टी.
- (ड) दुसऱ्या कांही पगारी सुट्ट्या.
- (ई) प्रमुनिसाठी सुटी (Maternity Benefit).
- (फ) शैक्षणिक सवलती
- (ज) प्रवासी भत्ते.
- (झ) प्राव्हिडंट फंड.

२. तुमच्या घंट्यामध्ये कामगारांच्या पगाराबाबत व इतर आर्थिक फायद्याबाबत कांही समझोते/करार/अगर निवाडे झाले आहेत काय ? असल्यास त्यांच्या प्रति जोडाव्या.

फ. सर्वसाधारण

१. तुमच्या कारखान्यांत विभागांत कामगारांचे रजिस्टर्ड युनियन आहे काय ? असल्यास त्यांचा पूर्ण पत्ता द्या.

२. मालकाकडून अशा युनियनला मान्यता प्राप्त झालेली आहे काय ?

३. तुमच्या युनियनमध्ये व तुमच्यामध्ये (क्षेत्रा-मध्ये) कांही सामूदायिक समझोता (बिडी बाबत) झाला आहे काय ? असल्यास प्रति जोडाव्या.

ग. रजिस्टरें आणि रेकॉर्ड्स

१. खालील कायद्याप्रमाणें रजिस्टरें आणि रेकॉर्ड्स ठेवलेली आहेत काय ?

- (अ) फॅक्टरी ॲक्ट.
- (ब) मुंबई गुमास्ता कायद्याप्रमाणें.
- (क) पेमेंट ऑफ वेजेस ॲक्टप्रमाणें.
- (ड) प्रसुतिबाबत कायदे कानूनप्रमाणें ?
(Maternity Benefit Act).
- (इ) मिनिमम वेजेस ॲक्टप्रमाणें (न्यूनतम वेतन कायदा).

२. न्यूनतम वेतन कायद्याप्रमाणें कामगारांना हजेरी पत्रके व वेतन कार्ड दिलेली आहेत काय ?

३. खालील कायद्यांचे गोपवारे आपल्या कार-खान्यामध्ये कामगारांना ठळकपणें दिसेल अशा ठिकाणी टांगलेले आहेत काय ?

- (अ) फॅक्टरी ॲक्ट.
- (ब) मुंबई दुकानें व स्थापना कायदा, १९४८
(गुमास्ता कायदा).
- (क) पेमेंट ऑफ वेजेस ॲक्टप्रमाणें.
- (ड) न्यूनतम वेतन कायदा, १९४८ प्रमाणें.

ह. वेतनाच्या किमान दराबाबत फेरविचार

१. मजुरांचे बिडी वळविण्याचे दर वाढवावेत किंवा बदलावेत असे आपणास वाटते काय ? वाटत असल्यास कारणें द्या.

२. जिवनमानाच्या निर्देशांकाबाबत व आपल्या विभागांतील इतर तुलनात्मक उद्योगधंद्यातील मजुरांच्या दराबाबत आपणास काही सांगावयाचे आहे काय ?

३. तुम्हाला विभाग (झोनल) वार न्यूनतम वेतन दर ठरवावे असे वाटते काय ? असल्यास असे विभाग कसे असावे ? तालुका/जिल्हा/विभाग इत्यादि. जर असे वाटत नसेल तर कां ? कारणें द्या.

४. तुम्हांस आपल्या प्रांतात एकच दर असावा असे वाटते काय ?

घ. "खेप" पद्धत ("घर खाता" पद्धत)

१. तुमच्या स्थापनेमध्ये/विभागामध्ये "खेप" पद्धत अस्तित्वात आहे काय ?

२. तुमच्या कारखान्यात स्थापनेमध्ये ह्या पद्धतीवर काम करणारे किती कामगार आहेत ?

३. (अ) "खेप" कामगारांना कोणत्या दराने मजूरी चुकविण्यांत येते ?

(ब) निरनिराळ्या प्रकारच्या बिड्याकरिता निरनिराळे मजूरीचे दर आहेत काय ?

४. "खेप" पद्धतीने काम करणारांना (तुमच्या कारखान्यात/विभागात) बिड्याची पाने पुरविली जातात काय ? किंवा त्यांना ती विकत घ्यावी लागतात काय ?

५. "खेप" कामगारांना तंबाखू व बिड्यांचे पानाकरिता कांही रकम तुमचेकडे जमा करावी लागते काय ?

६. "खेप" कामगारांचे मजूरीचे दर कशा प्रकारे ठरविण्यांत येतात ? त्याची पद्धत सांगा.

७. "खेप" कामगारांना आठवडी सुटी देण्यांत येते काय ?

८. तुम्हांला "खेप" पद्धत चालू रहावी असे वाटते का ? असल्यास कारणे द्या ?

ज. ठेकेदारी पद्धति

१. तुमच्या फॅक्टरीत/घंद्यात/विभागात ठेकेदारी पद्धत अस्तित्वात आहे काय ?

२. तुमच्या फॅक्टरीत/घंद्यात/विभागात किती ठेकेदार आहेत ?

३. तुमच्या घंद्यात/फॅक्टरीत/ठेकेदारातर्फे लावण्यांत आलेल्या कामगारांची संख्या किती आहे ?

४. १,००० बिडीकरिता किती पाने (बिड्याची) लागतात त्याचे प्रमाण द्या.

५. मुख्य मालकाकडून ठेकेदारांना कोणत्या दरांत बिड्यांची पाने दिली जातात ?

६. कामगारांना-ठेकेदारांतर्फे कोणत्या दराने बिड्याची पाने दिली जातात ?

७. ठेकेदारांकडून कामगारांना कोणत्या दराने मजूरी दिली जाते ?

८. "टेंडू" पानाकरिता मजूरांच्या मजूरीतून काही पैसे कापण्यांत येतात काय ?

९. ठेकेदाराकडून बिडीचा "छाट" होतो काय ? होत असल्यास त्याची सरासरी १,००० बिड्यावर किती छाट होते ? आणि किती कटौती केली जाते ?

१०. मुख्य मालकाकडूनही "छाट" केल्या जाते काय ? होत असल्यास सरासरी १,००० बिड्यावर किती छाट होते आणि किती कटौती केली जाते ?

११. सरासरी दर दिवशी "ठेकेदारी" पद्धतीवर किती घंटे कामगार काम करतात ?

१२. "ठेकेदारी" पद्धतीवर कामगारांना रात्री जास्त वेळ काम करावे लागते काय ?

१३. ठेकेदारी पद्धतीवर मुले कामगारांना कामात मदत करतात काय ?

च. "छाट पद्धति"

१. तुमच्या/बंधात. कारखान्यांत "छाट" पद्धत अमलांत आहे काय ?

२. "छाट" बिड्यांची सरासरी काय ?

३. संपूर्ण बंडलच "छाट" मध्ये घेतले जाते काय ?

४. कोणत्या कारणास्तव "छाट" केल्या जाते—

(अ) खराब बनविण्याबाबत.

(ब) खराब पाने वापरण्याबाबत.

(क) तंबाखू कमी वापरण्याबाबत.

५. कामगारांना "छाट" केलेल्या विड्यांच्या जागी चांगल्या विड्या देण्याची संधी देण्यांत येते काय ?

६. "छाट" विड्या मालकाकडून तोडून टाकून देण्यांत येतात काय ? बाजारांत विकल्या जातात काय ? विकल्या जात असतील तर त्यांचा दर काय ?

७. कामगारांना अशा "छाट" बाबत काही पैसे देण्यांत येतात काय ? देण्यांत येत असल्यास दर कोणता ?

८. कामगारांना विड्या "छाट" मध्ये टाकण्यापूर्वी दाखविण्यांत येतात काय ?

९. विड्यामध्ये तंबाखू कमी असल्यास मजुरीतून तंबाखूचे पैसे कापण्यांत येतात काय ? येत असल्यास किती ?

१०. "छाट" पद्धतिमुळे कामगार लोकांत असंतोष आहे असे आपणास वाटते काय ? असल्यास तुम्हास ही पद्धत सुधारण्याबाबत काही सूचना करावयाच्या आहेत काय ?

ल. विडी प्रकाराबाबत तक्रारी.

१. विड्या कमी दर्जाच्या आहेत किंवा नाही हे ठरविण्याचा कोणास अधिकार आहे ?

२. दिलेल्या निर्णयामध्ये कामगारांना काही वाद असतो का ?

३. कामगारामध्ये आणि मालकामध्ये विड्यांच्या दर्जाबाबत वाद निर्माण झाल्यास मालकांचा निर्णय अंतिम निर्णय राहतो का ?

४. तुमच्या घंटांमध्ये / कारखान्यामध्ये असा वाद निर्माण झाल्यास तो मिटविण्याकरिता काही यंत्रणा आहे काय ? असल्यास त्याची माहिती द्या ?

५. वरील यंत्रणा समाधानकारक कार्य करते काय ?

६. तुमच्या घंटांमध्ये / कारखान्या मध्ये विडीचा दर्जा ठरविण्याबाबत अशा प्रकारची यंत्रणा स्थापन करावीशी वाटते काय ? असल्यास कशा प्रकारची यंत्रणा असावी याची संपूर्ण माहिती द्या ?

म. १,००० बिडी वळविण्याकरितां पानाचे प्रमाण

१. तुमच्या फॅक्टरीत ? कारखान्यांत कोणत्या प्रकारच्या बिड्या बनविण्यांत येतात ?

२. प्रत्येक प्रकारच्या बिड्या वळविण्याकरितां पाने पुरविण्याचे प्रमाण काय ? (वजनांत, पुड्यांत माप देणें).

३. कामगारांना पाने पुरविण्याच्यापूर्वी पानाची निवडण करण्यांत येते का ?

४. बिड्याच्या पानाच्या दर्जात फरक झाल्यास मजुरांचा संमतिप्रमाणें पानें वाटप करण्याचे प्रमाण कमी जास्त करण्यांत येते काय ?

५. सध्या मिळत असलेली पाने १,००० बिड्या वळविण्यास कमी पडतात काय ? जर कमी पडत असतील तर किती कमी पडतात ते लिहा. (वजनान व पुड्यांची संख्या).

६. तुमच्या कारखान्यांत/क्षेत्रांत कमी पाने घाटपाबाबत काही तकरार उद्भवली होती काय ? असल्यास, तिचे निवारण कसे करण्यांत आले त्याची माहिती द्या.

७. बिडी पानांचे घाटपाबाबत निर्माण होणाऱ्या समस्यांचे निवारण करण्याचे दृष्टीने तुमच्या काही सूचना आहेत काय ?

८. बिडी कामगारांना बिड्याची पाने, किंवा पानाचे पुडे विकत घ्यावे लागतात काय ? घ्यावे लागत असल्यास १,००० बिडीकरिता किती ? व त्याची किंमत काय ?

९. बिडीच्या पानाचे किंमतीत कांही चढउतार होतात काय ? असल्यास कमीत कमी व जास्तीत जास्त दिलेले दर कळवा.

१०. कामगारांना बिड्याची पाने कमी दिल्याने कामगारांना दर दिवशी पानांचे पुडे, पाने, विकत घ्यावे लागतात काय ? असल्यास त्यांना किती रकम त्यांत खर्च करावी लागते ? विकत घ्यावी लागत असल्यास पाने आणण्याचा प्रवास खर्च त्यांनाच करावा लागतो काय ?

भाग २

मालकाकरितां अविक प्रश्न

१. स्थापनाचे/कारखान्याचे नांव , जिल्हा
२. पूर्ण पत्ता
३. कारखाना चालू झाल्याचे वर्ष.
४. किती कामगार काम करतात ?

वर्ष	मॅनेजर/ सुपरवायझर	कारकून	दुसरे कामगार (चेकर्स, वाच- मन, मोटर ड्रायव्हर्स, वगैरे)	प्रत्यक्ष नेमलेले कामगार (विडी बनविणारे, रैलाई कामगार वगैरे)			एकूण कामगार	खेप किंवा/ठिकेदारीपद्धती- वर काम करणारे			एकूण कामगार
				पुरुष	स्त्रियां	मुलें		पुरुष	स्त्रियां	मुलें	
(१)	(२)	(३)	(४)	(५)	(६)	(७)	(८)	(९)	(१०)	(११)	(१२)
१९५९ ...											
१९६० ...											
१९६१ ...											
१९६२ ...											
१९६३ ...											

५. भरती कशी केल्या जाते ?

- (अ) तुमच्या वतीने,
- (ब) ठेकेदारांच्या वतीने,
- (क) दुसऱ्या एखाद्या एजन्सीतर्फे, वगैरे.

६. मजूरी देण्याची पद्धत—

- (१) कालावधीनुसार पगार (२) अंगावरचे काम (Time-Rate)
- (अ) माहवारी.
- (ब) हप्तेवारी.
- (क) रोजंदारी.

पगाराची अवधी	कामगारांची संख्या	पगाराचा पूर्ण हप्ता भरल्या-नंतर प्रत्यक्ष पगार देण्याचा दिवस व ज्या दिवशी पगार दिल्या जातो त्यात किती दिवसाचा अवधि लागतो
महिना		
हप्ता		
दिवस		

जर मुलें कामगारांना मदत करण्यास लाविली असतील तर त्यांचा पगार कोण देतो ? आणि त्यांची पद्धति काय ?

कालावधीनुसार पगार/अंगावरील दर.

७. एकूण पगाराचे बिल—माहवारी/हप्तेवारी.

८. आगाऊ देण्यांत येणारी रकम (Advances)

मालकाकडून मजुरांना त्यांच्या मजुरीच्या प्रमाणांत आगाऊ देण्यांत येणारे पैसे.

ह. नये पैसे (पासून

पर्यंत

(अ) प्रत्येक कामगारांना देण्यांत येत असलेली आगाऊ रकम.

(ब) तुमच्या कारखान्यातील किती मजुरांना (Advances) असे आगाऊ पैसे दिले जातात व त्याची रकम किती ?

(क) अशा रकमेवर जर व्याज आकारले जात असेल तर व्याजाचा दर काय ?

(ड) तारणावर आगाऊ रकम दिली जाते काय ? (जसे प्रॉमिसरी नोट, आदि).

९. तुमच्या कारखान्यांतील / धंद्यांतील / कामगारांच्या कामावर येण्याची नक्की वेळ द्या, ह्यांत (पुरुष आणि स्त्रिया) निरनिराळ्या विभागामध्ये काम करणारे ह्यांचा समावेश करावा. शनिवारी कामाच्या वेळा कोणत्या असतात ? व हप्त्यांतील सुट्टीचा दिवस कोणता ?

१०. जास्तीचे काम (Overtime) आपल्या कारखान्यात करण्यांत येते काय ?

११. येत असल्यास जास्तीच्या कामाचे (Overtime) दर कोणते ?

१२. एकूण किती विड्या तयार करण्यांत आल्या
हैं त्यांच्या प्रकारासह सांगा.

वर्ष (१)	एकूण संख्या			
	तंबाखू किती लागला (मणांत) (२)	पाने किती लागली (मणांत) (३)	विड्या किती तयार झाल्या*	
			प्रकार (४)	संख्या (५)
१९५९				
१९६०				
१९६१				
१९६२				
१९६३				

१३. तुमचे विड्यांचे उत्पादन मागील चार वर्षांत
वाढले असेल तर जास्त उत्पादन वाढीकरिता आपण
जो मजूरवर्ग लावला तो तुमच्यातर्फे लावला, किंवा
ठेकेदाराभाषेत लावला किंवा "खेप" पद्धतीतून लावला?

१४. एकूण १,००० विडी बनविण्याकरिता किती
खर्च येतो तो खालीलप्रमाणे वर्गवारी करून तपशीलवार
द्या—

- (अ) तेंदू पत्त्याची किंमत.
- (ब) तंबाखूची किंमत.
- (क) घाग्याची किंमत.
- (ड) मजुरी खर्च.

*अधिक माहितीकरिता जागा अपुरी पडल्यास ती माहिती स्वतंत्र कागदावर लिहून ती
कागद प्रश्नावलीस जोडावा.

- (ई) पेंकींग व लेबलचा खर्च.
 (च) भट्टीचा खर्च.
 (फ) व्यवस्थापकीय (Managerial) खर्च.
 (ज) टॅक्सेस व इंधुटीज.
 (झ) वाहतूक खर्च.
 (छ) इतर खर्च.

१५. १,००० बिडीची विक्रीची किंमत काय ?

१६. (अ) बिड्यांच्या विक्रीत व खरेदीत फायद्याचे सरासरी प्रमाण.

(ब) ह्या बाबतीत सरासरी नक्की नफा किती असतो ?

१७. जाहिरातीकरिता खालील वर्षांत किती खर्च करण्यांत आला ?

वर्ष	जाहिरातीकरिता खर्च	एकूण खर्चाची सरासरी
१९५९
१९६०
१९६१
१९६२
१९६३

१८. तुमच्या किती शाखा किंवा कारखाने आहेत ?

(अ) महाराष्ट्रांत

(ब) महाराष्ट्राबाहेर

१९. तुमच्या कारखान्यांत कामावर असलेले कामगार किती ?

(अ) महाराष्ट्रांत

(ब) महाराष्ट्राबाहेर

(क) महाराष्ट्राबाहेरील तुमच्या कारखान्यांत विड्या बनविण्याची पद्धत आणि चुकारा करण्याची पद्धत काय आहे ?

२०. तुमच्या घंटांत खालील वर्षांत फायदा किंवा तोटा किती झाला ते मरा :-

वर्ष	नक्की फायदा	नक्की तोटा
१९५९		
१९६०		
१९६१		
१९६२		
१९६३		

२१. तुम्ही एखाद्या संघाचे सभासद आहात काय ? असल्यास, पूर्ण पत्ता व नांव द्या. ?

ठेकेदारकरिता (Contractors) अधिक प्रश्न

१. नांव
२. पोष्टाचा पूर्ण पत्ता
३. ज्यांचेकरिता काम करिता त्या मालकाचें नांव व पूर्ण पत्ता द्या.
४. तुम्ही ठेकेदार म्हणून किती वर्षांपासून काम करता ?
५. वरील वर्षांत आपण किती मालकाकरिता काम केले ?
६. आपण कोणत्या कारणाने आपले मालक बदलले ?
७. तुमच्यामध्ये व मालकामध्ये कांहीं लेखी करारनामा आहे काय ? असल्यास, प्रति जोडाव्या.
८. तुमच्या संमतिप्रमाणे कराराच्या अटी पूर्ण केल्या होत्या काय ?
९. जर तो करारनामा तुमच्या संमतिशिवाय पूर्ण केला असेल तर तो तुम्हास मान्य आहे काय ? नसल्यास, तो कां मान्य नाही ते सकारण सांगा.
१०. तुमच्यातर्फे किती कामगार कामावर आहेत ?
(अ) तुम्ही नेमलेल्या जागेवर.
(ब) त्यांच्या घरी.
११. तुम्ही सध्याची ठेकेदारी पद्धति पसंत करता काय ? सविस्तर माहिती द्या. जर ती तुम्हाला पसंत नसेल तर नापसंतीची कारणे व त्यांत कोणता बदल पाहिजे ते सविस्तर सांगा.
१२. तुम्हास मालकातर्फे देण्यांत येणारे मानधन कोणत्या प्रमाणावर ठरविण्यांत येते ?
१३. तुमचे दरमहा एकूण उत्पन्न किती ?

१४. तुमच्या संस्थेचा माहवारी खर्च किती ?

१५. तुम्ही मालकांच्या बिड्याचे सामानाची आणि बिड्यांची तुमच्याकडून मालकाकडे व मालकाकडून तुमच्याकडे नेआण करतां काय ? असल्यास, तुम्हास त्याबद्दल खर्च येतो काय ? आणि किती ? जर आपण ते काम स्वतः करित नसाल तर ते काम कोण करतां ? त्याचा खर्च कोण व किती सोसतो ?

(कृपा करून सामान्य प्रश्नावलीतील व मालकांच्या प्रश्नावलीतील जे जे प्रश्न आपल्या धंद्यास लागू पडत असतील त्यांची उत्तरे द्या.)

भाग ४ था

मालकांच्या संघाकरिता (Association) प्रश्नावली

१. संघाचे नांव
२. पूर्ण पत्ता
३. स्थापनेचे वर्ष
४. संघाचे रजिस्ट्रेशन झाले आहे काय ? झाले असल्यास, कोणत्या कायद्याप्रमाणे ? रजिस्ट्रेशन नंबर व तारीख द्या.
५. तुमच्या संघाचे सदस्य किती आहेत ? यादी जोडावी.
६. तुमच्या संघाचा उद्देश आणि कार्य काय आहे ?
७. तुमच्या संघाचे कार्यक्षेत्र कोणते आहे ?
८. (अ) बिडीच्या घंटांतील अडचणी कोणत्या आहेत ?
(ब) बिडीघंटांतील वेतनदारांतील फेर-बदलाबाबत सूचना द्या.
९. जर त्या अडचणी अद्याप असतील तर तुमच्या संघाने कोणते प्रयत्न केले आहेत ?

१०. जर अद्याप कांही समस्या सोडवावयाच्या असतील तर तुमच्या त्याबाबत काय सूचना आहेत ?

११. तुम्हाला माहिती असलेले आणखी कांही बिडी 'मालकांचे संघ आहेत का' ? असल्यास, त्यांची पूर्ण नावे व पत्त्यासह यादी जोडावी.

१२. मागील चार वर्षांपासून आपल्या क्षेत्रांत ज्या कांही योजना अंमलांत आणल्या गेल्या नसतील किंवा कांही मिळावयाचे फायदे मिळाले नसतील किंवा कामगारांच्या कायद्यांचे उल्लंघन झाले असेल, कामगारांना मिळणाऱ्या सवलती मिळाल्या नसतील तर त्यांची संपूर्ण माहिती द्या.

[कृपाकरून बरील प्रश्नावलीतल इतर भागांतिल प्रश्नांची उत्तरे (जे लागू पडत असतील त्यांची) घंघाप्रमाणे छापी.]

भाग ५ चा

कामगारांच्या संघाकरिता प्रश्नावली

१. संघाचे संपूर्ण नांव
२. पोस्टाचा पूर्ण पत्ता
३. स्थापनेचे वर्ष
४. इंडियन ट्रेड युनियन अॅक्टप्रमाणे (१९२६) रजिस्ट्रेशन झाले आहे काय ? असल्यास, रजिस्ट्रेशन नंबर व तारीख द्या.
५. संघाचे उद्देश व कार्यप्रणाली काय आहे ?
६. संघाचे कार्यक्षेत्र किती आहे ?
७. संघाची एकूण सदस्य संख्या किती आहे ?
८. तुमच्या संघाचे कामाचे क्षेत्र फक्त बिडी घंघापुरतेच मर्यादित आहे काय ? नसल्यास, तुमच्या संघाचे दुसरे कार्यक्षेत्र कोणते आहे ?

जिल्हा

९. संधाची फक्त बिडी घंटांतील सदस्यांची संख्या किती आहे ?

१०. तुमच्या संधाव्यतिरिक्त आणखी दुसरे मजूर-संध आहेत काय ? असल्यास, त्यांची नांवे व पत्त्यासह यादी जोडावी.

११. बिडीमजुरांच्या कोणत्या अडचणी आहेत ?

१२. तुम्ही त्या सोडविण्याकरिता कोणत्या उपाय-योजना केल्या आहेत ?

१३. (अ) जर बिडी घंटांतील कांहीं अडचणी अद्याप असतील तर त्या निवारण्याकरिता आपणाला कांहीं सूचना करावयाच्या आहेत काय ?

(ब) बिडी घंटांत वेतनदरांतोल फेरबदलाबाबत कामगारांच्या वर्गवारीप्रमाणे सकारण सूचना द्या.

१४. मागील चार वर्षांत न्यूनतम वेतन कायद्याच्या अंमलबजावणीबाबत कांहीं केसेस तुम्ही संबोधित अधिकाऱ्याकडे केल्या आहेत काय ? असल्यास, त्यांचा निर्णय काय ? महत्वपूर्ण निकालाच्या प्रति जोडाव्या.

१५. मागील पांच वर्षांत तुम्ही न्यूनतम वेतन कायदानुसार मिळणाऱ्या फायद्याबाबत, कामगारांना देणे असल्याबाबत केसेस उचित अधिकाऱ्याकडे केलेल्या आहेत काय ? असल्यास महत्वपूर्ण निकालाच्या प्रति जोडाव्या.

१६. बिडी कामगार साधारणतः दुसरीकडे इतर काम करतात काय ? असल्यास, त्याची माहिती द्या ?

१७. तुम्हाला बिडी कामगारांनी फॅक्टरीच्या वेळेनुसार काम करावे असे वाटते किंवा नाही ? माहिती द्या.

१८. बिडी वळविणाऱ्यांनी कच्चा मालाचा दुरु-पयोग करू नये म्हणून आपण कोणते उपाय सुचवाल ?

१९. बिडीचा दर्जा सुधारावा म्हणून तुम्ही कोणते उपाय सुचवाल ?

२०. बिडी फॅक्टरीच्या आर्थिक क्षमतेबाबत (Paying capacity) आपणास काय वाटते ?

२१. बिडीचा धंदा जिवंत रहावा म्हणून कामगारांच्या कल्याणाच्या व स्वास्थाच्या योजनेपेक्षां धंद्यास प्रथम लक्ष पुरवावे असें आपणास वाटते काय ?

२२. धंद्याच्या वाढीकरितां व भरमराटीकरितां धंद्यांची खूण (Trade Mark) नांवास याबी म्हणून आपण कोणते सहकार्य करतां ?

२३. तुमच्या संघाचे काम धंद्यांतील कामगारच पाहतात काय किंवा बाहेरील कामगार पाहतात ?

२४. तुमच्या संघाचे हिशेब तुम्ही नीट ठेवता काय ? व ते अधिकृत हिशेब तपासणीसाकडून तपासून घेता काय ?

२५. तुमच्या संघाची सदस्य फी काय आहे ? ती माहवारी आहे की वार्षिक आहे ?

२६. (अ) तुमच्या क्षेत्रांतील बिडी थळ-विणान्यांना व रेलार्ई कामगारांना भरपूर काम मिळते काय ? नसल्यास, कारणें द्या.

(ब) भरपूर काम मिळावे म्हणून आपण कोणत्या सूचना कराल ?

जाहीरनामा

मी निश्चितपणे व विश्वासपूर्वक जाहीर करतो की वर दिलेली सर्व माहिती खरी आहे.

दिनांक १९६

सही

स्थळ

हुद्दा मालक/व्यवस्थापक/प्रतिनिधि/
मालकांची/कामगारांची संघटना.

ANNEXURE IV

STATEMENT SHOWING THE DISTRICTWISE NUMBER OF REGISTERED BIDI FACTORIES AND AVERAGE DAILY EMPLOYMENT FOR THE HALF YEAR ENDING 30TH JUNE 1963

Serial No.	Name of the District	Number of Registered Factories	Average daily number of workers employed (inclusive of estimated average daily employment in working factories not submitting returns)
(1)	(2)	(3)	(4)
1	Bombay .. .. .	..	..
2	Thana	3	40
3	Kolaba	2	170
4	Ratnagiri	1	51
5	Nasik	68	7,046
6	Dhulia	13	567
7	Jalgaon	7	234
8	Ahmednagar	110	10,264
9	Poona	23	1,337
10	Satara	1	10
11	Sangli	1	41
12	Sholapur	51	5,153
13	Kolhapur	1	31
14	Aurangabad	15	1,159
15	Parbhani .. .. .	..	..
16	Bhir	1	14
17	Nanded .. .. .	..	..
18	Osmanabad .. .. .	..	..
19	Buldhana	2	113
20	Akola .. .. .	..	..
21	Amraoti	1	52
22	Yeotmal	3	183
23	Wardha	2	121
24	Nagpur	23	4,907
25	Bhandara	81	3,281
26	Chanda	4	289
Total ..		413	35,063

N.B.—Information supplied by the Bureau of Economics and Statistics, Bombay.

ANNEXURE V

MINIMUM RATES OF WAGES IN THE EMPLOYMENT IN ANY TOBACCO (INCLUDING BIDI MAKING) MANUFACTORY IN MAHARASHTRA STATE

Region	Government notification No. and date	Categories of employees	Area	Minimum rates of wages (for making 1,000 bidis)
(1)	(2)	(3)	(4)	(5)
(A) Bombay	Government of Bombay, Development Department notification No. 2438/48, dated 19th April 1955.	Bidi makers	.. Greater Bombay Municipal Corporation area—	
			(1) Where leaves are not supplied by employer.	Rs. 3-6-0.
			(2) Where leaves are supplied by employer.	Rs. 2-8-0.
			Nasik municipality and area within seven miles of the municipal area (where leaves are supplied by employer).	Rs. 2-4-0.
			Sinnar, Sangamner, Akola municipalities and areas falling within seven miles of the respective municipalities (where leaves are supplied).	Rs. 2-2-0.
			Ahmednagar, Poona, Kolhapur municipalities and areas falling within 7 miles of respective municipal limits (where leaves are supplied).	Rs. 2-0-0.
			For Nasik district, excluding Sinnar and Nasik municipalities and Thana and Kolaba districts (where leaves are supplied).	Rs. 2-0-0.

				Sholapur and Sangli municipalities and the areas falling within 7 miles of respective municipal limits, districts of Ahmednagar and Kolhapur excluding Ahmednagar, Sangamner, Akola and Kolhapur municipalities (where leaves are supplied).	Rs. 1-14-0.
				Districts of East Khandesh, West Khandesh, Sholapur, Poona, North Satara; excluding Sholapur, Poona, Sangli, municipalities (where leaves are supplied).	Rs. 1-10-0.
				Ratnagiri district (where leaves are supplied).	Rs. 1-4-0.
Government of Bombay, Labour and Housing Department notification No. 146'48-XIII, dated 27-12-51.	Wrappers .. ..	.. ..	Greater Bombay Municipal Corporation. Districts of Thana, Ahmednagar, East Khandesh, West Khandesh, Nasik, Poona, Satara North, Kolaba, Ratnagiri, Sholapur, Satara South, and Kolhapur.		
				Do. do. ..	Rs. 4-8-0.
				Do. do. ..	Rs. 50 per month.
				Do. do. ..	Rs. 45 per month.
				Do. do. ..	Rs. 45 per month.
				Do. do. ..	Rs. 45 per month.
				Do. do.* ..	Rs. 1-5-0 per day.

*(except at Sangli and Jaisingpur where rates shall be Rs. 1-4-0).

ANNEXURE V—contd.

(1)	(2)	(3)	(4)	(5)
(A) Bombay—contd.		Bag fillers per bag of 1½ maunds for filling, weighing, sewing, arranging, etc.	Do. do.	.. Re. 0-2-0.
(B) Vidarbha	Government of Bombay, Labour and Social Welfare Department notification No. MWA-1557-J, dated 11-6-58.	Bidi makers ..	Nagpur district Bhandara district .. Chanda, Akola, Buldana, Yeotmal, Amravati and Wardha districts.	(For making 1,000 bidis). Rs. 1.69 nP. Rs. 1.62 nP. Rs. 1.56 nP.
(C) Marathwada.	Government of Bombay, Labour and Social Welfare Department notification No. MWA-1558-J, dated 6-7-59.	Bidi makers (for making 1,000 bidis).	Aurangabad district Nanded, Osmanabad, Bhir, Parbhani districts.	Rs. 1.75 nP. Rs. 1.50 nP.
	Government of Hyderabad, Labour Department notification No. B.91/54/173, dated 29-12-54.	Tobacco sorters and packers— Men .. Women .. Children ..	Whole of Marathwada Do. do. Do. do. Do. do.	Rs. 1-4-0 per day. Re. 0-12-0 per day. Re. 0-10-0 per day.
		Employed in curing of tobacco— Men .. Women .. Children ..	Do. do. Do. do. Do. do.	.. Rs. 1-8-0 per day. .. Rs. 1-4-0 per day. .. Re. 0-12-0 per day.
		Clerks, choukidars employed in Tobacco manufacturing— Clerks Choukidars ..	Do. do. Do. do.	.. Rs. 50 per mensem. .. Rs. 39 per mensem.

Government of Hyderabad, notification No.B. 202/51/ 209, dated 4-3-55.	Ring pasters ..	Whole of Marathwada ..	..	Rs. 0-2-0 per 1,000 bidis.
	Furnace man or Bhattiwala.	Districts of Aurangabad and Nanded.	and	Rs. 45 per mensem.
	Bidi sorter or bidi counter.	Do.	do.	.. Rs. 45 per mensem.
	Packer or wrapper or pudawala.	Do.	do.	.. Rs. 40 per mensem for (a) 30,000 bidis full packing or (b) 50,000 bidis half or medium packing or (c) 75,000 bidis single packing.
	Tobacco distributor and/or leaves supplier and/or bidi counter.	Aurangabad and Nanded districts.	dis-	Rs. 40 per mensem.
	Tray filler (adult) ..	Do.	do.	.. Rs. 35 per mensem.
	Tray filler (boy) ..	Do.	do.	.. Rs. 20 per mensem.
	Chowkidar (whole time).	Do.	do.	.. Rs. 35 per mensem.
	Sweeper (whole time)	Do.	do.	.. Rs. 25 per mensem.
	Clerk	Do.	do.	.. Rs. 55 per mensem.
	Bhattiwala	Osmanabad, Bhir, Parbhani districts.	dis-	Rs. 40 per mensem.
	Bidi sorter or bidi counter.	Do.	do.	.. Rs. 40 per mensem.
	packer or wrapper or pudawala (adult).	Do.	do.	.. Rs. 35 per mensem for (a) 30,000 bidis full packing or (b) 50,000 bidis half or medium packing or (c) 75,000 bidis single packing.

ANNEXURE V—contd.

(1)	(2)	(3)	(4)	(5)
(C) Marathavada—contd.		Tobacco distributor and/or leave supplier and/or bidi counter.	Osmanabad, Bhir and Parbhani districts.	Rs. 35 per mensem.
		Tray filler (adult) ..	Do. do.	.. Rs. 30 per mensem.
		Tray filler (boy) ..	Do. do.	.. Rs. 15 per mensem.
		Chowkidar (whole time.)	Do. do.	.. Rs. 30 per mensem.
		Sweeper (whole time)	Do. do.	.. Rs. 20 per mensem.
		Clerk ..	Do. do.	.. Rs. 50 per mensem.

ANNEXURE VI

TABULAR STATEMENT SHOWING THE MAXIMUM, MINIMUM AND AVERAGE NUMBER OF BIDIS ROLLED AND THE AVERAGE DAILY WAGE EARNED BY A BIDI ROLLER

Serial No.	Minimum Wages Zone/Area	No. of Qn. received	No. of concerns furnishing information	Maximum output						
				1,000 and below	1,001 to 1,250	1,251 to 1,500	1,501 to 1,750	1,751 to 2,000	2,001 to 2,250	2,251 to 2,500
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
†Bombay Region										
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	..	..	..	..	1
4	IV	..	3	3	..	1	..	1	..	..
5	V	..	7	7	..	..	2	..	5	..
6	VI	..	2	2	..	1	..	..	..	1
7	VII	..	4	4	..	..	2	..	2	..
8	VIII	..	1	1	1	..	..	..	..	..
‡Vidarbha Region										
9	I ..	..	14	13	10	..	2	1	..	..
10	II ..	..	5	4	2	2	..	..	..	1
11	BH.C	..	37	27	1	3	23	..	..	..
12	III ..	..	..	..	..	..	..	..	..	..
§Marathwada Region										
13	I ..	..	8	8	..	..	1	..	..	7
14	II ..	..	..	..	..	..	..	..	..	..

ANNEXURE VI—contd.

Serial No.	Minimum Wages Zone/Area	No. of Qn. received	No. of concerns furnishing information	Minimum output		
				500 and below	501 to 750	751 to 1,000
(1)	(2)	(3)	(12)	(13)	(14)	(15)
†Bombay Region						
1	I	..	..	..	..	..
2	II	..	..	..	..	..
3	III	1	1	..	..	1
4	IV	3	3	..	2	1
5	V	7	7	1	6	..
6	VI	2	2	1	..	1
7	VII	4	4	1	3	..
8	VIII	1	..	..	..	..
‡Vidarbha Region						
9	I	14	12	..	..	12
10	II	5	5	3	..	2
11	B. H.-C	37	29	2	1	26
12	III	..	..	..	..	..
§Marathwada Region						
13	I	8	1	..	..	..
14	II	..	..	..	..	..

Serial No.	Minimum Wages Zone/Area	No. of Qn. received	No. of concerns furnishing information	Average output*						
				500 and below	501 to 650	651 to 800	801 to 950	951 to 1,000	1,001 to 1,250	1,251 to 1,500
(1)	(2)	(3)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)
†Bombay Region										
1	I .. ..	..	..	..	..	..	..	..	..	..
2	II .. ..	..	..	..	..	..	..	..	..	..
3	III	1	1	..	..	..	1	..	..	..
4	IV	3	3	..	..	2	..	..	1	..
5	V	7	7	..	1	2	2	..	2	..
6	VI	2	1	..	..	..	..	1	..	..
7	VII	4	4	..	..	1	2	..	1	..
8	VIII	1	..	..	..	..	..	..	..	..
‡Vidarbha Region										
9	I	14	13	..	..	9	2	..	2	..
10	II	5	3	..	1	..	2	..	..	..
11	B. H. C. ..	37	26	..	1	22	3	..	..	..
12	III .. ..	..	..	..	..	..	..	..	..	..
§Marathwada Region										
13	I	8	6	..	..	..	..	1	5	..
14	II .. ..	..	..	..	..	..	..	..	..	..

ANNEXURE VI—contd.

Serial No.	Minimum Wages Zone/Area	No. of Qn. received	No. of concerns furnishing information	Average wage earned in Rs.								
				00-75 and below	00-76 to 1-00	1-01 to 1-25	1-26 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-50	2-51 and above	
(1)	(2)	(3)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)	(32)	
†Bombay Region												
1	I ..	..	..	..	..	..	..	..	..	..	..
2	II ..	..	..	..	..	..	..	..	..	..	..
3	III ..	1	1	..	..	..	..	..	1	..	..
4	IV ..	3	3	..	..	..	..	1	1	1	..
5	V ..	7	6	..	..	..	..	..	2	2	2
6	VI ..	2	2	..	..	..	..	..	2	..	..
7	VII ..	4	4	..	..	..	..	2	1	1	..
8	VIII ..	1	1	..	..	..	..	1	..	..	..
‡Vidarbha Region												
9	I ..	14	4	..	..	..	..	2	1	1	..
10	II ..	5	5	..	..	..	1	3	1	..	..
11	B.H.-C.	37	33	4	23	4	2	..	..	..	..
12	III ..	..	..	..	..	..	..	..	..	..	..

§Marathwada Region

13	I	..	8	2	..	..	..	..	..	1	1	..
14	II	..	..	..	..	..	..	..	..	..	..	..

*Uneven frequency distribution is taken to show the actual, accurate figures of average output.

†Each number shown below the respective region will indicate the areas for which different rates of wages have been fixed. These numbers are given in all the subsequent tables showing actual rates of wages paid to different categories of employees.

Area I means Greater Bombay Municipal Corporation limits.

Area II means Nasik Municipality and areas falling within 7 miles of the Municipality.

Area III means Sinnar, Sangamner and Akola Municipalities and areas falling within 7 miles of the respective municipality.

Area IV means Ahmednagar, Poona and Kolhapur Municipalities and areas falling within 7 miles of the respective municipality.

Area V means Nasik district, other than places covered by areas II and III.

Area VI means Sholapur and Sangli Municipalities and areas falling within 7 miles of the municipal limits and district of Ahmednagar and Kolhapur, excluding areas covered by item No. III and IV above.

Area VII means Districts of East and West-Khandesh, Sholapur, Poona, North-Satara and South-Satara other than those places covered under in item Nos. IV and VI.

66

‡In Vidarbha Region the following are the Zones :—

Area I means Bhandara district.

Area II means Nagpur district.

Area III means Wardha, Chanda, Akola, Buldhana, Yeotmal and Amraoti districts.

BII.-C. Stands for Contractors in Bhandara district.

§In Marathwada the following are the Zones.

Area I Aurangabad district.

Area II Nanded, Osmanabad, Parbhani and Bhir districts.

For the sake of economy of space and Labour the above short-terms are used in this table and in all the subsequent tables dealing with the actual wage rates of employees.

ANNEXURE VII

TABULAR STATEMENT SHOWING THE ACTUAL WAGE-RATE PAID FOR MAKING
1,000 BIDIS.

Serial No.	Minimum wage zone/area	Minimum rate of wages fixed	No. of Qn. received	No. of concerns furnishing information	No. of concerns paying		
					Less than minimum wages	Minimum rate of wages	More than minimum wages
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Bombay Region							
		Rs. as. p.			Rs.	Rs.	Rs.
1	I	3 6 0*	..	..	..	..	..
		2 8 0†					
2	II	2 4 0	..	..	..	..	..
3	III	2 2 0	1	1	..	1	..
4	IV	2 0 0	3	3	..	2	1
5	V	2 0 0	7	6	..	1	5
6	VI	1 14 0	2	2	..	2	..
7	VII	1 10 0	4	4	..	1	3
8	VIII	1 4 0	1	1	..	..	1
Vidharbha Region							
9	I	1 10 0	14	12	..	10	2
10	II	1 11 0	5	5	..	5	..
11	BHIC	1 10 0	37	33	..	33	..
12	III	1 9 0	..	..	..	..	..
Marathwada Region							
13	I	1 12 0	8	8	..	8	..
14	II	1 8 0	..	..	..	..	..

*without leaves.

†where leaves supplied by the employer.

ANNEXURE VIII

TABULAR STATEMENT SHOWING THE TIME-RATES OF WAGES PAID TO RELAI WORKERS

Serial No.	Minimum wages zone/area	Minimum rate of wages fixed per month	No. of Qn. received	No. of concerns furnishing information	Time-Rate (Monthly) in Rs.									
					40-00 and below	40-01 to 45-00	45-01 to 50-00	50-01 to 55-00	55-01 to 60-00	60-01 to 65-00	65-01 to 75-00	75-01 to 80-00	80-01 and above	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
Rs.														
Bombay Region														
1	I	.. 50	..	..	..	..	..	..	..	..	..	..	..
2	II	.. 50	..	..	..	..	..	..	..	..	..	..	..
3	III	.. 50	1	..	..	..	..	..	..	..	..	..	..
4	IV	.. 50	3	2	..	..	..	..	..	1	1	..	..
5	V	.. 50	7	3	..	..	..	..	1	1	1	..	..
6	VI	.. 50	2	1	..	..	..	..	1	..	..	..	..
7	VII	.. 50	4	2	..	..	..	1	..	1	..	..	..
8	VIII	.. 50	1	..	..	..	..	..	..	..	..	..	..
Vidarbha Region														
9	I	.. ..	14	..	..	..	..	..	..	..	..	..	..
10	II	.. ..	5	1	..	..	..	..	1	..	..	..	..
11	III	.. ..	..	..	..	..	..	..	..	..	..	..	..
12	BII-C	.. ..	37	..	..	..	..	..	..	..	..	..	..
Marathwada Region														
13	I	.. 40	8	5	1	..	..	..	3	1	..	..	..
14	II	.. 35	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. IX

STATEMENT SHOWING PIECE RATE OF WAGES (FOR 100,000 BIDIS) PAID TO RELAI WORKERS

Serial No.	M. W. zone/ Area	Minimum rate of wages fixed per 100,000 bidis	No of Qn. received	No. of concerns furnishing information	No. of concerns paying			Bundle of 25 bidis			
					Minimum Rate of wages	Less than M. W.	More than M. W.	Adi khadi patti	Zilli label	1+2	General
		Rs. a. p.						Rs.	Rs.	Rs.	Rs.
Bombay Region											
I	I	4-8-0	..	..	..	..	..	..	..	..	..
	II	4-8-0	..	..	..	..	..	..	..	..	..
	III	4-8-0	1	..	..	..	..	..	..	..	..
	IV	4-8-0	3	..	..	..	..	..	..	..	..
	V	4-8-0	7	1	1	..	..	..	..	..	..
	VI	4-8-0	2	1	1	..	..	..	..	..	..
	VII	4-8-0	4	..	..	..	..	..	..	..	..
	VIII	4-8-0	1	..	..	..	..	..	..	..	..
Vidarbha Region											
								Rs. 3-80	Rs. 3-15	Rs. 5-68	Rs. 4-50
									to 4-00	to 5-80	to 5-00
I	..	..	14	14	..	..	..	(1)	(2)	(2)	..
II	..	..	5	4	..	..	..	..	..	..	(3)
RH.C.	..	..	37	..	..	..	..	..	..	..	..
III	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region											
I	..	40-0-0	8	..	..	..	..	..	..	..	..
II	..	35-0-0	..	..	..	..	..	..	..	..	..

Serial No.	M. W. zone/ Area	Minimum rate of wages fixed per 100,000 bidis	No. of Qn. received	No. of concerns furnishing information	Bundle of 24 bidis				Bundle of 20 bidis			
					1 Adi- khadi patti	2 Zilli label	3 1+2	4 General	1 Adi- khadi patti	2 Zilli label	3 1+2	4 General
(1)	(2)	(3)	(4)	(5)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Rs. a. p.												
Bombay Region												
I	..	4-8-0	..	..	..	..	..	..	..	..	..	..
II	..	4-8-0	..	..	..	..	..	..	..	..	..	..
III	..	4-8-0	1	..	..	..	..	..	..	..	..	..
IV	..	4-8-0	3	..	..	..	..	..	..	..	..	..
V	..	4-8-0	7	1	..	..	..	..	..	..	..	..
VI	..	4-8-0	2	1	..	..	..	..	..	..	..	..
VII	..	4-8-0	4	..	..	..	..	..	..	..	..	..
VIII	..	4-8-0	1	..	..	..	..	..	..	..	..	..
Vidarbha Region					Rs.	Rs.			Rs.			
I	14	14	5-50 (1)	3-01 (1)	..	..	..	5-00 (1)	..	..
II	5	4	..	..	..	..	..	..	..	..
BH.C.	37	..	..	..	..	..	..	..	..	..
III
Marathwada Region												
I	..	40-0-0	8	..	..	..	..	..	..	..	..	..
II	..	35-0-0	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. IX—cont.

Serial No.	M. W. zone/ Area	Minimum rate of wages fixed per 100,000 bidis (3)	No. of Qn. received (4)	No. of concerns furnishing information (5)	Bundle of 12 bidis				Bundle of 10 bidis			
					Adi-khadi patti (21)	Zilli label (22)	1+2 (23)	General (24)	Adi-khadi patti (25)	Zilli label (26)	1+2 (27)	General (28)
(1)	(2)	(3)	(4)	(5)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)
Rs. a. p.												
Bombay Region												
I	..	4-8-0	..	..	..	..	..	..	..	..	..	..
II	..	4-8-0	..	..	..	..	..	..	..	..	..	..
III	..	4-8-0	1	..	..	..	..	..	..	..	..	..
IV	..	4-8-0	3	..	..	..	..	..	..	..	..	..
V	..	4-8-0	7	1	..	..	..	..	..	..	..	..
VI	..	4-8-0	2	1	..	..	..	..	..	..	..	..
VII	..	4-8-0	4	..	..	..	..	..	..	..	..	..
VIII	..	4-8-0	1	..	..	..	..	..	..	..	..	..
Vidarbha Region												
						Rs. 4-00 to 7-50	Rs. 10-00		Rs. 9-50 to 10-00	Rs. 9-00 to 10-00		Rs. 10-00 to 11-00
I	14	14	..	(2)	(1)	..	(3)	(7)	..	..
II	5	4	..	..	(2)	..	..	..	..	(2)
BH.C.	37	..	..	..	..	..	..	..	..	..
III
Marathwada Region												
I	..	40-0-0	8	..	..	..	..	..	..	..	..	..
II	..	35-0-0	..	..	..	..	..	..	..	..	..	..

Serial No.	M. W. zone/ Area	Minimum rate of wages fixed per 100,000 bidis	No. of Qn. received	No. of concerns furnishing information	Bundle of 8 bidis				General rate for 1,000 bidis in rupees and p.			
					Adi-khadi patti (29)	Zilli label (30)	1+2 (31)	General (32)	Adi-khadi patti (33)	Zilli label (34)	1+2 (35)	General (36)
(1)	(2)	(3)	(4)	(5)	(29)	(30)	(31)	(32)	(33)	(34)	(35)	(36)

Rs. a. p.

Bombay Region

I	..	4-8-0	..	..	..	..	..	..	..	..	..	..
II	..	4-8-0	..	..	..	..	..	..	..	..	..	..
III	..	4-8-0	1	..	..	..	..	..	..	..	..	..
IV	..	4-8-0	3	..	..	..	..	..	..	..	..	..
V	..	4-8-0	7	1	..	..	..	..	..	..	..	..
VI	..	4-8-0	2	1	..	..	1	..	..	..	..	..
VII	..	4-8-0	4	..	..	..	..	..	..	..	..	..
VIII	..	4-8-0	1	..	..	..	..	..	..	..	..	..

Vidarbha Region

					Rs. 10-00		Rs. 8-00 to 12-00	Rs. 3-15 to 5-75	Rs. 3-75 to 4-00	Rs. 5-00 to 5-39	Rs. 5-25
I	..	..	14	14	..	(1)	..	(9)	(7)	(2)	(1)
II	..	..	5	4	..	..	(1)	..	..	..	..
BH.C.	..	..	37	..	..	..	..	..	..	..	..
III	..	..	..	..	..	..	..	..	..	..	..

Marathwada Region

I	..	40-0-0	8	..	..	..	..	..	..	..	..
II	..	35-0-0	..	..	..	..	..	..	..	..	..

ANNEXURE No. X

TABULAR STATEMENT SHOWING AVERAGE DAILY EARNING OF A RELAI WORKERS

Serial No.	Minimum wage zone/ Area	No. of Qn. received	No. of concerns furnishing information	Average wage in Rupees									
				Up to Rs. 1-00	1-01 to 1-25	1-26 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-25	2-26 to 2-50	2-51 to 2-75	2-76 to 3-00	3-01 and above
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Bombay Region													
1	I	..	..	..	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	..	..	..	..	..
4	IV	..	3	..	..	..	..	..	..	..	..	..	..
5	V	..	7	1	..	..	..	1	..	..	..	..	..
6	VI	..	2	1	..	..	1	..	..	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..	..	..	..
8	VIII	..	1	1	..	..	1	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	10	..	..	..	..	..	10	..	..	..
10	II	..	5	3	..	..	..	1	1	1	..	..	..
11	BH. C.	..	37	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	..	..	..	..	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XI

TABULAR STATEMENT SHOWING WAGE RATES PAID (MONTHLY) FOR DIFFERENT OCCUPATIONS
CLERKS.

Serial No.	Minimum wage zone/ Area	No. of Qn. received	No. of concerns furnishing information	Minimum wages fixed	No. of concerns paying			Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00
					Minimum Wages	Less than M. W.	More than M. W.				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Bombay Region											
1	I	..	..	..	Not fixed	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..
3	III	..	1	..	Do.	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..
5	V	..	7	6	Do.	..	..	..	..	..	2
6	VI	..	2	2	Do.	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..
Vidarbha Region											
9	I	..	14	11	Not fixed	..	..	..	..	..	1
10	II	..	5	4	Do.	..	..	..	..	..	..
11	BH.C...	..	37	..	Do.	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..
Marathwada Region											
13	I	..	8	6	Rs. 55 p.m.	..	..	6	..	..	..
14	II	..	..	..	Rs. 50 p.m.	..	..	..	..	..	..

ANNEXURE No. XI—cont.

Serial No.	Minimum wage zone/ Area	No. of Qn. received	No. of concerns furnishing information	Minimum wages fixed	45-01 to 50-00	*50-01 to 60-00	60-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00	150-01 and above
(1)	(2)	(3)	(4)	(5)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
Bombay Region												
1	I	..	..	..	Not fixed	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	..	Do.	..	..	1	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	1	..
5	V	..	7	6	Do.	..	..	1	..	3	..	..
6	VI	..	2	2	Do.	..	..	2	..	..	..	..
7	VII	..	4	1	Do.	..	..	1	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	11	Not fixed	1	2	..	6	1	..	1
10	II	..	5	4	Do.	..	3	..	1	..	..	..
11	BH. C...	..	37	..	Do.	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	6	Rs. 55 p.m.	..	5	..	..	1	..	..
14	II	..	..	..	Rs. 50 p.m.	..	..	..	..	..	..	..

Uneven frequency distribution is taken.

ANNEXURE No. XII

TABULAR STATEMENT SHOWING WAGE RATES (MONTHLY) PAID FOR DIFFERENT OCCUPATIONS
(Wages in Rupees)

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Munshis						
				Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00	50-01 to 55-00	55-01 to 60-00
(1)	(2)	(2)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Bombay Region										
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	..	..
4	IV	..	3	1	..	..	..	..	..	..
5	V	..	7	1	..	..	..	..	..	..
6	VI	..	2	..	..	..	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..
Vidarbha Region										
9	I	..	14	14	..	..	1	..	3	1
10	II	..	5	2	..	..	..	..	1	..
11	BH.C.	..	37	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..
Marathwada Region										
13	I	..	8	5	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..

ANNEXURE No. XII—cont.

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Munshis						
				60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00	150-01 and above
(1)	(2)	(3)	(4)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Bombay Region										
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	1	..
4	IV	..	3	..	1	..	..	..	..	..
5	V	..	7	..	1	..	..	..	..	..
6	VI	..	2	..	..	..	..	..	..	..
7	III	..	4	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..
Vidarbha Region										
9	I	..	14	14	3	..	..	..	1	..
10	II	..	5	2	1	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..
Marathwada Region										
13	I	..	8	5	5	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..

ANNEXURE No. XIII

TABULAR STATEMENT SHOWING WAGE RATES (MONTHLY) PAID FOR DIFFERENT OCCUPATIONS

Serial No.	Minimum wages zone/Area	Number of On. received	Number of concerns furnishing information	Occupation Accountants						
				Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00	50-01 to 55-00	55-01 to 60-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Bombay Region										
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	..	..	..	..	1
4	IV	..	3	1	..	..	..	..	..	..
5	V	..	7	5	..	..	1	..	..	..
6	VI	..	2	1	..	..	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..
Vidarbha Region										
9	I	..	14	14	..	..	..	2	2	..
10	II	..	5	1	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..
Marathwada Region										
13	I	..	8	5	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..

ANNEXURE No. XIII—cont.

Serial No.	Minimum wages zone/ Area	Number of On. received	Number of concerns furnishing information	Occupation Accountants						
				60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00	150-01 and above
(1)	(2)	(3)	(4)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Bombay Region										
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	..	..	..	..	..
4	IV	..	3	1	..	..	1	..	..	..
5	V	..	7	5	..	..	..	1	2	..
6	VI	..	2	1	1	..	..	1	..	..
7	VII	..	4	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..
Vidarbha Region										
9	I	..	14	14	2	..	1	..	2	..
10	II	..	5	1	2	..	1	..	2	..
11	BH.C.	..	37	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..
Marathwada Region										
13	I	..	8	5	..	..	..	..	..	..
14	II	..	..	..	..	1	..	..	..	..

ANNEXURE No. XIV

TABULAR STATEMENT SHOWING WAGE RATES (MONTHLY) PAID FOR DIFFERENT OCCUPATIONS

Bidi Checkers

Serial No.	Minimum wages zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wages fixed	Number of concerns paying			Occupation Bidi Checkers				
					Minimum wages	Less than M.W.	More than M.W.	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Rs. 45 P.M.	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	1	..	..	..	..
4	IV	..	3	2	Do.	..	..	2	..	..	..	..
5	V	..	7	6	Do.	..	..	6	..	..	..	1
6	VI	..	2	2	Do.	..	..	2	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	12	Not fixed	..	..	..	..	..	2	5
10	II	..	5	3	Do.	..	..	..	..	..	1	1
11	BH.C	..	37	..	Do.	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	5	Rs. 45 P.M.	..	..	6	..	..	..	..
14	II	..	..	..	Rs. 40	..	..	..	..	..	..	..

ANNEXURE No. XIV—cont.

Serial No.	Minimum wages Zone/Area	Number of Qn. received	Number of concerns furnishing information	Minimum wages fixed	Occupation Bidi Checkers							
					50-01 to 55-00	55-01 to 60-00	60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00 and above
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
Bombay Region												
1	I	..	..	Rs. 45 P.M.	..	..	..	..	..	..	..	..
2	II	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	Do.	..	1	..	..	..	..	..	..
4	IV	..	3	Do.	..	..	1	..	..	1	..	..
5	V	..	7	Do.	..	..	2	..	3	..	..	..
6	VI	..	2	Do.	..	..	2	..	..	..	..	..
7	VII	..	4	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	Do.	..	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	12	Not fixed	..	..	1	1	..	..	..
10	II	..	5	3	Do.	..	..	..	1	..	..	..
11	BH.C.	..	37	..	Do.	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	5	Rs. 45 P.M.	..	..	4	..	..	1	..
14	II	..	..	..	Rs. 40	..	..	..	..	..	..	..

ANNEXURE No. XV

TABULAR STATEMENT SHOWING WAGE RATES (MONTHLY) PAID FOR DIFFERENT OCCUPATIONS

Motor Driver

Serial No.	Minimum wages zone/ Area	Number of Qn. received	Number of concerns furnishing information	Occupation Motor Driver						
				Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00	50-01 to 55-00	55-01 to 60-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Bombay Region										
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	..	..	..	..	..
4	IV	..	3	1	..	..	..	..	..	..
5	V	..	7	3	..	..	..	..	..	..
6	VI	..	2	2	..	..	..	..	1	..
7	VII	..	4	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..
Vidarbha Region										
9	I	..	14	9	..	..	..	..	1	..
10	II	..	5	..	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..
Marathwada Region										
13	I	..	8	5	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..

ANNEXURE No. XV—cont.

Serial No.	Minimum wages Zone/Area	Number of Qn. received	Number of concerns furnishing information	Occupation Motor Driver ¹						
				60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00	150-01 and above
(1)	(2)	(3)	(4)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Bombay Region				..	..	..	..	..	..	..
1	I	..	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	1	..	..	..	..
4	IV	..	3	1	..	..	..	1	..	..
5	V	..	7	3	..	..	2	..	..	..
6	VI	..	2	2	..	1	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..
Vidarbha Region				..	..	..	..	..	..	..
9	I	..	14	9	1	1	4	1	1	..
10	II	..	5	..	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..
Marathwada Region				..	..	..	..	..	..	..
13	I	..	8	5	4	..	..	1	..	..
14	II	..	..	..	..	..	..	..	..	..

*After 75 uneven frequency distribution is taken.

ANNEXURE No. XVI

STATEMENT SHOWING THE WAGE RATES OF OTHER DRIVERS

Serial No.	Minimum wages zone/Area	No. of concerns received	No. of concerns furnishing information	Minimum wages fixed	No. of concerns paying			(Monthly) Drivers (others)				
					Minimum wages	Less than Minimum wages	More than Minimum wages	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	Not fixed	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	..	..	..	..
4	IV	..	3	..	..	..	..	..	..	..	..	..
5	V	..	7	..	..	..	..	..	..	..	1	..
6	VI	..	2	..	..	..	..	..	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	5	Not fixed,	..	..	..	..	..	..	3
10	II	..	5	..	..	..	..	..	..	..	..	3
11	BH.C.	..	37	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	5	Not fixed	..	..	..	..	..	..	1
14	II	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XVI—cont.

Serial No.	Minimum wages zone/ Area	No. of Qn. received	No. of concerns furnishing information	M. W. fixed	(Monthly) Drivers (others)								
					50-01 to 55-00	55-01 to 60-00	60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-00 to 125-00	125-01 to 150-00	150-01 and above
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
Bombay Region													
1	I -	..	..	..	Not fixed.	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	1	..	..	..	..	..	..	..
4	IV	..	3	..	..	..	..	..	..	..	..	..	..
5	V	..	7	1	..	..	..	..	..	..	..	..	..
6	VI	..	2	..	..	..	..	..	..	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	5	Not fixed.	1	..	..	..	1	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..	..	..	..
12	III.	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	5	Not fixed.	..	..	4	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..	..	..	..

Serial No.	Minimum wages zone/ Area	No. of Qn. received	No. of concerns furnishing information	Minimum wages fixed	(Daily)								
					Up to Re. 1-00	1-01 to 1-12	1-13 to 1-25	1-26 to 1-37	1-38 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-50	2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	Not fixed.	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	1	..	..	..	..	..	..	..	..	..
4	IV	..	3	..	..	..	..	..	..	..	..	..	..
5	V	..	7	1	..	..	..	..	..	..	..	..	..
6	VI	..	2	..	..	..	..	..	..	..	..	..	..
7	VII	..	4	..	..	..	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	5	Not fixed.	..	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..	..	..	..
12	III.	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	5	Not fixed.	..	..	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XVII

STATEMENT SHOWING WAGE RATES (MONTHLY) PAID FOR DIFFERENT OCCUPATIONS

Serial No.	M. W. zone/ Area	Number of Qn. received	No. of concerns furnishing information	M. W. fixed	No. of concerns paying			(Monthly) Occupation Zalwala				
					Minimum wages	Less than M. W.	More than M. W.	Up to Rs. 30-00	Rs. 30-01 to 35-00	Rs. 35-01 to 40-00	Rs. 40-01 to 45-00	Rs. 45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Not fixed.	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	..	..	..	..
4	IV	..	3	2	..	..	..	..	..	..	..	..
5	V	..	7	2	..	..	..	..	..	..	1	..
6	VI	..	2	..	..	..	..	..	..	..	..	..
7	VII	..	4	1	..	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	4	Not fixed.	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..
11	BH. C. III.	..	37	23	..	..	..	..	..	..	..	..
Marathwada Region												
12	I	..	8	5	Not fixed.	..	..	..	..	..	..	..
	II	..	..	..	..	..	..	..	..	..	..	..

Serial No.	M. W. zone/ Area	No. of Qn. received	No. of concerns furnishing information	M. W. fixed	(Monthly) Occupation Zaiwala								
					Rs. 50-01 to 55-00	Rs. 55-01 to 60-00	Rs. 60-01 to 65-00	Rs. 65-01 to 70-00	Rs. 70-01 to 75-00	Rs. 75-01 to 100-00	Rs. 100-01 to 125-00	Rs. 125-01 to 150-00	Rs. 150-01 and above
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
Bombay Region													
1	I	..	..	..	Not fixed.	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	..	..	..	..	..
4	IV	..	3	2	..	..	1	..	..	1	..	..	..
5	V	..	7	2	..	..	..	1	..	..	..	..	..
6	VI	..	2	..	..	..	..	..	..	..	..	..	..
7	VII	..	4	1	..	..	1	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	4	Not fixed.	..	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH. C. III.	..	37	23	..	..	..	..	..	..	..	..	..
Marathwada Region													
12	I	..	8	5	Not fixed.	..	5	..	..	..	..	..	..
13	II	..	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XVII—cont.

Serial No.	M. W. zone/ Arca	No. of Qn. received	No. of concerns furnish- ing in- formation	M. W. fixed	(Daily)								
					Up to Rs. 1-00	Rs. 1-01 to 1-12	Rs. 1-13 to 1-25	Rs. 1-26 to 1-37	Rs. 1-38 to 1-50	Rs. 1-51 to 1-75	Rs. 1-76 to 2-00	Rs. 2-01 to 2-50	Rs. 2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	Not fixed.	..	..	..	..	..	..	..	..
2	II	..	..	..	..	..	..	..	..	..	..	..	..
3	III	..	1	..	..	..	..	..	..	..	..	..	..
4	IV	..	3	2	..	..	..	..	..	..	..	..	..
5	V	..	7	2	..	..	..	..	..	..	..	..	..
6	VI	..	2	..	..	..	..	..	..	..	..	..	..
7	VII	..	4	1	..	..	..	..	..	..	..	..	..
8	VIII	..	1	..	..	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	4	Not fixed.	..	..	..	2	2	2	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH. C. III.	..	37	23	..	..	..	1	..	1	6	13	..
Marathwada Region													
12	I	..	8	5	Not fixed.	..	..	..	..	..	..	..	..
13	II	..	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XVIII

STATEMENT SHOWING THE WAGE RATES OF TARAIWALAS

Serial No.	M. W. zone/ Area	No. of Qn. received	No. of concerns furnish- ing in- forma- tion	M. W. fixed	No. of concerns paying			(Monthly) Taraiwala				
					Minimum wages	Less than M. W.	More than M. W.	Up to Rs. 30-00	Rs. 30-01 to 35-00	Rs. 35-01 to 40-00	Rs. 40-01 to 45-00	Rs. 45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	45 p.m.	..	..	..	..	..	..	..	..
2	II	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	Do.	..	..	1	..	..	..	..	..
4	IV	..	3	Do.	..	..	1	..	..	..	..	..
5	V	..	7	Do.	1	1	3	..	..	1	..	1
6	VI	..	2	Do.	..	..	1	..	..	..	..	..
7	VII	..	4	Do.	..	..	1	..	..	..	..	..
8	VIII	..	1	Do.	..	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	..	..	..	..	..	..	..	..	..
10	II	..	5	-1	..	..	..	..	..	..	..	1
11	BH. III.	C.	37	..	..	..	..	..	..	..	..	..
Marathwada Region												
12	I	..	8	6	..	..	..	..	..	..	..	1
13	II	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XVIII—cont.

Serial No.	M. W. zone/ Area	No. of Qn. received	No. of concerns furnish- ing in- formation	M. W. fixed	(Monthly) Taraiwala									
					Rs. 50-01 to 55-00	Rs. 55-01 to 60-00	Rs. 60-01 to 65-00	Rs. 65-01 to 70-00	Rs. 70-01 to 75-00	Rs. 75-01 to 100-00	Rs. 100-01 to 125-00	Rs. 125-01 to 150-00	Rs. 150-01 and above	
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
Bombay Region														
1	I	..	..	..	45	..	..	..	..	..	..	..	..
2	II	..	..	..	p.m.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	1	..	..	..	..	..	..
5	V	..	7	5	Do.	..	1	2	..	..	..	..	..
6	VI	..	2	1	Do.	..	1	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	1	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Vidarbha Region														
9	I	..	14	..	..	..	..	..	..	..	..	..	..
10	II	..	5	1	..	..	..	..	..	..	..	..	..
11	BH. C.	..	37	..	..	..	..	..	..	..	..	..	..
III.														
Marathwada Region														
12	I	..	8	6	..	..	5	..	..	..	..	..	..
13	II	..	..	..	..	..	..	..	..	..	..	..	..

Serial No.	M. W. zone/ Area	No. of Qn. received	No. of concerns furnishing in formation	M. W. fixed	(Daily Taraiwala)								
					Up to Rs. 1-00	Rs. 1-01 to 1-12	Rs. 1-13 to 1-25	Rs. 1-26 to 1-37	Rs. 1-38 to 1-50	Rs. 1-51 to 1-75	Rs. 1-76 to 2-00	Rs. 2-01 to 2-50	Rs. 2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)

Bombay Region

1	I	..	..	..	45	..	..	..	..	..	..	..	..
2	II	..	..	..	p.m.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..	..
5	V	..	7	5	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	1	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..

Vidarbha Region

9	I	..	14	..	..	..	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH. C.	..	37	..	..	..	..	..	..	..	..	..	..
	III.												

Marathwada Region

12	I	..	8	5	..	..	..	..	..	..	..	..	..
13	II	..	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XIX

STATEMENT SHOWING WAGE RATES (MONTHLY/DAILY) PAID FOR DIFFERENT OCCUPATIONS.

Serial No.	Maximum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Number of concerns paying			(Monthly) Bhattiwala				
					Minimum wages	Less than M.W.	More than M.W.	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	1	..	..	..	..
4	IV	..	3	2	Do.	..	..	2	..	..	..	..
5	V	..	7	7	Do.	..	..	6	..	..	..	..
6	VI	..	2	2	Do.	..	..	2	..	..	..	..
7	VII	..	4	1	Do.	..	..	1	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	13	Not fixed	..	..	..	..	..	4	5
10	II	..	5	3	..	..	..	..	..	..	..	1
11	BH.C	..	37	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region												
13	I-	..	8	8	Rs. 45 p.m.	1	..	7	..	..	..	..
14	II	..	..	..	Rs. 40 p.m.	..	..	..	..	..	..	..

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	(Monthly) Bhattiwala									
					50-01	55-01	60-01	65-01	70-01	75-01	100-01	125-01	150-01	
					to 55-00	to 60-00	to 65-00	to 70-00	to 75-00	to 100-00	to 125-00	to 150-00	and above	
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
Bombay Region														
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..	..
4	IV	..	3	2	Do.	..	..	..	..	..	..	..	..	..
5	V	..	7	7	Do.	..	4	..	..	..	..	..	..	..
6	VI	..	2	2	Do.	..	..	..	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..	..
Vidarbha Region														
9	I	..	14	13	Not fixed	..	2	1	..	..	..	..	..	..
10	II	..	5	3	..	..	..	1	..	..	..	..	..	..
11	B.H.C	..	37	..	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region														
13	I	..	8	8	Rs. 45 p.m.	..	..	7	..	..	..	..	..	..
14	II	..	..	..	Rs. 40 p.m.	..	..	..	..	..	..	..	..	..

ANNEXURE No. XIX—cont.

STATEMENT SHOWING WAGE RATES (MONTHLY/DAILY) PAID FOR DIFFERENT OCCUPATION

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed ..	(Daily)								
					Up. to Re. 1-00	1-01 to 1-12	1-13 to 1-25	1-26 to 1-37	1-38 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-50	2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	2	Do.	..	..	..	..	..	..	..	..
5	V	..	7	7	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	2	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	13	Not fixed	..	..	..	..	..	..	..	..
10	II	..	5	3	..	..	..	..	..	..	..	..	..
11	BH.C	..	37	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	8	Rs. 45 p.m.	..	..	..	..	..	..	..	..
14	II	..	..	..	Rs. 40 p.m.	..	..	..	..	..	..	..	..

ANNEXURE No. XX

STATEMENT SHOWING THE WAGE RATES OF TOBACCO MIXERS

Serial No.	Maximum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Number of concerns paying			(Monthly) Tobacco Mixer				
					Minimum wages	Less than M.W.	More than M.W.	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	1	..	..	..	..
4	IV	..	3	1	Do.	..	..	1	..	..	..	..
5	V	..	7	4	Do.	..	1*	2	..	..	..	..
6	VI	..	2	1	Do.	..	..	1	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..
8	VIII	..	7	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	9	Not fixed	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..
11	BH.C	..	37	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	4	Rs. 40 p.m.	..	..	4	..	..	..	..
14	II	..	..	..	Rs. 35 p.m.	..	..	..	..	..	..	..

*Part-time worker.

ANNEXURE No. XX—cont.

Serial No.	Minimum Wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	(Monthly) Tobacco Mixer									
					50-01	55-01	60-01	65-01	70-01	75-01	100-01	125-01	150-01	
					to 55-00	to 60-00	to 65-00	to 70-00	to 75-00	to 100-00	to 125-00	to 150-00	and above	
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
Bombay Region														
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	1	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	1	..	..	..	..	..
5	V	..	7	4	Do.	..	..	1	1	..	..	..	..	..
6	VI	..	2	1	Do.	..	..	1	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..	..
8	VIII	..	7	..	Do.	..	..	..	..	..	..	..	..	..
Vidarbha Region														
9	I	..	14	9	Not fixed	..	..	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..	..
11	B.H.C	..	37	..	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region														
13	I	..	8	4	Rs. 40 p.m.	..	..	4	..	..	..	..	..	..
14	II	..	..	..	Rs. 35 p.m.	..	..	..	..	..	..	..	..	..

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	(Daily) Tobacco Mixer								
					Up to	1-00	1-13	1-26	1-38	1-51	1-76	2-01	2-51
					1-00	1-12	1-25	1-37	1-50	1-75	2-00	2-50	and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)

Bombay Region

1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..	..	..
5	V	..	7	4	Do.	..	..	..	..	..	..	..	..	..
6	VI	..	2	1	Do.	..	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..	..
8	VIII	..	7	..	Do.	..	..	..	..	..	..	..	..	..

Vidarbha Region

9	I	..	14	9	Not fixed	..	..	..	3	3	3	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..	..
11	BH.C	..	37	..	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..	..

Marathwada Region

13	I	..	8	4	Rs. 40 p.m.	..	..	..	..	..	..	..	..	..
14	II	..	..	..	Rs. 35 p.m.	..	..	..	..	..	..	..	..	..

ANNEXURE No. XXI

STATEMENT SHOWING WAGE RATES (MONTHLY/DAILY)-PAID FOR DIFFERENT OCCUPATIONS

Serial No.	Maximum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Number of concerns paying			(Monthly) Distributor of leaves				
					Minimum wages	Less than M.W.	More than M.W.	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	1	..	..	..	..
4	IV	..	3	1	Do.	..	..	1	..	..	..	..
5	V	..	7	6	Do.	..	2	2	1*	..	1	2
7	VI	..	2	2	Do.	..	..	2	..	..	..	..
7	VII	..	4	1	Do.	..	..	1	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	4	1	Not fixed	..	..	..	..	..	1	2
10	II	..	5	1	..	..	..	..	..	..	..	..
11	BH.C	..	37	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	6	Rs. 40 p.m.	..	..	6	..	..	..	1
14	II	..	..	..	Rs. 35 p.m.	..	..	..	..	..	..	..

*One concern has got part time worker at Rs. 20 P.M.

Serial No.	Minimum wage zone/Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	(Monthly) Distributor of leaves									
					50'01 to 55'00	55'01 to 60'00	60'01 to 65'00	65'01 to 70'00	70'01 to 75'01	75'01 to 100'00	100'01 to 125'00	125'01 to 150'00	150'01 and above	
					(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
Bombay Region														
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	1	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..	..	..
5	V	..	7	6	Do.	..	..	2	..	..	..	..	..	..
6	VI	..	2	2	Do.	..	..	2	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	..	1	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..	..
Vidarbha Region														
9	I	..	14	11	Not fixed	..	1	1	..	..	..	..	..	..
10	II	..	5	1	..	..	..	1	..	..	..	..	..	..
11	B.H.C	..	37	..	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region														
13	I	..	8	6	Rs. 40 p.m.	..	..	5	..	..	..	..	..	..
14	II	..	..	..	Rs. 35 p.m.	..	..	..	..	..	..	..	..	..

ANNEXURE No. XXI—cont.

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	(Daily) Distributor of leaves								
					Up to Re. 1-00	1-01 to 1-12	1-13 to 1-25	1-26 to 1-37	1-38 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-50	2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	Rs. 45 p.m.	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..	..
5	V	..	7	6	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	2	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	1	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	11	Not fixed	..	..	..	..	..	..	..	..
10	II	..	5	5	..	..	..	..	..	..	..	..	..
11	BH.C	..	37	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	6	Rs. 40 p.m.	..	..	..	..	..	..	..	..
14	II	..	..	..	Rs 35 p.m.	..	..	..	..	..	..	..	..

ANNEXURE No. XXII

STATEMENT SHOWING THE WAGE RATES OF RING WORKERS.

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	No. of concerns paying			(Monthly)			Ring Majdoor	
					Minimum wages.	Less than M. W.	More than M. W.	Up to Rs. 30'00	33'01 to 35'00	35'01 to 40'00	40'01 to 45'01	45'01 to 50'00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Nil	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..
4	IV	..	3	..	Do.	..	..	..	..	..	..	..
5	V	..	7	..	Do.	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	5	Nil	..	..	..	..	..	..	..
10	II	..	5	..	Do.	..	..	..	..	..	..	..
11	BII. C	..	37	..	Do.	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	4	Nil	..	..	..	..	..	..	..
14	II	..	..	..	Do.	..	..	..	..	..	..	..

ANNEXURE No. XXII—cont.

(Monthly) Ring Majdoor

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns, furnishing information	Minimum wage fixed	50'01	55'01	60'01	65'01	70'01	75'01	100'01	125'01	150'01
					to 55'00 (14)	to 60'00 (15)	to 65'00 (16)	to 70'00 (17)	to 75'00 (18)	to 100'00 (19)	to 125'00 (20)	to 150'00 (21)	and above. (22)

Bombay Region

1	I	..	..	..	Nil	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	..	Do.	..	..	..	..	..	..	..	..
5	V	..	7	..	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..

V'darbha Region

9	I	..	14	5	Nil	..	..	..	..	..	..	..	..
10	II	..	5	..	Do.	..	..	..	..	..	..	..	..
11	BH. C.	..	37	..	Do.	..	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..	..

Marathawada Region

13	I	..	8	4	Nil	..	..	..	4	..	..	..	..
14	II	..	..	..	Do.	..	..	..	..	..	..	..	..

(Daily) Ring Majdoor

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns, furnishing information	Minimum wage fixed	Up to Rs. 1'00	1'01 to 1'12	1'13 to 1'25	1'26 to 1'37	1'38 to 1'50	1'51 to 1'75	1'76 to 2'00	2'01 to 2'50	2'51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	Nil	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	..	Do.	..	..	..	..	..	..	..	..
5	V	..	7	..	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	5 ¹	Nil	..	..	..	..	..	..	..	..
10	II	..	5	..	Do.	..	..	..	..	..	..	..	..
11	BH.C.	..	37	..	Do.	..	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	4	Nil	..	..	..	..	..	..	..	..
14	II	..	..	..	Do.	..	..	..	..	..	..	..	..

* Out of 5 concerns three concerns are paying at 0.15nP. for 1,000 bidis and 2 concerns were paying Rs. 15'62 for 100,000 bidis.

ANNEXURE No. XXIII

STATEMENT SHOWING THE WAGE RATES OF MISCELLANEOUS WORKERS

Serial No.	Maximum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Number of concerns paying			(Monthly) Miscellaneous workers				
					Min- mum wages	Less than M.W.	More than M.W.	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	Nil	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..
5	V	..	7	3	Do.	..	..	..	..	1	1	1
6	VI	..	2	..	Do.	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	5	Nil	..	..	..	..	1	2	..
10	II	..	5	2	Do.	..	..	..	..	..	2	..
11	BH.C.	..	37	..	Do.	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	6	Nil	..	..	..	..	1	..	..
14	II	..	..	..	Do.	..	..	..	..	..	..	..

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Monthly Miscellaneous workers									
					50-01 to 55-00	55-01 to 60-00	60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00	150-01 and above	
					(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
Bombay Region														
1	I	..	..	..	Nil	..	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	1	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	1	..	..	..	..	..
5	V	..	7	3	Do.	..	..	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..	..
Vidarbha Region														
9	I	..	14	5	Nil	..	..	..	2	..	..	..	..	..
10	II	..	5	2	Do.	..	..	..	..	..	..	..	..	..
11	BH.C.	..	37	..	Do.	..	..	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..	..	..
Marathwada Region														
13	I	..	8	6	Nil.	..	..	..	4	..	..	..	..	..
14	II	..	..	..	Do.	..	..	..	..	..	..	..	..	..

ANNEXURE No. XXIII—cont.

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Daily								
					Up to Re. 1-00	1-01 to 1-12	1-13 to 1-25	1-26 to 1-37	1-38 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-50	2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	Nil	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	1	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..	..
5	V	..	7	3	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	5	Nil	..	..	..	..	..	..	..	..
10	II	..	5	2	Do.	..	..	..	..	..	..	..	..
11	BH. C.	..	37	..	Do.	..	..	..	..	..	..	..	..
12	III	..	..	..	Do.	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	6	Nil	..	..	..	..	..	..	..	..
14	II	..	..	..	Do.	..	..	..	..	..	..	..	..

ANNEXURE No. XXIV

STATEMENT SHOWING THE WAGE RATES OF TOBACCO WORKERS

Serial No.	Maximum wage zone Area	Number of Qn. received	Number of concerns furnishing information	Maximum wage fixed	Number of concerns paying			(Monthly) Bhattiwala				
					Minimum wages	Less than M.W.	More than M.W.	Up to Rs. 30-00	30-01 to 35-00	35-01 to 40-00	40-01 to 45-00	45-01 to 50-00
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Bombay Region												
1	I	..	..	..	*1 5 0	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..
3	III	..	1	..	Do.	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	1	..	..	..	..
5	V	..	7	..	Do.	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..
Vidarbha Region												
9	I	..	14	11	..	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..
11	B.H.C.	..	37	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region												
13	I	..	8	..	..	..	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..	..	..

ANNEXURE No. XXIV—cont.

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Minimum wage fixed	(Monthly) Bhattiwala								
					50-01 to 55-00	55-01 to 60-00	60-01 to 65-00	65-01 to 70-00	70-01 to 75-00	75-01 to 100-00	100-01 to 125-00	125-01 to 150-00	150-0 and above
(1)	(2)	(3)	(4)	(5)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
Bombay Region													
1	I	..	..	..	*1	5	0	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	..	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	1	..	..	..	..
5	V	..	7	..	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Virdarbha Region													
9	I	..	14	11	..	..	..	..	..	..	..	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..	..	..	..
12	III	..	..	..	..	..	..	..	..	..	..	..	..
Marathwada Region													
13	I	..	8	..	..	..	..	..	..	..	..	..	..
14	II	..	..	..	..	..	..	..	..	..	..	..	..

Serial No.	Minimum wage zone/ Area	Number of Qn. received	Number of concerns furnishing information	Maximum wags fixed	Daily								
					Up to Re. 1-00	1-01 to 1-12	1-13 to 1-25	1-26 to 1-37	1-38 to 1-50	1-51 to 1-75	1-76 to 2-00	2-01 to 2-50	2-51 and above
(1)	(2)	(3)	(4)	(5)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	(31)
Bombay Region													
1	I	..	..	..	•1 5 0	..	..	..	..	..	..	..	..
2	II	..	..	..	Do.	..	..	..	..	..	..	..	..
3	III	..	1	..	Do.	..	..	..	..	..	..	..	..
4	IV	..	3	1	Do.	..	..	..	..	..	..	..	..
5	V	..	7	..	Do.	..	..	..	..	..	..	..	..
6	VI	..	2	..	Do.	..	..	..	..	..	..	..	..
7	VII	..	4	..	Do.	..	..	..	..	..	..	..	..
8	VIII	..	1	..	Do.	..	..	..	..	..	..	..	..
Vidarbha Region													
9	I	..	14	11	..	..	..	..	3	3	5	..	..
10	II	..	5	..	..	..	..	..	..	..	..	..	..
11	BH.C.	..	37	..	..	..	..	..	..	..	..	..	..
Marathawada Region													
12	I	..	8	..	..	..	..	..	..	..	..	..	..
13	II	..	..	..	..	..	..	..	..	..	..	..	..

*Except Sangli and Jaisingpur in Kolhapur district where the rate is Rs. 1-4-0 P.D.

ANNEXURE No. XXV

TABULAR STATEMENT SHOWING DISTRIBUTION OF CONCERNS ACCORDING TO WAGE PERIOD AND SYSTEM OF WAGE PAYMENT

Division/Region	Minimum wage zone/Area	No. of Qn. received	No. of concerns furnishing information	Wage Period			Whether wage period regularly		Remarks
				Daily	Weekly	Monthly	Yes	No	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Bombay—	I	..	..	..	..	..	..	..
	II	..	..	..	..	..	..	..
	III	..	1	1	..	1	..	1	..
	IV	..	3	2	1	1	..	1	..
	V	..	7	7	..	7	1*	1	..
	VI	..	2	2	..	2	1*	1	..
	VII	..	4	4	..	4	..	1	..
	VIII	..	1	1	1	..	..	..	..
Vidarbha—	I	..	14	14	..	13	5*	..	..
	II	..	5	5	..	..	..	..	..
	III	..	..	..	..	..	..	..	..
	BH. C.	..	37	32	..	31	1	1	31†
Marathwada—	I	..	8	8	..	8	..	1	..
	II	..	..	..	..	..	..	..	..

*Staff employed on monthly basis.

†Payment is not made in the succeeding week.

ANNEXURE No. XXVI

STATEMENT SHOWING DISTRIBUTION OF CONCERNS ACCORDING TO BENEFITS AND PRIVILEGES ENJOYED BY THE WORKERS

Region	M. W. zone/area	No. of Qn. received	No. of concerns furnishing information	Leave with wages	Bonus	Weekly offs	Paid holiday	Provi- dent fund	Mater- nity benefits	Educa- tional faci- lities	T. A.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
Bombay—	I	..	..	..	..	..	..	..	..	..	..
	II	..	..	..	..	..	..	..	..	..	..
	III	..	1	1	..	1	..	..	..	..	..
	IV	..	3	1	1	1	1	..	..	..	..
	V	..	7	7	4	5	5	1	..	4	..	1
	VI	..	2	2	2	2	2	1	..	..	..	1
	VII	..	4	2	1	1	1	1	..	..	..	..
	VIII	..	1	..	..	..	..	..	..	..	..	..
Vidarbha—	I	..	14	14	8 *6	8 *3	14	12	..	..	..	13
	II	..	5	1	1	..	..	..	..	..	..	..
	III	..	..	..	..	..	..	..	..	..	..	..
	BH. C...	..	37	32	..	..	32	..	..	..	..	..
Marathwada—	I	..	8	2	2	2	1	..	..	..	..	..
	II	..	..	..	..	..	..	..	..	..	..	..

*For monthly paid workers.

ANNEXURE No. XXVII

STATEMENT SHOWING CHHAT SYSTEM AND RELATED PROBLEMS

Division/ Region	M. W. zone/ Area	No. of Qn. received	No. of concerns reporting chhat system	Whether contract system exists		Chhat made by		Whether there is no contract system, chhat by Employer with percentage	Reasons for chhat			Whether chhat bidis are		
				Yes	No	Con- trac- tor	Prin- cipal Emplo- yer		Bad work- man- ship	Bad leaves	Less quan- tity of toba- cco	Retained		Dest- royed
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Bombay—	I	..	..	..	..	..	..	..	..	..	..	..	..	..
	II	..	..	..	..	..	..	..	..	..	..	..	..	..
	III	..	1	1	..	1	..	..	2%	..	1	1	1	..
	IV	..	3	1	..	1	..	..	1%	..	1	1	1	1
	V	..	7	5	..	5	..	..	1% to 3%	..	5	3	3	2
	VI	..	2	1	..	1	..	..	10%	..	1	1	1	..
	VII	..	4	2	..	2	..	..	1% to 3%	..	2	..	..	1
	VIII	..	1	..	..	..	..	..	..	..	..	..	..	..
Vidarbha—	I	..	14	11	13	1	Not furnished	Not furnished	11	11	11	11	..	1
	II	..	5	4	1	2	N. F. 3% to 5%	Do.	2	1	2	1	1	2
	III BH. C...	..	37	26	26	..	2.5% 1% to 3% 5%	..	26	26	26	26	..	..
Marathwada—	I	..	8	4	..	4	Not furnished	1%*	3	..	..	..	1	1
	II	..	..	..	..	..	..	..	..	..	..	..	..	..

*Out of 4 concerns one concern has furnished information.

ANNEXURE No. XXVIII

TABULAR STATEMENT SHOWING CONCERNS' STANDING, METHOD OF EMPLOYMENT OF LABOUR AND WAGE PERIOD

Regions	M.W. zone/Area	No. of Qn. received	No. of concerns furnishing information	1 to 5 Yrs.	More than 5 to 10 Yrs.	More than 10 to 15 Yrs.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Bombay—						
	I	.. ..	..	..	..	..
	II	.. ..	..	..	..	..
	III	.. ..	1	1	..	..
	IV	.. ..	3	2	..	..
	V	.. ..	7	3	..	..
	VI	.. ..	2	2	..	1
	VII	.. ..	4	3	1	1
	VIII	.. ..	1	1	..	1
Vidarbha—						
	I	.. ..	14	11	..	2
	II	.. ..	5	2	1	1
	III	.. ..	..	..	..	..
	BH.C	.. ..	37	37	6	7
Marathwada—						
	I	.. ..	8	8	1	..
	II	.. ..	..	..	..	..

ANNEXURE No. XXVIII—cont.

Regions	M. W. zone/Area	More than 16 to 20 Yrs.	More than 20 Yrs.	No. of concerns furnishing infn.	Direct	Through contractor	Other	No. of concerns furnishing infn.	Monthly	Weekly	Daily
(1)	(2)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Bombay—											
I
II
III	1	..	..	..	..	..	..	..
IV	2	2	2	..	..	3	1	1	1
V	1	2	3	3	..	..	5	..	5	..
VI	1	2	2	..	..	2	..	2	..
VII	1	3	3	..	..	4	..	4	..
VIII	1	..	..	1
Vidarbha—											
I	3	4	11	6	5	..	9	..	9	..
II	3	..	..	4	..	4	..
III
BH.C	4	3	37	37	..	..	..	..	..	..
Marathwada—											
I	7	..	5	..	..	8	..	8	..
II

ANNEXURE No. XXIX

A-1164-20.

STATEMENT SHOWING THE NAMES OF THE EMPLOYERS OR THEIR REPRESENTATIVES, TRADE UNIONS OFFICIALS, CONTRACTORS AND WORKERS WHO HAD ORAL DISCUSSIONS WITH THE COMMITTEE AND WHOSE EVIDENCE WAS RECORDED

Serial No.	Name of the party	Bidi roller monthly rates suggested	Suggested wage rates for various occupations						
			Bidi roller per 1,000 bidis/Bidi containing tobacco of—						
			Up to 4 ch.	Above 4 ch. but up to 5 ch.	Above 5 ch. but up to 6 ch.	Above 6 ch. but up to 7 ch.	Above 7 ch. but up to 8 ch.	Above 8 ch. but up to 9 ch.	General piece rates suggested for 1,000 bidis
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Shri Vasantrao Kshatriya on behalf of M. s. Raojisa Yamasa Bidi Factory, Nasik.		The present rates at Nasik be reduced.						
2	Shri Narhari Kondaji Pawar of M.'s. Swastik Bidi Works, Nasik.								
3	Shri Basirkhan Ismailkhan of Nasik								
4	Shri Somnath Maniar of Bidi Kamgar Sangh, Nasik		55 per cent increase in present wage rate.						
5	Shri Sukdeo Mahadu. General Secretary of Bidi Majeor Union, Nasik.		Do.		do.				
6	Shri Vishwanath Pawar, Representative, Bidi Kamgar Sangh, Nasik.								

ANNEXURE No. XXIX

STATEMENT SHOWING THE NAMES OF THE EMPLOYERS OR THEIR REPRESENTATIVES, TRADE UNIONS OFFICIALS, CONTRACTORS AND WORKERS WHO HAD ORAL DISCUSSIONS WITH THE COMMITTEE AND WHOSE EVIDENCE WAS RECORDED—cont.

Serial No.	Name of the party	Suggested wage rates for various occupations								
		Relai worker for 10,000 bidis/Bundles of—								
		Monthly rates	25 bidis	24 bidis	20 bidis	16 bidis	12 bidis	10 bidis	8 bidis	
(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	
1	Shri Vasantrao Kshatriya on behalf of M/s. Raojisa Yamasa Bidi Factory, Nasik.									
2	Shri Narhari Kondaji Pawar of M/s. Swastik Bidi Works, Nasik.									
3	Shri Basirkhan Ismailkhan of Nasik									
4	Shri Somnath Maniar of Bidi Kamgar Sangh, Nasik.									
5	Shri Sukdeo Mahadu, General Secretary of Bidi Majoor Union, Nasik.									
6	Shri Vishwanath Pawar, Representative, Bidi Kamgar Sangh, Nasik.									

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
7	Shri Deokisan Bastiram Sarda of M/s. Bastiram Sarda of Sinnar.						No further rise in the present rate.		
8	Shri S. S. Deshmukh, "Sinnar Taluka Bidi Kamgar Sangh", Sinnar.								3.25
9	Shri A. G. Durve, Legal Advisor of "Sinnar Taluka Bidi Kamgar Sangh", Sinnar.								
10	Shri Vishwanath of M's. Dingamber Ganesh Saraj & Co., Bidi Manufacturers, Sangamner.								
11	Shri K. K. Misal, President, Sangamner Akola Bidi Majoor Sabha, Sangamner.								3.25
12	Shri Laxman Landge, Vice-President, Sangamner Akola Taluka Bidi Kamgar Union (Lal Bavta), Sangamner.								3.25
13	Shri Kashinath Alwani, General Secretary, Sangamner Taluka Bidi Kamgar Sangh (Lal Bavta), Sangamner.								
14	Shri Harideo Patil, General Secretary, Bidi Mazdoor Sabha (P. S. P.), Sangamner.						Suggested increase of 40 to 50 per cent in the present rates of wages.		
15	Shri Ambadas Dhimte, General Secretary, Akola Rashtraiya Bidi Kamgar Sangh (INTUC), Sangamner.								
16	Shri Murlidhar Ramsa of Bhikusa Yamasa Bidi Factory, Ahmednagar.								

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
7	Shri Deokisan Bastiram Sarda of M/s. Bastiram Sarda of Sinnar.								
8	Shri S. S. Deshmukh, "Sinnar Taluka Bidi Kamgar Sangh", Sinnar.					Rs. 75 or 0.30 nP. per 4,500 bidis.			
9	Shri A. G. Durve, Legal Advisor of "Sinnar Taluka Bidi Kamgar Sangh", Sinnar.								
10	Shri Vishwanath of M/s. Dingamber Ganesh Saraj & Co., Bidi Manufacturers, Sangamner.								
11	Shri K. K. Misal, President, Sangamner Akola Bidi Majoor Sabha, Sangamner.					Rs. 75 or 0.30 nP. per 4,500 bidis.			
12	Shri Laxman Landge, Vice-President, Sangamner Akola Taluka Bidi Kamgar Union (Lal Bavta), Sangamner.					Rs. 75 or 0.30 nP. per 4,500 bidis.			
13	Shri Kashinath Alwani, General Secretary, Sangamner Taluka Bidi Kamgar Sangh (Lal Bavta), Sangamner.								
14	Shri Harideo Patil General Secretary, Bidi Mazdoor Sabha (P. S. P.), Sangamner.								
15	Shri Ambadas Dhimte, General Secretary, Akola Rashtriya Bidi Kamgar Sangh, (INTUC), Sangamner.								
16	Shri Murlidhar Ramsa of Bhikusa Yamasa Bidi Factory, Ahmednagar.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
17	Shri Ramnath of M's. Chandak Bros., Ahmednagar								
				No increase in the present rate of wages.					
18	Shri Hanuman Shivram Adai Prop. of "Hanuman Chhap Bidi Factory", Ahmednagar.			Do.			do.		
19	Shri Shankar Ganpat Thawale, Manager of Thakur Savadekar, Ahmednagar.			Do.			do.		
20	Shri Bhaskar Jadhav, Vice-President, Ahmednagar, Bidi Kamgar Union, Ahmednagar.								
21	Shri Bhandkar, Ahmednagar Bidi Karkhana Nowkar Union, Ahmednagar.								
22	Shri R. K. Ratnakar, President, Bidi Kamgar Union, Ahmednagar.			Suggested minimum 50 per cent increase in the present rate of wages.					
23	Shri Gowardhan Baburao Pawar, Prop. of Pawar Bidi Works, Poona.			No increase in the present rates.					
24	Shri Raojibhai Patel, Patel Bros. Bidi Factory, Poona								
25	Shri B. P. Mathuji, President, Bidi Kamgar Sabha (Lal-Bavta), Poona.								4-50
26	Shri M. S. Hogware, General Secretary, Bidi Kamgar Sangh (INTUC), Poona.								4-00
27	Shri Gangaram Rajaram Adep, Gharkhata Worker, Poona.								

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
17	Shri Ramnath of M/s. Chandak Bros., Ahmednagar								
18	Shri Hanuman Shivram Adai, Prop. of "Hanuman Chhap Bidi Factory", Ahmednagar.								
19	Shri Shankar Ganpat Thawale, Manager of Thakur Savadekar, Ahmednagar.								
20	Shri Bhaskar Jadhav, Vice-President, Ahmednagar Bidi Kamgar Union, Ahmednagar.					Rs. 60 or 0.30 nP. per 4,500 bidis.			
21	Shri Bhandkar, Ahmednagar Bidi Karkhana Nowkar Union, Ahmednagar.					Rs. 90			
22	Shri R. K. Ratnakar, President, Bidi Kamgar Union, Ahmednagar.								
23	Shri Gowardhan Baburao Pawar, Prop. of Pawar Bip: Works, Poona.								
24	Shri Raojibhai Patel, Patel Bros. Bidi Factory, Poona.								
25	Shri B. P. Mathuji, President, Bidi Kamgar Sabha (Lal Bavta), Poona.								
26	Shri M. S. Hagwane, General Secretary, Bidi Kamgar Sangh (INTUC), Poona.								
27	Shri Gangaram Rajaram Adep, Gharkhata Worker, Poona.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
28	Smt. Venkubai Laxman, Gharkhata Worker, Poona								
29	Shri Shankar Gangaram, Gharkhata Worker, Poona.								
30	Smt. Agammabai Laxman, Gharkhata Worker, Poona.								
31	Shri Abdulkarim Khairjee, Prop. of Ibrahim Bidi Works, Sholapur.					No increase in the present legal rates.			
32	Shri Shanker Kashinath Laghate of M's. Thakur Sardekar, Sholapur.								
33	Shri Shridhar Putaji Tarwade, Manager Chandak Bidi Works, Sholapur.								
34	Shri Punjabhai Patel, Patel Bidi Co., Sholapur ..								
35	Shri Kinkar Lahanasa Kshatriya, Prop. of Bhikusa Bidi Factory, Sholapur.								
36	Shri C. D. Indapure, General Secretary, Lal-Bavta Bidi Kamgar Union, Sholapur.								
37	Smt. Janabai Bidi Worker, Sholapur								
38	Shri M. R. Bomal, General Secretary, Kamgari Kamgar Sangh, Sholapur.								

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
28	Smt. Venkubai Laxman, Gharkhata Worker, Poona.								
29	Shri Shankar Gangaram, Gharkhata Worker, Poona.								
30	Smt. Agammabai Laxman, Gharkhata Worker, Poona.								
31	Shri Abdulkarim Khairjee, Prop. of Ibrahim Bidi Works, Sholapur.								
32	Shri Shanker Kashinath Laghate of M/s. Thakur Sardekar, Sholapur.								
33	Shri Shridhar Putaji Tarwade, Manager Chandak Bidi Works, Sholapur.								
34	Shri Punjabhai Patel, Patel Bidi Co., Sholapur . .								
35	Shri Kinkar Lahanusa Kshatriya, Prop. of Bhikusa Bidi Factory, Sholapur.								
36	Shri C. D. Indapure, General Secretary, Lal-Bavta Bidi Kamgar Union, Sholapur.								
37	Smt. Janabai Bidi Worker, Sholapur								
38	Shri M. R. Bomal, General Secretary, Kamgari Kamgar Sangh, Sholapur.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
39	Shri Kashinath Nawale, Prop. of Ramchandra Marati Nawale, Snuff Making Factory, Pandharpur.								
40	Shri Mahmood Chand, Prop. Mchboob Chand Saheb Tamboli Bidi Factory, Pandharpur.								
41	Smt. Laxmibai, Worker in Snuff Factory, Pandharpur.								
42	Shri Tanya Maroti Palse, Worker in Snuff Factory, Pandharpur.								
43	Balraj, Worker in Snuff Factory, Pandharpur ..								
44	Smt. Krishnabai w/o Bhumaiya, Bidi Worker, Bombay.								
45	Shri Rajaram Narsaiya Bidi Worker, Bombay ..								
46	Smt. Narsoobai, Bidi Worker, Bombay								
47	Shri Mallanmabai Koshetti, Bidi Worker, Bombay								
48	Shri Ganpat Mahadeo Madhekar, Prop. of Gora Chhap Bidi Factory, Aurangabad.					15 per cent increase in the present wage rates.			
49	Shri Abdul Rauj Queraishi, Partner, Gulam Ahmed Tarasahab, Soudagar Bidi Factory, Aurangabad.								
50	Shri Eknath Shankar Pillai, Vice-President, Marathwada Rashtriya Bidi Majoor Sangh, Aurangabad.					(He also deposed before the Committee at Jalna).			4.00

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
39	Shri Kashinath Nawale, Prop. of Ramchandra Marati Nawale, Snuff Making Factory, Pandharpur.								
40	Shri Mahmood Chand, Prop. Mehboob Chand Saheb Tamboli Bidi Factory, Pandharpur.								
41	Smt. Laxmibai, Worker in Snuff Factory, Pandharpur.								
42	Shri Taty Maroti Palse, Worker in Snuff Factory, Pandharpur.								
43	Shri Balraj, Worker in Snuff Factory, Pandharpur..								
44	Smt. Krishnabai w/o Bhumaiya, Bidi Worker, Bombay.								
45	Shri Rajaram Narsaiya, Bidi Worker, Bombay ..								
46	Smt. Narsoobai, Bidi Worker, Bombay								
47	Shri Mallammabai Koshetti, Bidi Worker, Bombay								
48	Shri Ganpat Mahadeo Madhekar, Prop. of Gora Chhap Bidi Factory, Aurangabad.								
49	Shri Abdul Rauj Queraishi, Partner, Gulam Ahmed Tarasaheb, Soudagar Bidi Factory, Aurangabad.								
50	Shri Eknath Shankar Pillai, Vice-President, Marathwada Rashtriya Bidi Majoor Sangh, Aurangabad.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
51	Shri S. A. R. Rizvi, Labour Representative, Dewan Dewani, Aurangabad.								3-00	
52	Shri Syed Makhdoom, General Secretary, Bidi Kamgar Union (Lal-Bavta), Aurangabad.								3-00	
53	Shri Ramanlal Kimatlal, Prop. "Gaya Chhap" Bidi Factory, Jalna.									
54	Shri Chunnilal Maganlal, Managing Partner, "Nagar Chhap" Bidi Factory, Jalna.									
55	Shri Chunnibhai Khushalbhai Patel, Manager, Patel Kanji Hansraj Bidi Factory, Nagpur.				Not possible to pay higher wages.					
56	Shri Sitaram Bhure, Manager Niyazali Bidi Factory, Nagpur-2.									
57	Shri S. L. Patil, General Secretary, Swatantra Majoor Paksha, Bidi Kamgar Sangh, Nagpur.			2-75	2-50	3-75				
58	Shri C. T. Dongre, Secretary, Nagpur Bidi Majoor Sangh, Nagpur.							4-00 for 750 bidis.		
59	Shri Ishwarlal, Secretary, Republican Bidi Majoor Sangh, Nagpur.			3-00			3-50			
60	Shri Balakrishna Wasnik, M. P., Secretary, Nagpur Pradesh Bidi Workers Union, Nagpur.	Rs. 100-00	or increase of Rs. 2 in the present wage rate.							

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
51	Shri S. A. R. Rizvi, Labour Representative Dewan Dewani, Aurangabad.								
52	Shri Syed Makhdoom, General Secretary, Bidi Kamgar Union (Lal-Bavta), Aurangabad.								
53	Shri Ramanlal Kimatlal, Prop. "Gaya Chhap" Bidi Factory, Jalna.								
54	Shri Chunnilal Magamlal, Managing Partner, "Nagar Chhap" Bidi Factory, Jalna.								
55	Shri Chunnibhai Khushalbai Patel, Manager, Patel Kanji Hansraj Bidi Factory, Nagpur.								
56	Shri Sitaram Bhure, Manager Niyazali Bidi Factory, Nagpur-2.								
57	Shri S. L. Patil, General Secretary, Swatantra Majoor Paksha, Bidi Kamgar Sangh, Nagpur.			8-00			15-00	16-50	18-50
58	Shri C. T. Dongre, Secretary, Nagpur Bidi Majoor Sangh, Nagpur.	100-5							
59	Shri Ishwarlal, Secretary, Republican Bidi Majoor Sangh, Nagpur.			11-00				22-00	25-00
60	Shri Balakrishna Wasnik, M. P., Secretary, Nagpur Pradesh Bidi Workers Union, Nagpur.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
61	Shri Narayanrao Karwade, President, Swatantra Majoor Paksha Bidi Kamgar Sangh, Nagpur.								Suggested Rs. 2-25, 2-50 and 2-75 per thousand.
62	Shri Gopichand Waghmare, Salesman, Nagpur . .								
63	Namdeo Chintaman, Secretary, Kamptee Bidi Utpadak Sahkari Sangh, Kamptee.								Prepare to pay Rs. 3-00 per thousand bidis.
64	Shri C. R. Joshi, Supervisor, Ramkrishna Ramnath Bidi Factory, Kamptee.								
65	Shri Rashidkhan Dilawarkhan, Manager, Hafiz Mohd. Haji Abdulla, Hocky Bidi Factory, Kamptee.								
66	Shri T. G. Lambat M. P. Rashtriya Bidi Kamgar Union, Main Road, Kamptee.								Rs. 120 to Male. Rs. 99-00 to Female.
67	Shri Namanad Gajabhiye, President Maharashtra Rajya Bidi Kamgar Sangh, Kamptee.								3-75
68	Shri Sontakke, Secretary, Siddarth Bidi Majoor Sangh, Kamptee.					3-00	3-50		
69	Shri Shankar Gabhane, Secretary, Bidi Udyog Shramik Sangh, Kamptee.								Rs. 90-00 4-00 per 1,000.
70	Shri G. S. Goswami, Secretary, Adarsha Bidi Kamgar Sangh, Kamptee.								Rs. 5-00 per 1,000.

ANNEXURE No.—XXIX—con.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
61	Shri Narayanrao Karwade, President, Swatantra Majoor Paksha Bidi Kamgar Sangh, Nagpur.								
62	Shri Gopichand Waghmare, Salesman, Nagpur ..								
63	Shri Namdeo Chintaman, Secretary, Kamptee Bidi Utpadak Sahkari Sangh, Kamptee.								
64	Shri C. R. Joshi, Supervisor, Ramkrishna Ramnath Bidi Factory, Kamptee.								
65	Shri Rashidkhan Dilawarkhan, Manager Hafiz Mohd. Haji Abdulla, Hocky Bidi Factory, Kamptee.								
66	Shri T. G. Lambat, M. P. Rashtriya Bidi Kamgar Union, Main Road, Kamptee.								
67	Shri Namanad Gajabhiye, President Maharashtra Rajya Bidi Kamgar Sangh, Kamptee.								
68	Shri Sontakke, Secretary, Siddarth Bidi Majoor Sangh, Kamptee.								
69	Shri Shankar Gabhane, Secretary, Bidi Udyog Shramik Sangh, Kamptee.								
70	Shri G. S. Goswami, Secretary, Adarsha Bidi Kamgar Sangh, Kamptee.								

120-0-25

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
71	Shri Ram Raton Suryawanshi, President, Kamptee Bidi Mazdoor Sangh, Kamptee.								
									Suggested Rs. 4 and 4.50 per thousand bidis.
72	Shri Nathu Khairkar, Secretary, Siddharth Bidi Kamgar Sangh, Kamptee.								
									Suggested Rs. 3.00 to 3.50 per thousand bidis.
73	Shri Mohan Patil, Maharashtra Rajya Bidi Kamgar Sangh, Kamptee.								3.00
74	Shri Ramdas Meshram, Swatantra Bidi Mazdoor Paksha, Kamptee.								
									Suggested 0.25 nP. extra for smaller bundles.
75	Shri Shamrao Kadeo Late, Bidi Relai Workers Shramik Sangh, Kamptee.								
76	Shri Haribhai Jethabhai, Manager, Mohanlal Hargovinddas Bidi Factory, Gondia.								
									No increase in the present rate of wages.
77	Shri Ganapatlal Joshi, Manager, Ramkrishna Ramnath Bidi Factory, Gondia.								
									Do, do.
78	Shri W. B. Chowre, General Secretary, Bidi Mazdoor Sangh, Gondia.								
79	Shri Kaludas Meshram, General Secretary, Bidi Mazdoor Hitchintak Samittee, Gondia.								
80	Shri Nathu Rangari, Secretary, Swatantra Bidi Mazdoor Sangh, Gondia.								
81	Shri Raghoba of Swatantra Bidi Mazdoor Sangh, Gondia.								

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
71	Shri RamRaton Suryawanshi, President, Kamptee Bidi Mazdoor Sangh, Kamptee.								
72	Shri Nathu Khairkar, Secretary, Siddharth Bidi Kamgar Sangh, Kamptee.								
73	Shri Mohan Patil, Maharashtra Rajya Bidi Kamgar Sangh, Kamptee.	Rs. 1-20							
74	Shri Ramdas Meshram, Swatantra Bidi Mazdoor Paksha, Kamptee.								
75	Shri Shamrao Kadeo Late, Bidi Relai Workers Shramik Sangh, Kamptee.								
76	Shri Haribhai Jethabhai, Manager, Mohanlal Hargovinddas Bidi Factory, Gondia.								
77	Shri Ganpatlal Joshi, Manager, Ramkrishna Ramnath Bidi Factory, Gondia.								
78	Shri W. B. Chowre, General Secretary, Bidi Mazdoor Sangh, Gondia.								
79	Shri Kaludas Meshram, General Secretary, Bidi Mazdoor Hitchintak Samittee, Gondia.								
80	Shri Nathu Rangari, Secretary, Swatantra Bidi Mazdoor Sangh, Gondia.								
81	Shri Raghoba of Swatantra Bidi Mazdoor Sangh, Gondia.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
82	Shri Ranapratapsingh Bhadoria, General Secretary, Bhandara District Relai and Ring Kamgar Union, Gondia.								
83	Shri Haridas Meshram, Bidi Contractor, Tumsar . .								
84	Shri Ganeshdas Chourasia of Tumsar								
85	Shri Sambhabhai, Manager, C. J. Patel & Co., Bidi Factory, Tumsar.								
86	Shri Devidas Bhavsagar, General Secretary, Independent Labour Party, Bidi Workers Union, Tumsar.								
87	Shri Haridas Meshram, Bidi Contractor, Tumsar . .								
88	Shri B. S. Bansod, President, M. P. Bidi Major Union, Tumsar.								Rs. 4-00 for 750 bidis.
89	Shri Mahadeo Atmaram Kholbragade, Secretary, Tumsar Vibhag Bidi Kamgar Sangh, Tumsar.								
90	Shri Govindranji Sende, Secretary, Swatantra Mazdoor Paksha Bidi Sangh, Tumsar.								
91	Shri Ranapratapsingh Bhadoria, General Secretary, Bhandara District Bidi Relai and Ring Kamgar Union, Tumsar.								
92	Shri Sadashiv Mahadeo, Manager, Mohanlal Hari-govinddas, Stock Bidi Factory, Sakoli.								

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
82	Shri Ranapratapsingh Bhadoria, General Secretary, Bhandara District Relai and Ring Kamgar Union, Gondia.								
83	Shri Haridas Meshram, Bidi Contractor, Tumsar . .								
84	Shri Ganeshdas Chourasia of Tumsar								
85	Shri Sambhabhai, Manager, C. J. Patel & Co., Bidi Factory, Tumsar.								
86	Shri Devidas Bhavsagar, General Secretary, Independent Labour Party, Bidi Workers Union, Tumsar.								
87	Shri Haridas Meshram, Bidi Contractor, Tumsar . .								
88	Shri B. S. Bansod, President, M. P. Bidi Majoor Union, Tumsar.	Rs. 100.5							
89	Shri Mahadeo Atmaram Khobragade, Secretary Tumsar Vibhag Bidi Kamgar Sangh, Tumsar.								
90	Shri Govindranji Sende, Secretary, Swatantra Mazdoor Paksha Bidi Sangh, Tumsar.								
91	Shri Ranapratapsingh Bhadoria, General Secretary, Bhandara District Bidi Relai and Ring Kamgar Union, Tumsar.								
92	Shri Sadashiv Mahadeo, Manager, Mohanlal Hari-govinddas, Stock Bidi Factory, Sakoli.								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
93	Shri Suravan Arjun, Bidi Contractor, Sakoli								
94	Shri Arjun Suka, Bidi Contractor, Sakoli								
95	Shri Rakish Chandra Ranji, President, Sakoli Taluka Bidi Kamgar Sangh, Sakoli.								
96	Shri Shrawan Sakharam, Secretary, Sakoli Tahsil, Bidi Kamgar Sangh, Sakoli.								
97	Shri Nilkantt Rajdas Ganvir, Bidi Manufacturer, Lakhani.								
98	Shri Mangalbhai, Manager of C. J. Patel & Co., Lakhani.								
99	Shri Abhiman Sambhaji Bhalerao, Contractor, Lakhani.								
100	Shri Sudha Amaram Bhalerao, President, Swatantra Paksha Bidi Kamgar Union, Lakhani.								
101	Shri Sitaram Dongre, President, Maharashtra Rajya Bidi Kamgar Sangh, Tiroda.								
102	Shri Asaram Nandagawali, Secretary, Bidi Kamgar Sangh, Mundikota.								
103	Shri Dinubhai, Manager, Mooljibhai Mathurbhai Bidi Factory, Bhandara.								

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
93	Shri Suravan Arjun, Bidi Contractor, Sakoli ..								
94	Shri Arjun Suka, Bidi Contractor, Sakoli								
95	Shri Rakish Chandra Ranji, President, Sakoli Taluka, Bidi Kamgar Sangh, Sakoli.								
96	Shri Shrawan Sakharam, Secretary, Sakoli Tahsil, Bidi Kamgar Sangh, Sakoli.								
97	Shri Nilkantt Rajdas Ganvir, Bidi Manufacturer, Lakhani.								
98	Shri Mangalbhai, Manager of C. J. Patel & Co., Lakhani.								
99	Shri Abhiman Sambhaji Bhalerao, Contractor, Lakhani.								
100	Shri Sudha Atmaram Bhalerao, President, Swatrantra Paksha Bidi Kamgar Union, Lakhani.								
101	Shri Sitaram Dongre, President, Maharashtra Rajya Bidi Kamgar Sangh, Tiroda.								
102	Shri Asaram Nandagawali, Secretary, Bidi Kamgar Sangh, Mundikota.								
103	Shri Dinubhai, Manager, Mooljibhai Mathurbhai Bidi Factory, Bhandara								

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
104	Shri Ranapratapsingh Bhadoria, General Secretary, Bhandara Jilla Bidi Relai and Ring Kamgar Sangh, Bhandara.						Rs. 105-00 or Rs. 4 for 1,000.		
105	Shri S. M. Ramteke, Vice-President, Maharashtra State Bidi Majoor Sangh, Bhandara.						Rs. 3-14 per 1,000 bidis.		
106	Shri K. M. Gajbhiye and others of Swatantra Majoor Paksha Bidi Kamgar Sangh, Bhandara.						Rs. 2-50 per 1,000 bidis.		
107	Shri Premdas Wasnik, Secretary, Warthi Bidi Majoor Sangh, Warthi.						Rs. 4-00 per 750 bidis.		
108	Shri Shripat Kisan and others of M's. C. J. Patel & Co., Bhandara.								
109	Shri G. M. Lanjewar and others of M's. Takkur Ambalal Ranchhoddas Bidi Factory, Bhandara.								
110	Shri Dasuram Rago and other of C. J. Patel & Co., Bhandara.								
111	Shri Jalakram Ragha Gosavi, Secretary, Swatantra Paksha Bidi Kamgar Sangh, Bhandara.								
112	Shri Dhekal Laxman, Contractor, Bhandara								
113	Shri Jagannatasingh Laxmansingh, Vaishya, Bidi Relai and Ring Kamgar Union, Bhandara.								
114	Shri Laxmanrao Dabat, President Bidi Majoor Sangh, Sihora.						Rs. 4-00 for 750 bidis.		

ANNEXURE No. XXIX—cont.

(1)	(2)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
104	Shri Ranapratapsingh Bhadoria, General Secretary, Bhandara Jilla Bidi Relai and Ring Kamgar Sangh, Bhandara.								
105	Shri S. M. Ramteke, Vice-President, Maharashtra State Bidi Majoor Sangh, Bhandara.	Rs. 3-00	per day for 8 hours work						
106	Shri K. M. Gajbhiye and others of Swatantra Majoor Paksha Bidi Kamgar Sangh, Bhandara.								
107	Shri Premdas Wasnik, Secretary, Warthi Bidi Majoor Sangh, Warthi.	Rs. 100-5		Rs.					
108	Shri Shripat Kisan and others of M/s. C. J. Patel & Co., Bhandara.			7-50	for				
				11-00	for				
109	Shri G. N. Lanjewar and others of M/s Takkur Ambalal Ranchhoddas Bidi Factory, Bhandara.			7-50	and				
				11-00					
110	Shri Dasuram Rago and others of C.J. Patel & Co., Bhandara.			7-50					
111	Shri Jalakram Ragha Gosavi, Secretary, Swatantra Paksha Bidi Kamgar Sangh, Bhandara.								
112	Shri Dhekal Laxman, Contractor, Bhandara								
113	Shri Jagannatasingh Laxmansingh, Vaishya, Bidi Relai and Ring Kamgar Union, Bhandara.								
114	Shri Laxmanrao Dabat, President, Bidi Majoor Sangh, Sihora.	Rs. 100-5							

ANNEXURE No. XXX

STATEMENT SHOWING THE AVERAGE YEARLY COST OF LIVING INDICES FOR THE SIX CENTRES IN THE STATE AND THE COST OF LIVING INDEX FOR JANUARY 1964

Serial No.	Centre	Average Cost of Living Index for the year									Index No. for Jan. 1964	Rise of Points over the year and the rate were last revised	In which percentage Rise
		1955	1956	1957	1958	1959	1960	1961	1962	1963			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1	Bombay	338	353	369	395	412	420	431	439	448	485	147 (since 1955)	43.5
2	Sholapur	246	316	339	313	340	357	352	337	379	388	142 (since 1955)	57.7
3	Jalgaon	353	425	445	453	493	492	485	505	524	550	197 (since 1955)	55.8
4	Nagpur	364	398	422	447	498	512	495	493	524	567	120 (since 1958)	26.8
5	Aurangabad	142	182	193	185	202	212	212	224	234	241	39 (from 59)	19.3 (from 56 to 63)
6	Nanded	168	218	223	223	251	252	239	244	265	261	30 (from 59)	13.4

ANNEXURE No. XXXI*

STATEMENT SHOWING YEAR-WISE CONSUMPTION OF TOBACCO IN BIDI AND CIGARETTE INDUSTRY FROM 1952-53 TO 1959-60 IN INDIA

Year				Cigarette Industry (In thousand pounds)	Bidi Industry
1952-53	..	..	..	42,868	1,20,204
1953-54	..	..	..	46,201	1,16,413
1954-55	..	..	..	50,452	1,21,881
1955-56	..	..	..	89,108	1,62,178
1956-57	..	..	..	64,877	1,23,305
1957-58	..	..	..	68,318	1,39,927
1958-59	..	..	..	75,858	1,14,726
1959-60	..	..	..	80,106	1,13,902

*Figures collected from the Central Revenue Board by the Maharashtra Bidi Industry Association which were supplied to the Committee by one of its members.

*Maharashtra Government Publications
can be obtained from—*

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Government Printing and Stationery
Publications Branch, Charni Road Gardens
Netaji Subhash Road - - - BOMBAY-4

THE SUPERVISOR

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Ground Floor, Opp. Regal Cinema,
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