

CONFIDENTIAL



Government of Maharashtra

**REPORT**  
**OF THE**  
**MINIMUM WAGES COMMITTEE**  
**FOR THE**  
**STONE BREAKING OR STONE CRUSHING**  
**1964**

Price Re. 0-20 Ps.

BY THE MANAGER, GOVERNMENT PRESS AND STATIONERY  
3, AND PUBLISHED BY THE DIRECTOR, GOVERNMENT  
STATIONERY, MAHARASHTRA STATE, BOMBAY-4.

# Maharashtra Government Publications

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REPORT OF THE MINIMUM WAGES COMMITTEE FOR  
THE EMPLOYMENT IN STONE BREAKING OR  
STONE CRUSHING

— 1964 —

*Chairman*

Shri A. R. Bhat, M. Com., Poona.

- (1) Shri Harnam Singh, Nagpur, (Member).
- (2) Shri S. R. Patkar, Bombay, (Member).
- (3) Shri L. S. Joshi, Pandharpur, (Member).
- (4) Shri Shankarrao Deshmukh, Ballarpur, (Member).

*Secretary*

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

## CHAPTER I

### PRELIMINARIES

#### 1. 1. *Appointment of the Committee*

The Government of Maharashtra, by its Resolution No. MWA-1962-Lab-III, dated 9th February, 1962, Industries and Labour Department, Sachivalaya, Bombay-32, appointed a Committee as required by Clause (a) of Sub-Sec. (1) of Section 5 of the Minimum Wages Act, 1948, to hold inquiries and advise Government in the matter of revision of the Minimum Rates of Wages in respect of employment in Stone Breaking or Stone Crushing.

#### *Composition of the Committee*

##### *Chairman*

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

##### *Employers' Representatives*

1. Sardar Sahib Harnam Singh,  
8, North Ambazari Road, Nagpur.
2. Shri S. R. Patkar,  
Meghdoot, Turner Road, Bandra,  
Bombay-50.

##### *Employees' Representatives*

1. Shri L. S. Joshi,  
General Secretary,  
Buildings and Communication Kamgar Sabha,  
Subhash Chowk, Pandharpur.
2. Shri Shankarrao Deshmukh,  
President, Town Municipality,  
At and Post-Rajura (Munigarh),  
District, Chanda.

*Secretary*

Shri M. D. Naik,

Assistant Commissioner of Labour, Bombay.

1. 2. Shri M. D. Naik, was first appointed as Secretary by Government Resolution, Industries and Labour Department No. MWA-1962-Lab-III, dated 9th February, 1963, Sachivalaya, Bombay-32. Subsequently, *vide* Government Resolution, Industries and Labour Department No. MWA-1962-Lab-III, dated 10th April 1963, Shri D. G. Deshpande, Asstt. Commissioner of Labour, Bombay was appointed as a Secretary to the above-mentioned Committee.

1. 3. The Committee was required to submit its report in the matter to Government within six months from the date of the afore-mentioned Resolution i. e. on or before 9th August, 1963. The Government was, however, pleased to extend the time-limit from time to time for submitting the report upto 8th September 1964.

1. 4. *Terms of Reference*

The terms of reference of the Committee according to Government Resolution are to hold inquiries and advise Government in the matter of revision of minimum rates of wages in respect of the employment in Stone Breaking or Stone Crushing.

1. 5. *Procedure*

The Committee decided during its meetings on 13th April 1964 and 9th April 1964 :—

1. To get the questionnaire printed.
2. To issue questionnaire to the employers, their Associations, Unions and individuals interested in the inquiry.
3. To allow four weeks' time for replies to questionnaires to be submitted to the Committee.
4. To issue a press-note through Director of Publicity and give due publicity to Committee's work.
5. To undertake tours to important areas where works in the industry are located.
6. To conduct on the spot inquiry and recording of evidence wherever necessary.

Accordingly, the Committee issued a questionnaire and on a request being received from the public granted an extension of one month.

### 1. 6. *Scope of Inquiry*

The Committee decided that for its inquiry those employees, who were covered by section 2(1) of the Minimum Wages Act, 1948, be considered.

The Committee further endorsed the scope as related to the revision of wages fixed by Government in 1952 in accordance with the provision of section 3(b) of the Minimum Wages Act, 1948.

## CHAPTER II

### COURSE OF ENQUIRY

2. 1. A reference to the records relevant to the Committee's work revealed that an Advisory Committee for revision of wages for this industry was appointed in the year 1954 and that the said Committee had also submitted its recommendations to the Government in the year 1956. But it appears that the recommendations of this Advisory Committee were not accepted by the Government.

2. 2. The Committee, then, took note of the changes due to States' reorganization and the formation of Maharashtra State out of the bilingual Bombay State. In the year 1956 the regions now covered by Nagpur and Aurangabad Revenue Divisions were added wherein the wages fixed by the respective Governments to which these regions belonged prevailed (i. e. Madhya Pradesh and Hyderabad State *vide* Government No. 568-481-XXIII of 1956 and Notification No. B/207/51/172, dated 29th December 1964). It was evident that the revision of wages now undertaken for the respective areas i. e. Bombay-Poona, Nagpur and Aurangabad Revenue Divisions would be after 12, 8 and 10 years respectively.

2. 3. The considerations which necessitate the re-examination of Minimum Wages are:—

- (a) Changes in the industry having a direct bearing on wages such as expansion of industry due to advent of mechanization and other technical improvements.
- (b) Changes in the living conditions inter-linked with the Five Year Plans and inflation in the country.

2. 4. Bearing this context and alive to the limitation of fixing the Minimum Wages, the Committee decided to visit principal centres in the respective areas and works in progress under this scheduled employment in the whole State of Maharashtra. Accordingly, the Committee visited all the Revenue Divisional Headquarters and made on the spot inquiries and recorded evidence of employers' and employees' organisations, Associations, Unions and some individuals connected with the industry. The Committee in all had 15 sessions of meetings and discussions. Due publicity was given through press-notes in newspapers of the respective areas about the visit and recording of evidence by the Committee. The total number of press-notes issued was 15.



2. 5. The Committee in all interviewed 54 individuals, visited 12 works in progress and recorded evidence of four organizations (representing employees and employers) functioning at the Divisional places of Aurangabad, Poona, Nagpur and Bombay Revenue Divisions. During the course of inquiry, the Committee at some places, also interviewed and recorded evidence of the Executive Engineers of the Government of Maharashtra, wherever the quarries were owned by the Government.

2. 6. The Committee issued more than 500 copies of questionnaires to individuals and institutions. The total number of replies received by the Committee were only 15.

2. 7. The Committee took note of the wages fixed by different States for this industry.

2. 8. The Committee also took into account the position of wages paid presently on the basis of the replies received by the Committee.

2. 9. The inquiry disclosed to the Committee that the employment in this industry had considerably increased as compared to one in the year 1948-49. The present total employment in this industry as per the latest available record is 4,09,391 as against 3,100 in the year 1948-49. The employment figure must have further gone up after the compilation of the above figures a couple of years back. During the course of inquiry, the employers and employees placed before the Committee their respective view points about the issue under review of the Committee.

#### 2. 10. *Employers' views*

It was pointed out by the employers that:—

- (1) Production had been declining proportionately during the last 5 years.
- (2) The decline in production had led to increased losses whereas the wage-bill of the labourers had been going up.
- (3) Due to application of the various taxes many of the quarry owners had to close down their business.
- (4) The factor of provision of accommodation to the employees by the employers free of cost, merited consideration while recommending wages.
- (5) The recurring expenditure on the maintenance of crushers had increased due to indigenously manufactured spare parts which were subject to frequent wear and tear and the cost of which was 10 times higher than what it was 10 years ago.

- (6) Prevalent conditions in the industry did not leave any margin for considering rise in wages.
- (7) Greater Bombay should be considered as a separate Zone extending upto Mulund and Dahisar and further the industrial cities should be taken together in relation to forming of different Zones.
- (8) In Nagpur Division, if there was to be any increase in the wages, it should not be more than 10 per cent of the present wages especially due to the fact that there were no important projects in that area.
- (9) The seasonal nature of the work needs be taken into consideration as the work during the rainy season was very many times hampered.
- (10) In view of the peculiar nature of the industry one of the employers from Nagpur Division suggested that the Nagpur Division should be exempted from the application of the Minimum Wages Act as far as this industry was concerned.

#### 11. *Employees' views*

The employees indicated that:—

- (1) There was no security in the industry for the employees.
- (2) In most cases the work was carried out on piece-rate basis.
- (3) Benefits like leave, gratuity were not enjoyed by the employees.
- (4) Records pertaining to the services of the employees were not properly maintained.
- (5) No bonus was paid except sometimes as "Bakshish".
- (6) Due to strenuous work, there was possibility of physical breakdown in respect of employees specially female employees as the work was indiscriminately allotted to them.
- (7) The female employees should be considered to be given less hours of work.
- (8) The existence of contract system was the worst feature of the industry.
- (9) The whole of Thana District should be included in Zone-I along with Greater Bombay for the purpose of fixing minimum rates of wages.
- (10) In view of the rising cost of living, there was a definite case for increase in wages.

2. 12. During the visits of the Committee to various places, the Committee found that while superficially the nature of the work appeared to be the same, in actual practice it differed with the quality and composition of rocks. The work in the quarries of soft rock was less strenuous as compared to the work in the quarries of hard rock.

## CHAPTER III

### RECOMMENDATIONS OF THE COMMITTEE

#### 3. 1. *Zones*

The Committee first considered the issue of zones. In this regard, the Committee found that the expanse of this scheduled employment is connected mainly with the quarries and as such it is not uniformly spread out. However, the Committee found that the nature of work and the service conditions associated with this industry are more or less the same all over the State and, therefore, the Committee recommends the following Zones:—

Zone—I :—Comprising of Corporation limits of Greater Bombay and upto and including Dahisar on the Western Railway and Ambarnath on the Central Railway.

Zone—II :—Comprising of Corporation limits of Poona and upto and including Dehu Road on Poona-Bombay Road and Loni on Poona-Sholapur Road.

Zone—III:—Comprising of all the areas in the rest of Maharashtra State not included in Zones—I and II.

*Note:*—Nagpur is usually included in Zone—II. However, in relation to this employment of Stone Crushing and Stone Breaking, the existing conditions in the industry did not warrant the inclusion of Nagpur in Zone—II.

#### 3. 2. *Wages*

In the matter of recommendations of wages, the Committee regrets that it is not possible to fix either a fair wage or living wage. The Committee, therefore, has to only recommend a minimum wage. Therefore, while recommending the revision of minimum wages fixed earlier, the Committee has taken into account the rise in the cost of living, as reflected in the Consumer Price Index Number. The Committee also scrutinized the existing pattern of wages as obtaining in different quarries and crushers in this employment in the State as

well as outside the State. The Committee recommends the following consolidated wages inclusive of basic wages plus dearness allowance:

*Recommended Wages*

Categories	Zone—I		Zone—II		Zone—III	
	D. W.	M. W.	D. W.	M. W.	D. W.	M. W.
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Unskilled: Light	2.25	58.50	2.15	55.90	1.75	45.50
: Heavy	3.25	84.50	3.00	78.00	2.35	61.10
Semi-skilled	4.00	104.00	3.75	97.50	2.75	71.50
Skilled	5.00	130.00	4.50	117.00	3.25	84.50

1. In the case of daily wage earner the minimum rate of daily wages payable to an employee has been computed by dividing the minimum rate of monthly wages recommended for the class of employees to which he belongs, by 26.

2. For categories finalised by the Committee, please see statement attached herewith as Annexure 'K'.

*Acknowledgement and Thanks*

The Committee places on record its deep appreciation of Shri D. G. Deshpande, Secretary and his staff for their willing services. Shri Deshpande's task was arduous but he spared no pains in performing it. Further, his experience and knowledge of wage fixation was of

considerable help in Committee's deliberations. Shri Y. V. Datar, Senior Clerk needs a specific mention for his developed work and unfailing sense of duty. The Committee is grateful to Shri D. G. Kale, Commissioner of Labour and Shri S. S. Rege, Dy. Commissioner of Labour for all the help that they gave.

(Sd.) Shri D. G. Deshpande,  
Secretary.

(Sd.) Shri A. R. Bhat,  
Chairman.

(Sd.) Shri S. R. Patkar,  
Member.

(Sd.) Shri Sardar Sahib Harnam Singh,  
Member.

(Sd.) Shri L. S. Joshi,  
Member.

(Sd.) Shri Shankarrao Deshmukh,  
Member.

**Bombay:**

**Dated: 5th September 1964.**

## ANNEXURE 'K'

### *Statement Showing the Categories of Skilled, Semi-skilled and Unskilled*

#### CATEGORIES

##### *Skilled*

1. Driver.
2. Fitter.
3. Blacksmith.
4. Driller.
5. Phadiwala.

##### *Semi-Skilled*

1. Mukadam.
2. Stone-Breaker.

##### *Unskilled*

1. Falkaman.
  2. Mazdoor and other miscellaneous including cleaner and attendants.
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