



GOVERNMENT OF MAHARASHTRA

REPORT
OF THE
MINIMUM WAGES COMMITTEE

PRINTING AND ALLIED TRADES

BY THE MANAGER, GOVERNMENT CENTRAL PRESS, BOMBAY AND
THE DIRECTOR, GOVERNMENT PRINTING AND STATIONERY,
MAHARASHTRA STATE, BOMBAY-4.

1965

REPORT
OF THE
MINIMUM WAGES COMMITTEE
FOR
EMPLOYMENT IN ANY INDUSTRY IN WHICH ANY PROCESS
OF PRINTING BY LETTER PRESS, LITHOGRAPHY
PHOTOGRAVURE OR OTHER SIMILAR WORK
OR WORK INCIDENTAL TO SUCH PROCESS
OR BOOK BINDING IS CARRIED ON IN
MAHARASHTRA STATE, 1964

REPORT OF THE MINIMUM WAGES COMMISSION FOR EMPLOYMENT IN ANY INDUSTRY IN WHICH THE PROCESS OF PRINTING BY LETTERPRESS, LITHOGRAPHY, OR OTHER SIMILAR WORK OR WORK INCIDENTAL TO SUCH PROCESS OR BOOK BINDING IS CARRIED ON IN MAHARASHTRA STATE, 1964.

Chairman,

Shri P. G. KHER, M.L.A.,

Secretary,

Shri H. A. SATHE, B.Sc.,
Assistant Commissioner of Labour, Bombay.

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CHAPTER I

Preliminaries

1.1. *Appointment of the Committee.*—The Government of Maharashtra, by Resolution, Industries and Labour Department, No. MWA. 2662-Lab-III, dated 11th February 1963 (Annexure 'A'), appointed under section 5(1) (a) of the Minimum Wages Act, 1948, a Committee to inquire into the conditions prevailing in the employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process, or book binding is carried on, and to advise Government in the matter of revision of minimum rates of wages fixed under the former Governments of Bombay and Madhya Pradesh Notifications, Development Department, No. MWA. 2655 and No. 3233/4776-XXIII, dated the 18th January 1956 and 29th October 1956, respectively. The said Committee was also appointed to hold inquiries and advise Government in the matter of fixation of minimum rates of wages in respect of the employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process, or book binding is carried on, in the Maharashtra State excluding Bombay and Vidarbha areas. The Committee originally consisted of the following persons :—

Chairman—

Shri P. G. Kher, M.L.A., Shanti Sadan, A-Block-7, 36th Road, T. P. S. 3, Bandra, Bombay-50.

Employers' Representatives—

- (1) Shri J. W. D'Souza, Director, Government Printing and Stationery, Bombay.
- (2) Shri D. D. Gangal, General Manager, Lokasangraha Works, 1786, Sadashiv, Poona-2.
- (3) Shri B. N. Jakkal, Editor, Sholapur Samachar, Samachar Buildings, P. B. No. 48, Sholapur.

Employees' Representatives—

- (1) Shri J. V. Bhawe, President, Press Kamgar Sabha, 54, Budhwar Peth, Kakakuwa Mansion, Laxmi Road, Poona-2.
- (2) Shri Ram Mahadik, General Secretary, Press Mazdoor Sabha, Thakurdwar, Bombay-2.
- (3) Shri R. E. Richardson, President, Press Employees' Association, C/o Shri R. W. Fule, Walkar Road, Nagpur.

1.2. Shri Yusuf Nazim, Assistant Commissioner of Labour, Bombay, was appointed as Secretary of the Committee. By subsequent Government Resolution, Industries and Labour Department, No. MWA. 2662-Lab-III, dated 3rd June 1963, Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay, was appointed as Secretary of the Committee in place of Shri Yusuf Nazim.

1.3. *Changes in the Committee.*—By Government Resolution, Industries and Labour Department, No. MWA. 2662-Lab-III, dated 3rd June 1963, Shri S. W. Dhabe, President, Vidarbha Rashtriya Press Kamgar Union, Circle No. 9, Ayachit Road, Nagpur, was appointed as a Member representing employees in place of Shri R. E. Richardson, President, Press Employees' Association, Nagpur (Annexure 'B'). Similarly by Government Resolution, Industries and Labour Department, No. MWA. 2662-Lab-III, dated 31st July 1963, Shri R. T. Pund, Vice-President, Press Kamgar Sabha, Kakakuwa Mansion, 54, Budhwar, Laxmi Road, Poona-2, was appointed as a Member representing employees in place of Shri J. V. Bhawe, President, Press Kamgar Sabha, Poona, resigned (Annexure 'C').

1.4. *Additional Members appointed.*—By Government Resolution, Industries and Labour Department, No. MWA. 2662-Lab-III, dated 6th March 1964 (Annexure 'D'), the following two additional members were appointed on the Committee :—

- (1) Shri P. N. Banhatti, President, Nagpur Mudrak Sangh, Venus Printing House, Vaidyawadi, Dhantoli, Nagpur-1, as a Member representing employers and
- (2) Shri Vijendra Kabra, President, Marathwada, Rashtriya Press Kamgar, Sangh, Dharma Singh Building, Aurangpura, Aurangabad, as a Member representing employees.

1.5. *Terms of Reference.*—The Committee was appointed to inquire into the conditions prevailing in the employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process, or book binding is carried on and to advise Government in the matter of revision of minimum rates of wages fixed under the former Governments of Bombay and Madhya Pradesh Notifications, Development Department, No. MWA. 2655 and No. 3233/4776-XXIII, dated 18th January 1956 and 29th October 1956, respectively (Annexures 'I' and 'J'). The Committee was also asked to hold inquiries and advise Government in the matter of fixation of minimum rates of wages in respect of the

employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process, or book binding is carried on, in the Maharashtra State excluding Bombay and Vidarbha areas. By Government Resolution, Industries and Labour Department, No. MWA. 2662-Lab-III, dated 3rd June 1963 (Annexure 'B'), the said Committee was also appointed to hold inquiries and advise it in the matter of fixation of minimum rates of wages in respect of the employment in any industry in which any process of printing by the letter press, lithography, photogravure or other similar work or work incidental to such process, or book binding is carried on, except printing presses in the Vidarbha area of the Maharashtra State.

1.6. *Time-limit for submission of the Report.*—The Committee was directed to submit its Report within six months from the date of its appointment. Owing to the changes in the appointment of the Secretary, the work of the Committee could not be started for about three months. As the work of the Committee progressed, it became clear that it would not be possible for the Committee to submit its Report within the time-limit prescribed and hence an extension for submission of the Report by a further period of six months was requested. The Government accordingly extended the time-limit for submission of the Report upto 10th February 1964 *vide* its Resolution No. MWA. 2662-Lab-III, dated 21st August 1963. As the work of the Committee could not be completed within the time-limit prescribed above on account of the enormity of the task, the Government was requested to grant further extensions from time to time upto 21st October 1964 (Annexures 'E' to 'H'). The Government, accordingly, granted the necessary extensions.

1.7. *Procedures followed by the Committee.*—The first meeting of the Committee was held on 26th April 1963 to consider the procedure to be followed and to draft the questionnaire to be issued to the employers, Associations and Federations of employers and Trade Unions. The Committee discussed and approved the questionnaire in the second meeting held on 29th July 1963. The Committee then decided to issue questionnaire (Annexure 'L') to the employers, Associations and Federations of employers and Trade Unions connected with the employment. The Committee then tentatively chalked out a tour programme of visits to the important printing centres with a view to make on the spot inquiries and to interview representatives of the Trade Unions, Associations of employers and other persons interested in the inquiry. The questionnaire finalised by the Committee was divided into three parts : (1) to employers, (2) to Associations and Federations, and (3) to Trade Unions.

The questionnaire was translated in Marathi as the same could be easily understood by all. The questionnaire was then issued to concerns, Associations, Unions and to individuals.

1.8. The break-up of the questionnaires issued and replies received to the same is as follows :—

| | Number of questionnaires issued | Number of replies received |
|--|---------------------------------------|----------------------------------|
| 1. Litho Presses (for whole of the Maharashtra State). | 88 | 7 |
| 2. Greater Bombay | 657 | 82 |
| 3. Poona Division | 400 | 48 |
| 4. Nagpur Division | 271 | 45 |
| 5. Aurangabad Division | 70 | 8 |
| 6. Bombay Division (excluding Greater Bombay) | 280 | 27 |
| 7. Unions (for whole of the Maharashtra State) | 49 | 29 |
| 8. Individual employees, Associations and Federations. | 25 | 14 |
| Total | 1,840 | 260 |

1.9. *Publicity.*—After the questionnaires were circulated, a pressnote was issued through the Director of Publicity, giving wider publicity to the purpose for which the Committee had been appointed and the employers, Unions and Associations were asked to submit replies to the questionnaires within one month. Persons interested in the inquiry were also requested to obtain copies of the questionnaire from the Secretary of the Committee. Similarly, at the time of each tour programme, separate pressnotes were issued and persons interested in the inquiry were requested to appear before the Committee to place their views in the matter of revision of fixation of minimum rates of wages.

1.10. *Tours undertaken by the Committee.*—The Committee visited the following centres of printing Presses in the State, a list of which is given below. At each of the centres the Committee had selected Printing Presses of different sizes and doing different kinds of work such as letter presses, litho presses, type foundries and block making Sections of the Printing Presses, Government and Semi-Government Presses. The Committee during the visits paid to the Printing Presses observed the working conditions and made inquiries regarding the rates of wages paid to the different categories of workers working in the Printing Presses concerned. The Committee also inspected records maintained by employers and ascertained from them information regarding type of machinery installed, type of work done by the presses, number of shifts worked, rates of wages paid and the number of workers employed therein.

1.11. The Committee visited the Printing Presses at the following centres on the dates mentioned below :—

| Places visited | Date | Number of Units visited. |
|-------------------|--|--------------------------|
| 1. Greater Bombay | .. 10th to 13th March 1964 and 14th September 1964. | 15 |
| 2. Sholapur .. | .. 4th May 1964 | 5 |
| 3. Pandharpur .. | .. 5th May 1964 | 4 |
| 4. Miraj .. | .. 6th May 1964 | 7 |
| 5. Sangli .. | .. 7th May 1964 | 10 |
| 6. Kolhapur .. | .. 8th May 1964 | 7 |
| 7. Ratnagiri .. | .. 11th May 1964 | 5 |
| 8. Sawantwadi .. | .. 12th May 1964 | 4 |
| 9. Poona .. | .. 9th, 10th, 12th, 13th June 1964 | 15 |
| 10. Satara .. | .. 11th June 1964 | 5 |
| 11. Malavali .. | .. 13th June 1964 | 1 |
| 12. Lonawala .. | .. 13th June 1964 | 1 |
| 13. Jalgaon .. | .. 3rd July 1964 | 8 |
| 14. Dhulia .. | .. 4th July 1964 | 7 |
| 15. Nasik .. | .. 6th July 1964 | 6 |
| 16. Gondia .. | .. 16th July 1964 | 4 |
| 17. Nagpur .. | .. 17th July 1964 and 18th and 19th July 1964. | 20 |
| 18. Wardha .. | .. 20th July 1964 | 4 |

| Places visited | Date | Number of Units visited. |
|--------------------------|--------------------|--------------------------|
| 19. Chanda | 22nd July 1964 | 3 |
| 20. Latur | 19th August 1964 | 5 |
| 21. Parli Vajjnath | 20th August 1964 | 2 |
| 22. Parbhani | 21st August 1964 | 5 |
| 23. Nanded | 22nd August 1964 | 9 |
| 24. Jalna | 24th August 1964 | 5 |
| 25. Aurangabad | 25th August 1964 | 10 |
| 26. Ahmednagar | 26th August 1964 | 6 |
| 27. Yeotmal | 4th September 1964 | 6 |
| 28. Amravati | 5th September 1964 | 5 |
| 29. Akola | 7th September 1964 | 13 |
| 30. Khamgaon | 8th September 1964 | 7 |

1.12. During the tours to the various centres, the Committee interviewed the representatives of the following Unions and Associations of employers and obtained their views regarding Zones and the revision/fixation of minimum rates of wages :—

| Places | Date | Name of the Organization |
|------------------|--------------|---|
| 1. Sholapur .. | 4th May 1964 | 1. Sholapur Mudrak Sangh, Sholapur. 2. Sholapur Mudran Kamgar Sangh, Sholapur. |
| 2. Pandharpur .. | 5th May 1964 | 1. Pandharpur Taluka General Worker's Union, Pandharpur. |
| 3. Miraj | 6th May 1964 | 1. Miraj Mudrak Sangh, Miraj. |
| 4. Sangli .. | 7th May 1964 | 1. Press Kamgar Union, Sangli. 2. Sangli Press Owner's Association, Sangli. |
| 5. Kolhapur .. | 9th May 1964 | 1. Press Owners' Association, Kolhapur. 2. Daxin Maharashtra Press Kamgar Union, Kolhapur. 3. Govt. Press Kamgar Union, Kolhapur. |

| Places | Date | Name of the Organization |
|-----------------|-------------------|---|
| 6. Ratnagiri .. | 11th May 1964 .. | 1. Deputation of workers' and employers. |
| 7. Sawantwadi.. | 12th May 1964 .. | 1. Deputation of workers. |
| 8. Poona .. | 9th June 1964 .. | 1. Poona Press Owners' Association. 2. Sarva Shramik Sanghatana. 3. Poona Press Kamgar Sangh. 4. Press Kamgar Sabha, Poona. 5. Govt. Printing Press—Rashtriya Kamgar Sangh. |
| 9. Satara .. | 11th June 1964 .. | 1. Satara Mudrak Sangh, Satara. 2. Satara Mudran Kamgar Sangh, Satara. |
| 10. Jalgaon .. | 3rd July 1964 .. | 1. Jalgaon Jilha Rashtriya Mudran Kamgar Sangh, Jalgaon. 2. Jalgaon Mudrak Sangh. |
| 11. Dhulia .. | 4th July 1964 .. | 1. Dhulia Shahar Mudrak Sangh. 2. Dhulia Shahar Mudran Kamgar Sabha, Dhulia. |
| 12. Nasik .. | 6th July 1964 .. | 1. Nasik Mudrak Sangh, Nasik. 2. Press Kamgar Sabha, Nasik. 3. Press Mazdoor Sabha, Nasik. |
| 13. Gondia .. | 16th July 1964 .. | 1. Owner, Vasant Fine Arts Litho Works. |
| 14. Nagpur .. | 19th July 1964 .. | 1. Nagpur Mudrak Sangh, Nagpur. 2. Rashtriya Vidarbha Press Kamgar Sangh, Nagpur. 3. Nagpur Press Kamgar Union, Nagpur. 4. Litho Press Kamgar Union, Nagpur. |
| 15. Wardha .. | 20th July 1964 .. | 1. Wardha Jilha Mudrak Sangh, Wardha. 2. Wardha Press Kamgar Sangh, Wardha. |

| Places | Date | Name of the Organization |
|-----------------|---------------------|--|
| 16. Chanda .. | 22nd July 1964 .. | 1. Chanda Mudrak Sangh, Chanda. 2. Deputation of workers. |
| 17. Latur .. | 18th August 1964 .. | 1. Mudran Kamgar Union, Latur. |
| 18. Parbhani .. | 21st August 1964 .. | 1. Press Workers' Union, Parbhani. 2. Parbhani Jilha Mudrak Sangh, Parbhani. |
| 19. Nanded .. | 22nd August 1964. | 1. Nanded Jilha Mudrak Sangh, Nanded. 2. Nanded Printing Press Kamgar Union, Nanded. |
| 20. Jalna .. | 24th August 1964. | 1. Jalna Printing Press Kamgar Union, Jalna. 2. Deputation of employees. |
| 21. Aurangabad. | 25th August 1964. | 1. Aurangabad Mudrak Sangh, Aurangabad. 2. Aurangabad Printing Press Kamgar Union, Aurangabad. 3. Marathwada Rashtriya Press Kamgar Sangh, Aurangabad. |
| 22. Ahmednagar. | 27th August 1964 .. | 1. Ahmednagar Jilha Mudrak Sangh, Ahmednagar. 2. Trade Union Centre, Ahmednagar. 3. Press Mazdoor Sabha, Ahmednagar. |
| 23. Yeotmal .. | 4th September 1964. | 1. Press Kamgar Union, Yeotmal. |
| 24. Amravati .. | 5th September 1964. | 1. Amravati Jilha Mudrak Sangh, Amravati. 2. Press Kamgar Union, Amravati. |

| Places | Date | Name of Organization |
|-----------------|---------------------|---|
| 25. Akola .. | 6th September 1964. | 1. Akola Jilha Mudrak Sangh, Akola. 2. Rashtriya Press Kamgar Union, Akola. 3. Press Kamgar Union, Akola. |
| 26. Khamgaon .. | 8th September 1964. | 1. Deputation of employers of Malkapur. 2. Deputation of employers of Khamgaon. 3. Buldhana Jilha Mudrak Sangh, Buldhana. 4. Paper Kamgar Union, Khamgaon. |
| 27. Bombay .. | 15th September 1964 | 1. Brihan Mumbai Mudrak Sangh, Bombay. 2. Maharashtra Mudran Parishad. 3. Press Mazdoor Sabha, Bombay. 4. One individual employee. |

1.13. *Meetings*.—The Committee in all held 6 meetings at the following place on the dates mentioned below :—

| Place | Date |
|-----------------|------------------------------|
| 1. Bombay | 26th April 1963. |
| 2. Bombay | 29th July 1963. |
| 3. Bombay | 13th March 1964. |
| 4. Bombay | 16th to 18th September 1964. |
| 5. Bombay | 24th to 30th September 1964. |
| 6. Bombay | 17th to 20th October 1964. |

CHAPTER II

Nature and condition of the industry

2.1. In 1955 the First Minimum Wages Committee of the then Bombay State took a general review of the Printing Industry of the State. Thereafter the State was reorganised twice. In the last reorganisation Gujarath came to be constituted into a new State and Residuary Bombay State which come to be called the State of Maharashtra.

2.2. Since Independence our Government have attempted planned progress and we have passed through three Five-Year Plans. It is not the place here to take review of the successes or failures of the targets of the Plans. But the fact remains that the Planners and National Leaders have always emphasised on immediate rise of literacy among the masses and spread of general knowledge. It had an immense impact on Printing Industry in public sector as well as private sector and it has started expanding in all dimensions due to increasing demands mainly in the metropolitan and big cities. The Government at the centre and at State levels have themselves become the biggest employers in the industry and have taken over, in certain cases, responsibilities of providing cheap printing for accelerating spread of literacy etc. The existing techniques of printing are being improved with the introduction of new ones.

2.3. In the new State of Maharashtra, Greater Bombay alone accounts for about fifty per cent of the total number of presses spread over all parts of the State. In lithography, however, Nagpur is fast approaching Bombay, in respect of volume of work and the number of workers.

2.4. The general structure of the printing industry of the State, however, has not materially changed. There are some large units in Bombay and Nagpur employing more than 200 workers and having machinery and equipment of the latest designs well worth comparing with their, counterparts in the western countries. There are about 192 presses situated in Greater Bombay, in the cities of Poona and Nagpur, and employing 25 to 50 workers.

2.5. As we go to the district places and towns the units become smaller and smaller and we find mostly one-treadle shops with three workers or less and some of them having no worker at all. The workers in the smaller units are conversant with all jobs.

2.6. During the past 8 years co-operative printing presses have come into existence and the Central Government has developed its presses at Nasik employing 6,600 workers. The Zilla Parishads, Municipal Bodies and

Universities have also come forward to establish and some of them have already established their own presses. These presses have made a great and telling impact on the local private printing industry.

POWER, EQUIPMENTS AND SKILL.

2.7. In Bombay, Poona and Nagpur new high-speed machines and equipments of the latest design especially from the Rupee currency areas like D. F. Victoria Front, Russian automatic two Revolution Printing Press, Grapho etc., have been put to use. Hydels have entered into some printing concerns of the district places. Electric power is being more and more used in all the district places and in number of towns.

2.8. There is more and more demand for skilled labour. Due to very low wages prevailing, the intelligent and desirable young recruits are not attracted towards this industry as compared with other advancing industries such as engineering, etc. But the skill and dexterity required for the processes in the industry are of higher level as compared with some other industries. The techniques since post-war period have developed immensely, outmoding the old. These developments, are designed for better quality, speeding up and increasing production. The printing matter is not the result of mass production methods; it calls for a personal element and a degree of judgement for each operation in spite of automation. Consequently, there is little unskilled labour in the advancing printing trades and each member of the staff is making his own contribution to efficient operations and the final quality of the printed product. There is nevertheless, some mass production namely newspapers, periodicals, cheap publications, etc. but the preparatory stages of such production also call for individual qualification and ability. As such technical training assumes great importance. Apart from managerial and administrative training for the top-management, supervisory and vocational training are very essential. Therefore, it is most desirable to assess in advance the prospective needs for workers in various occupations and degrees of skill they should possess and also to ascertain what additional training facilities they may need.

FIRST MAHARASHTRA CONFERENCE OF PRINTERS' EDUCATION

2.9. The Committee has studied with great interest the activities and the conclusions of the first Maharashtra Printers' Conference convened by the Directorate of Printing, Government of Maharashtra, the largest employer in the printing trade. The emphasis given to start in-plant training in all their units is most encouraging, for the following reasons: (1) The Government Presses have up-to-date plant and machinery, (2) Their Officers have been

trained in higher technique in foreign countries, and hence, they are competent to extend this training fruitfully and (3) Uniformity in the technical know how can be brought about if the training in several aspects connected with it is imparted from one source. Therefore, having regard to the above, Government presses must urgently initiate this training to the future craftsmen sent by the private sector in the printing industry. Currently, the printing industry employs about 30,000 work-craftsmen, out of whom hardly 1 per cent can be said to be fully qualified. Moreover, every year some workers retire and therefore replacement becomes necessary. If a modest beginning is made immediately to train minimum number of 1,000 craftsmen for a period of one year, the most significant deficiency now prevailing in regard to the training viz., in composing, printing and binding etc., will be made up and the industry will attain self-sufficiency. In the context of our development economy this will also ensure a bright future to the Industry.

2.10 In this connection the Maharashtra Mudran Parishad (Conference) in its session at Nagpur in January 1964 has passed a resolution stressing importance of training to employees in the Press Industry. The employers have brought to any notice that they do not get skilled craftsmen for industry and have to depend upon the raw hands and they are required to pay wages which are not equal to their skill. It is, therefore, highly essential that positive steps are taken in collaboration with the employers and other institutions concerned to open regional centres and create training facilities for such workmen. Such arrangements will give more fillip to the progress of this Industry in our State.

PRODUCTIVITY

2.11. The industry is also anxious not only about production but also productivity. Recently, Government of India had sent a team to Europe, U.S.A. and Japan to study several facts of productivity. This report was subsequently discussed in a seminar organised by the School of printing Technology in Bombay. It is the desire of the Committee, that a special effort should be made to implement this report, so that the lagging economic bias now prevailing in the printing industry can be made up and a lively sense of technical continuity with all aspects of economies be recognised hereafter, to the mutual advantage of the employers and the employees which will augur a better standard of living and recognition of the Printing Industry.

2.12. The former Government of Bombay accepted the recommendations of the Minimum Wages Committee appointed under the Chairmanship of Shri A. R. Bhat and issued a notification fixing the minimum rates of wages in respect of the employment on 18th January 1956. These wages have been

in force in the Bombay area of the present Maharashtra State. The said notification divided the area into six zones and the workers were classified into broad categories as Skilled, Semiskilled and unskilled. The present Committee has been appointed after a period of about seven years to revise these rates when the Printing Industry has undergone great changes in techniques, equipments etc. and when the cost and mode of living of the employees in general has shown a material change in the upward direction.

2.13. The printing industry was started very late in the Vidarbha Region and there was no press which could undertake bigger jobs like printing of books, etc. up to 1930. This was the reason why Dr. Ketkar, though he started the compilation work of the Marathi Encyclopedia at Nagpur was forced to shift his office to Poona, where there were adequate printing facilities.

2.14. By about 1930 some publishers from Vidarbha started presses mainly to print their own books. It can be said that printing industry in its real sense as it exists at present was started during the period of IIInd World War when there was a great demand for printed forms under all control orders and when the Government presses were busy with their own work. There were about 80 presses small and big in the whole of Vidarbha before 1939 whereas there are about 300 presses now in that area.

2.15. Before 1956 these presses were fed with general job work, work from the Government press, and printing of text books required for the schools. In November, 1956 the States were reorganised and Vidarbha was merged in the then Bombay State. The text books of primary classes were nationalised. Government work which was supplied to some private presses was stopped. Some offices of the Industrialists were shifted from Nagpur. This was a serious blow to the printing industry of the region.

2.16. In the Vidarbha area the Minimum Wages Committee was appointed by the Government of Madhya Pradesh, under the Chairmanship of Shri N. H. Muzumdar, President, State Industrial Court, Nagpur and a notification was issued on 29th October 1956 fixing minimum rates of wages for the workers employed in the printing presses (excluding the litho and offset printing industry). The State of Madhya Pradesh, according to the Notification, was divided into 3 Zones, Zone (A), Zone (B) and Zone (C). The categories were skilled, semi-skilled and unskilled. The notification fixed the rates of wages for employees below the age of 18 and above age of 18. Thereafter, as norms were not fixed by the notification, an agreement between the Nagpur Press Kamgar Union and the Nagpur Mudrak Sangh was arrived at on 25th

September 1957. Under clause (2) of the said agreement, norms fixed in the report of the Minimum Wages Committee appointed by the State of Bombay in 1955 at page 43, were adopted.

2.17. Thereafter the Bombay Government issued a further notification under No. MWA. 2659-J, dated 25th March 1960 by which it revised the minimum rates of wages payable by a month to a child and an Apprentice as set out in Column 2 of the schedule.

2.18. So far as the lithography is concerned there was no fixation of wages in Vidarbha area and the Committee has been called upon to fix the same for the first time. It has been found during the course enquiry that the litho industry is quite prosperous but there is no proper categorisation and payment of proper wages. There was an award in 1956 of Shri W. R. Puranik under which wages for the unskilled workers were fixed at Rs. 35 per month to be raised to Rs. 6 by an annual increment of Rs. 2.

2.19. In Marathwada, the Printing Industry is in a state of infancy and very small units are spread over the area. The growth of the Industry is in fact dependent upon cultural growth and the growth of economy of the area.

CHAPTER III

Concept of Minimum Wage

3.1. The Minimum Wages Act, 1948 has not laid down any definite principle for guidance of wage fixing bodies. The main object of the Act is to provide for fixation of wages in trades in which labour is not organised and wherein sweated labour is most prevalent or where there is big chance of exploitation of labour. India is a welfare State and one of the directive principles embodied in Article 43 of the Constitution states "the State shall endeavour to secure by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, a living wage, conditions of work, ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities etc." Thus, the basic principle of a welfare State is that no person should be placed in a position to exploit another person and that every citizen should get economic justice.

3.2. The 15th Session of the Tripartite Indian Labour Conference has laid down the following norms for the need-based minimum wage as a guide for all wage fixing authorities including Minimum Wage Committees, Wage Boards, Adjudicators, etc. :—

"(1) (a) In calculating the Minimum Wage the standard working class family should be taken to comprise of three consumption units for one earner, the earnings of women, children and adolescents being disregarded.

(b) Minimum Food requirements should be calculated on the basis of a net intake of 2,700 calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.

(c) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum which would give for the average worker's family of four, a total of 72 yards.

(d) In respect of housing, the norm should be the minimum rent charged by Government in any area for houses provided under the subsidised industrial housing scheme for low income groups.

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

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

3.3. The minimum set by the above resolution of the 15th Indian Labour Conference is so high that not even old and well established industries nor fast expanding industries like cement are able to pay it as is evident from the recent reports of the textile and the cement wage boards.

3.4. The Supreme Court in the case of *Crown Aluminium Works vs. their workmen* has observed as under :—

“ It is quite likely that in underdeveloped countries where unemployment prevails on a very large scale, unorganised labour may be available on starvation wages but the employment of labour on starvation wages cannot be encouraged or favoured in a modern democratic, welfare state. If an employer cannot maintain his enterprise without cutting down the wages of his employees below even a bare subsistence or minimum wage, he would have no right to conduct his enterprise on such terms.”

3.5. The Fair Wages Committee appointed by the Government of India in 1948 held that while the lower limit for the fair wage must obviously be the minimum wage, the upper limit was set by the capacity of the industry to pay. As regards the living wage, the Fair Wage Committee found that there was general agreement that the living wage should enable the male earner to provide for himself and his family not merely the basic essentials of food, clothing and shelter but a measure of frugal comfort including education for children, protection against ill-health, requirement of essential social needs and measure of insurance against the more important misfortune including old age. It would thus appear that the living wage would be the ideal to be attained through the stages of minimum wage and fair wage. The bare subsistence of minimum wage is a wage which would be sufficient to cover the bare physical needs of a worker and his family i.e. a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay.

3.6. The primary factor to be taken into consideration while fixing the minimum rates of wages should be the cost of minimum subsistence.

3.7. The main consideration which is to be borne in mind is that the industry should be able to maintain production with efficiency and the fixation of the rates of wages should be such that there are no movements from one industry to another owing to the wide disparities and employment at existing levels is not only maintained but if possible increased.

CHAPTER IV

Views expressed by Employers, their Associations,
Employees and their Unions4.1. *Views of the Employers and their Associations.*—

(1) Minimum Wages should be linked up with quantum of work.

(2) The classification of Zones should be made on the basis of population of the place and on the basis whether the place is industrial or otherwise.

(3) The training in the printing industry should be started in the Industrial Training Institutes in each district. There should be a system of test for the workers to qualify them for getting the minimum wages of a particular category.

(4) Provision should be made in the Notification empowering an employer to put an employee in a lower category, if he fails to show ability to work in that category.

(5) There should be provision for a worker to maintain a diary of his daily production account and the same should be checked by the Minimum Wage Inspector every quarter and the category of the worker should be decided by him accordingly.

(6) To avoid cut-throat competition, Government and Semi-Government work in the district should be allotted to the Printing Industry of the particular District only.

(7) A survey of the printing equipment in the presses should be made district-wise. A system of licensing of the printing presses should be introduced. Permission for starting new printing presses should be given only after due consideration is made regarding the sufficiency or insufficiency of printing work for local presses.

(8) Apprentices should be exempted from the provisions of the Minimum Wages Act for the first four months as regards the wages to be paid to them.

(9) The present tender system should be reconsidered by Government with a view to avoid, unhealthy competition, resulting in exploitation of labour.

(10) The revision of the minimum wages has been necessitated by the rise in the prices of essential commodities. It is the responsibility of the Government to maintain the price line. Since the Government has not kept the prices under control ; Government should pay the workers any excess over the existing minimum wages from its resources.

(11) Norms should be fixed regarding service conditions.

(12) The rates of minimum wages for all scheduled employments at a place should be uniform.

(13) Due consideration should be made for the insufficiency of work in towns and mofussil areas.

(14) The District authorities of the Government and those of Quasi-Government bodies should not be permitted to start printing presses unless their requirements exceed the capacity of the local printing presses.

(15) Government should run presses on commercial basis and show to the private industry what optimum welfare conditions it can afford to the workers.

(16) There should be no categorisation as the work is seasonal and worker in one category is required to be shifted to another when there is no work in that category.

4.2 *Difficulties voiced by the Employers.—*

(1) It was suggested by many employers and their Associations that separate registers are required to be maintained for the perform of the Mimnium Wages Act and the Factories Act, etc. Since the information asked for is practically the same, the Committee should recommend that only one register combining the requirements of the Minimum Wages Act, the Factories Act and the Shops and Establishments Act be maintained. This will avoid unnecessary duplication of work.

(2) It was brought to the notice of the Committee the sudden and surprisingly high rise in absenteeism of the workers after the introduction of the Employees' State Insurance Scheme. Occasionally, it has reached as high as fifty per cent. Naturally, it becomes very difficult for the employers to keep to the schedules of accepted work, thereby incurring the displeasure of their customers. This is a very serious matter and calls for an immediate attention of the Government.

4.3. *Views expressed by Employees and their Trade Unions.—*

(1) The revision of minimum wages for the workmen in the Printing Industry has been delayed considerably. Hence, retrospective effect should be given to the recommendation.

(2) The prices of the consumer goods have tremendously increased during the last 8 years and hence the revision should provide adequate increase in the minimum wages fixed to compensate the rise in prices.

(3) Since the last fixation of minimum wages the theories and concepts about the same have been considered at various levels. The recommendations made by the 15th Indian Labour Conference should be considered while fixing the minimum wages. Similarly, the decisions given by the Supreme Court in that respect should also be considered.

(4) During the last 8 years the difference in cost of living of the workmen living in urban and rural areas has much narrowed down and in certain cases

the price of essential commodities are much higher in rural areas than those in urban areas. Hence, the number of zones to be fixed should be minimum.

(5) During the last 8 years the Industry has expanded and there has not been a closure of any press because of fixation of minimum wages. On the contrary, the number of presses has increased, employing more workmen and individual presses also have expanded. There have been improvements and advancements in the techniques of printing and new high speed automatic machines have been introduced in many presses even at district places.

(6) The skills required in the various printing operation are of a higher degree as compared with those of other industries and there has been more and more demand for skilled labour. The introduction of advanced techniques and high speed machineries have called for higher degree of skill required in operations. This has created new categories of higher skill in the industry than those prevailing before and in revision these categories should find their appropriate place.

(7) While fixing the minimum wages for Vidarbha area on the last occasion, the classification of categories in letterpress was done in a most unscientific manner and wages in that area were fixed at very low level as compared with those at places of similar condition in the Bombay area of the Maharashtra State. Hence, it is necessary that the categories, in the letterpress, in Vidarbha area should be reclassified taking into consideration the skill, responsibility and hazards involved in the occupational operations. Similarly, the minimum wages at various towns in Vidarbha area as well as of those in Marathwada should be fixed on the level with similar comparable towns in other areas from Maharashtra State. The volume of work generally has increased and the presses have started giving better returns to the employers than in the past. This could be seen from new buildings which have come up during the last 6 to 8 years particularly in major centres of printing like Bombay, Poona, Nagpur, etc. The capacity of the employers to pay should not be taken into consideration while fixing the minimum wages.

(8) During the past 8 years the prices of paper, ink, raw materials and other requirements of a printing press have tremendously gone up. The employers have paid these increased prices without any hesitation or complaint. To keep up with the cut-throat competition among the employers, they have mainly practised under cutting the wages of the workmen. Such an attitude should be discouraged.

(9) Printing occupations required higher degree of skill. Due to the prevalence of low wages, intelligent and desirable recruits are not joining the printing trade. There has not been adequate provisions to pay stipends to the apprentices in the trade. Hence, while fixing or revising the minimum

wages, this aspect should be kept in mind so that the recruitment of proper personnel may not suffer.

(10) There should be at the most 6 classes of categories. The skilled categories be properly divided in groups. Moreover, the classification should be followed uniformly throughout the State so that the skilled labour can be encouraged to stay in rural areas.

(11) The training facilities and refresher courses should be made available for the workers in the printing industry.

(12) After the minimum wages is fixed the same should not be kept fixed until the next revision. For every increase of ten point in the cost of living index the same should be increased periodically by two rupees.

(13) There should be no sub-groups amongst the un-skilled workers.

(14) There should be no contract system. The contractors should be covered by the provisions of the Minimum Wages Act. The workers employed in paper, box making, block making, ruling and foundry should be covered by the provisions of the Minimum Wages Act.

(15) The authority of the classification of employees in the categories of skilled, semi-skilled and un-skilled should be not vested in employers, but the same should be entrusted to a tripartite committee of representatives of the employers, employees and the Government.

(16) The Establishment which would be closed due to the inability of the employer to pay minimum wages should be taken over by Government.

(17) Minimum wages should not relate to minimum production.

(18) While revising the minimum rates of wages there should not be great difference in the wages prevailing in other industries.

(19) Apprentices should get minimum wages, after three months and the same should be equal to the wage of an un-skilled employee.

(20) Some unions suggested some norms for different categories for work.

(21) Nagpur is a costly city and has been classified by the Central Government as B1 grade city. So the rates to be fixed up should be commensurate with the status of the city.

(22) Apprenticeship should be for six months only for letterpress. In the case of lithography the same should be one year. An apprentice should be given 75 per cent. wages of the class in which he works.

(23) There should be three zones. Zone 1 for population of 5 lakhs and above, Zone 2 between 1 lakh and 5 lakhs and Zone 3 for the rest of the area having less population.

(24) Minimum rates should be fixed for the clerical staff and other employees on the administrative side.

CHAPTER V

Recommendations

5.1. *Stability of the Industry.*—The State Government has dual roll in the Printing Industry. It is the biggest employer and the biggest customer of Printing Industry of the State. While enforcing the minimum rates of wages Government should see that the industry is not only not adversely affected, but it is stabilised and adequately distributed all over the State. Government can achieve this objective by laying down sound administrative and economic policies.

The previous Minimum Wages Committee appointed by the then Bombay Government had brought to the notice of the Government that the proposed recommendations of the Committee would increase the financial burden on the Industry. In order to counteract and minimise the burden and to stabilise the industry the Committee has made a number of recommendations. It is, however, very unfortunate to note that the Government accepted and implemented only the schedules of rates and zones but totally disregarded the important recommendations which were required to be implemented concurrently to give the necessary relief to the Industry in some measure. This has reduced the printer of the towns and the district places to a pitiable plight and has brought about demoralisation among their ranks. It has been brought to the notice of the Committee that the nationalisation of Transport, Life Assurance and School Text-Books, etc. removed a considerable part of the printing work from the private sector. Naturally the struggle for survival became serious and the individual printers in desperation started a very keen cut-throat competitions by offering rediculously low rates of printing.

The Committee observed that the Government invited tenders for printing of electoral rolls of various districts and taking advantage of the cut-throat competition, allotted the work to printers at Rs. 3·50 per page, the standard Government rate for which was Rs. 8. Further, this work was given outside the district, depriving the printers of the district of their due and legitimate share. The Committee feels that such kind of working on the part of the Government creates disturbance in the local industry and actively encourages the printers to circumvent the provisions not only of the Minimum Wages Act but of other labour acts also.

The Committee therefore recommends that all the Government work of the district should be entrusted to the District Association of Printers at standard economic rates or to the individual printers of the district, in case there is no association, or in case the association declines to shoulder the responsibility.

5.2. *Zilla Parishad Presses.*—It was found by the Committee that some Zilla Parishads have already started their Printing Presses and some others have plans for establishing the same. This is improper in as much as new investments are made for the purchase of machinery at places where the already existing machinery of the private sector is lying idle due to insufficiency of work. This is, therefore, a great national waste. Further, it was observed by the Committee that these presses accept printing work of private concerns also. This is very unfair. The Committee strongly recommends that the Government should discourage the Zilla Parishads from establishing new printing presses at places where printing work could be executed at economic rates by the local printing industry.

5.3. *Government presses and its impact on the Private Industry.*—The State Government has nationalised the primary school text-books and is now gradually taking over the middle school and high school text-books. The printing work of these books, which really does not form a part of nationalisation, has also been assigned to the Government presses which are already overloaded with confidential, emergency and routine departmental work. To meet this added workload the State Government has plans to set up an automatic plant for the production of books. The Committee feels that the investment for such a plant is quite unnecessary when the private sector has enough capacity to print the books at economic rates. Further, highly automatic units drastically curtail the employment potential especially when the volume of unemployment is increasing throughout the country. The Committee therefore recommends that Government should give due consideration to this problem, and refrain from establishing the unit.

5.4. *Inspection Registers.*—It has been suggested by many employers and their Associations that separate registers are required to be maintained, for the purposes of Minimum Wages Act, the Factories Act and the Shops and Establishments Act since the information asked for is practically the same, the Committee strongly recommends that only one register combining the requirements of the Minimum Wages Act, Shops and Establishments Act and the Factories Act need be prescribed. This will avoid unnecessary duplication of work.

5.5. *Employees' State Insurance Benefits.*—It has been brought to the notice of the Committee the sudden and surprisingly high rise in absenteeism of the workers after the introduction of the Employees' State Insurance Scheme. Occasionally, it reached as high as fifty per cent. Naturally, it became very difficult for the employers to keep to the schedules of accepted work and avoid

the displeasure of their customers. This is a very serious matter and calls for an immediate attention of the Government.

5.6. *Norms of service conditions.*—The Committee found very wide disparity in the service conditions such as hours of work, paid holidays, leave with wages, sick leave, privilege leave, etc. It is very essential that for the stability of the industry to fix up norms and bring uniformity in service conditions.

5.7. *Restrictions on new presses.*—Licensing system should be introduced in the Printing Industry. Government should appoint an Advisory Committee consisting of the representatives of the employers, employees and consumers. The Committee should advise the District Collectors as to whether there is need for a new printing press in the area. On the basis of such advice licences should or should not be issued.

5.8. *Facilities for the Training in the Craft.*—Presently the Department of Technical Education has approved four different courses of training in the printing craft. In Bombay area the State Government has lately started with the help of the Central Government a Regional School of Printing Technology. The total capacity of the school is 225 with about 50 new entrants every year. It conducts three year full-time courses and part-time 4 years' courses in Letterpress printing and Lithography. Diplomas are awarded after the final examination. The graduates of the school mostly join the industry as supervisors.

An Advance Certificate Course in Composing and Printing has been conducted at two places in Bombay and Poona. It is again a full-time three years' course with the regional language as the medium of instruction. The intake is about 20 students every year.

A part-time Certificate Course in Composing consisting of three years has been carried out at three places. The total out-turn is about 20 students every year.

Lately a Refresher Course in Printing Technology has been started for the benefit of those who are already in the industry.

All the above mentioned provisions however make a very insignificant contribution to the industry as the Committee has observed acute shortage of trained and skilled workers at all places. The Committee has also found that no fresh recruitment is forthcoming due to the unattractive wages offered by the industry. The Committee feels that the industry must come forward to pay wages adequate to the skill and the Government should make provision in

their Industrial Training Institutes and Polytechnics for one year intensive training courses in printing craft. The Department of Industries of the State presently offers a few apprenticeships in printing presses. The Department should extend its scope to the mofussil areas to meet the bare requirements of the industry.

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

5.10. *Disabled workers.*—There have been some sub-standard or disabled workers employed in printing industry. These workers have been employed purely on humanitarian grounds, giving them an opportunity to earn their livelihood. This is necessary in the present social set-up. They, therefore, should be allowed to work and should be excluded from the purview of the Act.

5.11. *Entitlement for category.*—A worker should be entitled to be classified in a particular category if he is employed in it for more than 4 hours a day.

5.12. *The principles underlying the recommendations.* Having considered the relevant information received through the replies to the questionnaires, the interviews with the employers and employees and the local visits (Annexures O, P, Q and R) the Committee makes the following recommendations regarding : (1) Classification of employment/categories, (2) Zones, (3) Minimum rates of wages for different zones, and (4) Norms of minimum out-turn for certain categories. While making the recommendations the Committee has taken into consideration the various factors such as over-all picture of the industry in different areas of the State, the nature of occupations, the skills involved in the various jobs, the variations in the cost of living (Annexures M and N) the extent of urbanisation and the principles underlying the concept of minimum wage. It is our firm opinion and conviction that unless the categories are classified scientifically and norms fixed therefor, it will not contribute to the growth of the industry and secure benefits to workers. The Committee has not only re-arranged the Zones but also fixed norms for different categories more in number than those fixed in the previous Minimum Wages Committee Report of 1956.

5.13. In view of the terms of reference, the Committee propose to make separate recommendations in respect of the areas in the State of Maharashtra as follows :—

(1) Recommendations for revision of the rates of wages in respect of the employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on in Bombay area of Maharashtra State.

(2) Recommendations for the revision of the minimum rates of wages in the employment in printing presses, in Vidarbha area of the Maharashtra State.

(3) Recommendations for fixation of minimum rates of wages in respect of employment in any industry in which any process of printing by letter press, lithography, or photogravures or other similar work or work incidental to such process or book binding is carried on except printing presses in the Vidarbha area of the Maharashtra State.

(4) Recommendations for fixation of minimum rates of wages in any industry in which any process of printing by letter press, lithography or photogravure or other similar work or work incidental to such process or book binding is carried on in the Maharashtra State excluding the Bombay and Vidarbha areas (i.e., Marathwada area).

CHAPTER VI

Summary of Recommendations

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

| Category | Zone I | Zone II | Zone III | Zone IV |
|--|---------------|---------------|---------------|---------------|
| | Rs. per month | Rs. per month | Rs. per month | Rs. per month |
| SKILLED "A" | | | | |
| 1. Lino-type Operator or Inter-type Operator. | 155 | 140 | 135 | 130 |
| 2. Camera Operator. | | | | |
| 3. Tricolour Etcher or Multi Chrome Etcher. | | | | |
| *4. Block Maker (integrated). | | | | |
| 5. Rotary Pressman. | | | | |
| 6. Commercial Artist or Designer. | | | | |
| 7. Litho Artist or Calligrapher. | | | | |
| 8. Negative-Positive-Retoucher. | | | | |
| *9. Offset Platemaker (Deep-etched). | | | | |
| 10. Proof Printer (Multi-colour). | | | | |
| 11. Offset Printer. | | | | |
| 12. Lay-outman (Photogravure). | | | | |
| 13. Etcher (Photogravure). | | | | |
| 14. Retoucher (Photogravure). | | | | |
| *15. Exercise Books Machine-man. | | | | |
| 16. Electrician. | | | | |
| 17. Mechanic. | | | | |
| *18. Accountant Cashier or Head-Clerk. | | | | |
| *19. Stenographer. | | | | |
| *20. Foreman, Supervisor or Sectional Head who supervises the work of atleast 5 employees. | | | | |
| 21. Employees by whatever name called doing work of Skilled A nature as done by persons falling under the above entries. | | | | |

| Category | Zone I | Zone II | Zone III | Zone IV |
|--|---------------|---------------|---------------|---------------|
| | Rs. per month | Rs. per month | Rs. per month | Rs. per month |
| SKILLED " B " | | | | |
| 1. Ludlow Operator or Elrod Operator .. | 130 | 115 | 110 | 105 |
| 2. Monotype Key Board Operator. | | | | |
| 3. Proof Reader. | | | | |
| *4. Compositor (Display and Pagemaking). | | | | |
| *5. Cylinder Pressman (Automatic). | | | | |
| 6. Halftone Etcher. | | | | |
| 7. Transfer Printer or Metal Printer (Blocks) | | | | |
| 8. Engraver. | | | | |
| 9. Punch Maker. | | | | |
| 10. Die Maker. | | | | |
| *11. Matrix Maker. | | | | |
| 12. Copy Paster (Litho Offset) or Step and Repeat Operator. | | | | |
| 13. Transfer Printer or Hand Pressman (Litho Offset). | | | | |
| 14. Offset Plate Maker. | | | | |
| 15. Toucher or Retoucher. | | | | |
| 16. Flat Bed Printer (Litho). | | | | |
| 17. Embossing Machineman. | | | | |
| 18. Envelope Machineman. | | | | |
| *19. Book Case Making Machineman. | | | | |
| *20. Book Casing in Machineman. | | | | |
| 21. Steno-typist. | | | | |
| *22. Store-Keeper. | | | | |
| 23. Employees by whatever name called doing work of Skilled B nature as done by persons falling under the above entries. | | | | |
| SKILLED " C " | | | | |
| 1. Compositor (Running and Norma Job). | 115 | 100 | 95 | 90 |
| 2. Imposer or Impositor. | | | | |
| 3. Mono-type-Caster. | | | | |
| *4. Super Type Caster. | | | | |
| 5. Type Caster. | | | | |
| *6. Kern Maker. | | | | |
| *7. Foundryman (integrated). | | | | |
| 8. Line Etcher. | | | | |

| Category | Zone I | Zone II | Zone III | Zone IV |
|--|---------------|---------------|---------------|---------------|
| | Rs. per month | Rs. per month | Rs. per month | Rs. per month |
| SKILLED "C"—contd. | | | | |
| 9. Router-cum-Mounter. | 115 | 100 | 95 | 90 |
| 10. Carpenter. | | | | |
| 11. Stereo-typer or Stereo-Caster. | | | | |
| 12. Stereo Router-cum-Mounter. | | | | |
| 13. Cylinder Pressman (Hand Fed). | | | | |
| *14. Platen Pressman (Automatic). | | | | |
| *15. Number Setter. | | | | |
| 16. Die Stamper or Die Plate Printer. | | | | |
| 17. Gilder. | | | | |
| 18. Inter-lay-Cutter. | | | | |
| 19. Cylinder Grainer (Photogravure). | | | | |
| 20. Binder (Volume & Ledger). | | | | |
| 21. Cutter or Gillotinman. | | | | |
| *22. Three Knives Trimmer. | | | | |
| 23. Addressing Machineman. | | | | |
| 24. Driver. | | | | |
| *25. Clerk. | | | | |
| *26. Time Keeper. | | | | |
| *27. Typist. | | | | |
| *28. Assistant Artist. | | | | |
| 29. Employees by whatever name called doing work of Skilled C nature as done by persons falling under the above entries. | | | | |
| SKILLED "D" | | | | |
| 1. Copy Holder | 105 | 90 | 85 | 80 |
| 2. Treadle Pressman or Platen Pressman. | | | | |
| 3. Binder. | | | | |
| 4. Sewing Machineman. | | | | |
| 5. Folding Machineman. | | | | |
| *6. Numbering Machineman. | | | | |
| 7. Ruling Machineman. | | | | |
| 8. Box Puncher or Treadle Puncher. | | | | |
| 9. Scorer or Bender. | | | | |
| 10. Box or Envelope Maker (Hand). | | | | |
| 11. Wireman or Assistant Electrician. | | | | |
| *12. Assistant Mechanic. | | | | |
| 13. Employees by whatever name called doing work of Skilled D nature as done by persons falling under the above entries. | | | | |

| Category | Zone I | Zone II | Zone III | Zone IV |
|--|---------------|---------------|---------------|---------------|
| | Rs. per month | Rs. per month | Rs. per month | Rs. per month |
| SEMISKILLED. | | | | |
| 1. Distributor | 95 | 80 | 75 | 70 |
| 2. Lino Baller or Barman. | | | | |
| 3. Proof Puller or Galley Pressman. | | | | |
| 4. Type Cutter or Type Dresser. | | | | |
| *5. Type or Fount Binder. | | | | |
| 6. Metal Caster or Lead Melter. | | | | |
| 7. Letterpress Feeder or Flyman. | | | | |
| 8. Roller Maker or Caster. | | | | |
| 9. Assistant Etcher. | | | | |
| 10. Assistant Camera Operator or Dark Assistant. | | | | |
| 11. Assistant Copy Paster. | | | | |
| 12. Assistant Transfer Printer. | | | | |
| 13. Assistant Plate Maker. | | | | |
| 14. Assistant Toucher. | | | | |
| 15. Plate Grainer. | | | | |
| 16. Stone Grinder. | | | | |
| 17. Offset Feeder. | | | | |
| 18. Flat Bed Feeder. | | | | |
| *19. Roller Stitcher. | | | | |
| 20. Ink Grinder. | | | | |
| 21. Stereo Baller. | | | | |
| 22. Rotary Baller. | | | | |
| 23. Cylinder Baller (Photogravure). | | | | |
| 24. Knife Sharpener. | | | | |
| 25. Assistant Embossing Machineman. | | | | |
| 26. Varnisher. | | | | |
| 27. Waxingman. | | | | |
| 28. Gold Powderer. | | | | |
| 29. Ruling Feeder. | | | | |
| 30. Reemingman. | | | | |
| 31. Label Puncher. | | | | |
| 32. Perforator. | | | | |
| 33. Wire Stitcher | | | | |
| 34. Counter, | | | | |
| 35. Numberer or Pagingman, | | | | |
| 36. Checker. | | | | |
| *37. Numbering Feeder. | | | | |

| Category | Zone I | Zone II | Zone III | Zone IV |
|---|-----------|-----------|-----------|-----------|
| 38. Folder (Hand) | 95 | 80 | 75 | 70 |
| 39. Assistant Carpenter. | | | | |
| 40. Packer. | | | | |
| 41. Assistant Binder (Integrated). | | | | |
| *42. Gumming Machineman. | | | | |
| 43. Employees by whatever name called doing work of Semiskilled nature as done by persons falling under the above entries. | | | | |
| UNSKILLED | | | | |
| 1. Baller or Inker | 85 | 70 | 65 | 60 |
| *2. Type-Jet Breaker or Polisher. | | | | |
| 3. Binding Boy. | | | | |
| 4. Helper. | | | | |
| *5. Peon. | | | | |
| *6. Watchman. | | | | |
| *7. Sweeper. | | | | |
| 8. Cleaner. | | | | |
| 9. Mazdoor. | | | | |
| 10. Employees by whatever name called doing work of Unskilled nature as done by persons falling under the above entries. | | | | |
| Additional Special Allowance which will be variable only on rise, for every 10 points over Bombay Working Class Cost of Living Index at 480 (Maharashtra Government) on the basis that an average of the said Index Figure for 6 months from the date of introduction of the above minimum wages shall be calculated and the additional special allowance, if warranted, shall be paid at the rate specified above for the next 6 months. In the like manner, calculation and payment of additional special allowance, if warranted, shall be made every 6 months to compensate the rise in Cost of Living over the said Index Figure of 480. | Rs. 2 | Rs. 1-50 | Rs. 1-25 | Re. 1 |
| | per month | per month | per month | per month |

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

*Additional categories, over and above, the categories already specified in the earlier notifications.

ZONES—

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

Zone II.—Shall comprise of the areas within the limits of Poona Municipal Corporation, Poona Cantonment, Kirkee Cantonment and within the municipal or gram-panchayats limits of Thana, Kalyan, Ulhasnagar and Malavali.

Zone III.—Shall comprise of the areas within the corporation, municipal, or the Gram-panchayat limits of Sholapur, Kolhapur, Nasik, Nasik-Road, Deolali, Deolali Cantonment, Malegaon (Nasik), Ahmednagar, Dhulia, Jalgaon, Bhusaval, Sangli, Miraj, Ichalkaranji, Barsi, Bhiwandi, Amalner, Madhavnagar, Koregaon (Satara), Pandharpur, Satara, Satara Road, Nandurbar, Ambernath, Chalisgaon, Karad, Manmad, Ratnagiri, Karjat (Kolaba), Pen, Panvel and Alibag.

Zone IV.—Shall comprise of all other areas not included in Zones I to Zone III above.

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

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

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

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

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

| | 1st year | 2nd year | 3rd year |
|----------------------|-----------|-----------|-----------|
| | per cent. | per cent. | per cent. |
| Skilled 'A' | 60 | 70 | 80 |
| Skilled 'B' | 60 | 70 | 80 |
| Skilled 'C' | 60 | 75 | .. |
| Skilled 'D' | 60 | 75 | .. |
| Semi-skilled | 60 | .. | .. |

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

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

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

| | | |
|--|---|---------------------------|
| 1. Mono-Operator | .. 12 pt. English | 40,000 ens. |
| 2. Mono-Operator | .. 12 pt. Nagari | 24,000 ens. |
| Mono-Caster | .. 12 pt. English | 42,000 ens. |
| Mono-Caster | .. 12 pt. Nagari | 42,000 ens. |
| 3. Page making | 20×26 } 20×30 } 2 forms per day. (D. Crown 16 pps.) | |
| 4. Imposer | 20×30.5 forms per day (D. Crown 16 pps.) | |
| 5. Lino-Operator | 12 pt. English | 30,000 Corrected ens. |
| 6. Hand Composing (with distribution). | 12 pt. English | 3,000 Corrected ens. |
| Hand Mono Akhand | 12 pt. Nagari. | 2,000 Corrected ens. |
| Hand Degree | 12 pt. Nagari | 1,600 Corrected ens. |
| 7. Distributor | 12 pt. English | 10,200 ems per day. |
| Akhand | 12 pt. Nagari | 8,000 ems. |
| Degree | 12 pt. Nagari | 6,000 ems. |
| 8. Type Casting (hand) | 12 pt. | 12 Kilos per day. |
| Super Caster | | 30 Kilos per day. |
| 9. Proof Readers (any two languages) for new entrants, | D. Crown 16 pps. | 4 forms per day. |
| 10. Printing, Cylinder make ready and print. | (D. Crown & D. Demy) .. | 6,000 impression per day. |
| Platen or tradle (Power) | .. Make ready and print .. | 6,000 impression per day. |
| Platen or tradle (Foot) | .. Do. .. | 5,000 impression per day. |
| 11. Machine folding | .. Double fool-scape .. | 20,000 sheets per day. |
| | Bigger size .. | 15,000 sheets per day. |
| 12. Hand-folding | .. 3 folds .. | 3,000 sheets per day. |
| 13. Collating | .. D/D forms .. | 15,000 per day. |
| 14. Ruling size foolscale both sides. | | .. 10,000 sheets per day. |
| 15. Sewing (Hand) | 1,600 sections per day (6 cuts, 3 segments). | |
| Sewing (Machine) | 8,000 sections per day (6 cuts, 3 segments). | |
| 16. Saddle stitching (Power) | 6,000 double or 10,000 single stitches per day. | |
| Saddle stitching (Foot) | 6,000 single stitches. | |
| 17. Numbering consecutive | 12,000 digits per day double 10,000 per day. | |

Recommendations for the revision of the minimum rates of wages in respect of employment in any printing presses in the Vidarbha area of the Maharashtra State.

| Category | Zone I | Zone II | Zone III |
|--|------------------|------------------|------------------|
| | Rs. per month | Rs. per month | Rs. per month |
| SKILLED 'A' | | | |
| 1. Lino-type Operator or Inter-type Operator — | 140 | 135 | 130 |
| 2. Camera Operator. | | | |
| 3. Tricolour Etcher or Multi Chromo Etcher. | | | |
| 4. Rotary Pressman. | | | |
| 5. Commercial Artist. | | | |
| 6. Electrician. | | | |
| 7. Mechanic. | | | |
| SKILLED 'B' | | | |
| 1. Monotype Key Board Operator — | 115 | 110 | 105 |
| 2. Transfer Printer or Metal Printer (Blocks). | | | |
| *3. Compositor (display and page making). | | | |
| SKILLED 'C' | | | |
| 1. Compositor (Running and Normal Job) ... | 100 | 95 | 90 |
| 2. Monotype Caster. | | | |
| 3. Type Caster. | | | |
| 4. Carpenter. | | | |
| 5. Cylinder Pressman (Hand Fed). | | | |
| 6. Die Stamper or Die Plate Printer. | | | |
| 7. Gilder. | | | |
| 8. Binder (Volume and Ledger). | | | |
| 9. Cutter or Gillotinman. | | | |
| SKILLED 'D' | | | |
| 1. Treadle Pressman or Platen Pressman .. | 90 | 85 | 80 |
| 2. Binder. | | | |
| 3. Sewing Machineman. | | | |
| 4. Folding Machineman. | | | |
| 5. Ruling Machineman. | | | |
| 6. Box Puncher or Treadle Puncher. | | | |
| 7. Box or Envelope Maker (Hand). | | | |
| SEMI-SKILLED | | | |
| 1. Distributor | 80 | 75 | 70 |
| 2. Proof Puller or Galley Pressman. | | | |
| 3. Letter Press Feeder or Flyman. | | | |
| 4. Roller Maker or Caster. | | | |

| Category | Zone | Zone | Zone | | | |
|---|---------------|---------------|---------------|---|----|----|
| | I | II | III | | | |
| | Rs. per month | Rs. per month | Rs. per month | | | |
| SEMI-SKILLED—contd. | | | | | | |
| 5. Assistant Etcher. | } | 75 | 70 | | | |
| 6. Assistant Camera Operator or Darkroom Assistant. | | | | | | |
| 7. Ink Grinder. | | | | | | |
| 8. Rotary Baller. | | | | | | |
| 9. Ruling Feeder. | | | | | | |
| 10. Remingman. | | | | | | |
| 11. Label Puncher. | | | | | | |
| 12. Perforator. | | | | | | |
| 13. Wire Stitcher. | | | | | | |
| 14. Counter. | | | | | | |
| 15. Numberer or Pagingman. | } | 75 | 70 | | | |
| 16. Checker. | | | | | | |
| 17. Folder (Hand). | | | | | | |
| 18. Assistant Carpenter. | | | | | | |
| 19. Packer. | | | | | | |
| 20. Type Dresser. | | | | | | |
| UNSKILLED | | | | | | |
| 1. Baller or Inker | | | | } | 65 | 60 |
| 2. Binding Boy | | | | | | |
| 3. Helper. | | | | | | |
| 4. Cleaner. | | | | | | |
| 5. Mazdoor. | | | | | | |
| Additional special allowance which will be variable only on rise, for every 10 points over Bombay working class cost of living index at 480 (Maharashtra Government) on the basis that an average of the said index figure for 6 months from the date of introduction of the above minimum wages shall be calculated and the additional special allowance, if warranted, shall be paid at the rate specified above for the next six months. In the like manner calculation and payment of additional special allowance, if warranted shall be made every 6 months to compensate the rise in cost of living over the said index figure of 480. | 1.50 p.m. | 1.25 p.m. | 1.00 p.m. | | | |

(N.B.—Bombay working class cost of living index is and shall be the basis for calculating the Additional Special Allowance for all the zones fixed under this recommendation, irrespective of the any other cost of living index prevalent in any zone.)

* Additional category over and above the categories specified in the earlier notification.

ZONES—

Zone I shall comprise of the areas within the limits of the Municipal Corporation of Nagpur.

Zone II shall comprise of the areas within the municipal or the village panchayat limits of Amravati, Akola, Gondia, Chanda, Wardha, Yeotmal, Khamgaon, Kamptee, Achalpur, Malkapur (Buldhana), Bhandara, Buldhana and Wani.

Zone III shall comprise of all other areas not included in Zones I and II above.

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

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

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

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

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

| | <i>First year</i> | <i>Second year</i> | <i>Third year</i> |
|----------------------|-------------------|--------------------|-------------------|
| | Per cent | Per cent. | Per cent. |
| Skilled 'A' | 60 | 70 | 80 |
| Skilled 'B' | 60 | 70 | 80 |
| Skilled 'C' | 60 | 75 | .... |
| Skilled 'D' | 60 | 75 | .... |
| Semi-skilled | 60 | ... | .... |

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

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

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

| | | |
|--|--|-------------------------------|
| 1. Mono-Operator | .. 12 pt. English | .. 40,000 ens. |
| 2. Mono-Operator | .. 12 Pt. Nagari | .. 24,000 ens. |
| Mono-Caster | .. 12 pt. English | .. 42,000 ens. |
| Mono-Caster | .. 12 pt. Nagari | .. 42,000 ens. |
| 3. Page making | .. 20 × 26 20 × 30 (D. Crown 16 pps.) | } .. 2 forms per day. |
| 4. Imposer | .. 20 × 30 (D. Crown 16 pps.) | |
| 5. Lino-Operator | .. 12 pt. English | .. 30,000 corrected ens. |
| 6. Hand Composing (with distribution). | 12" pt. English | .. 3,000 corrected ens. |
| Hand Mono Akhand | .. 12 pt. Nagari | 2,000 corrected ens. |
| Hand Mono Degree | .. 12 pt. Nagari | .. 1,600 corrected ens. |
| 7. Distributor | .. 12 pt. English | .. 10,200 ems per day. |
| Akhand | .. 12 pt. Nagari | .. 8,000 ems. |
| Degree | .. 12 pt. Nagari | .. 6,000 ems. |
| 8. Type Casting (hand) | .. 12 pt. | .. 12 Kilos per day. |
| Super Caster | .. .. | .. 30 Kilos per day. |
| 9. Proof Readers (any two Languages) (For new entrants). | D. Crown 16 pps. | .. 4 forms per day. |
| 10. Printing, Cylinder make ready and print. | (D. Crown and Demy) | D. 6,000 impressions per day. |
| Platen or Tradle (Power) | .. Make ready and print | 6,000 impressions per day. |
| Platen or Tradle (foot) | .. Do. | .. 5,000 impressions per day. |
| 11. Machine folding | .. Double fool-scape bigger size | .. 20,000 sheets per day. |
| 12. Hand-folding | .. 3 folds | .. 15,000 sheets per day. |
| 13. Collating | .. D/D forms | .. 15,000 per day. |
| 14. Ruling size fool-scale both sides. | | 10,000 sheets per day. |
| 15. Sewing (hand) | .. 1,600 sections per day | .. (6 cuts, 3 segments). |
| Sewing (Machine) | .. 8,000 sections per day. | (6 cuts, 3 segments). |
| 16. Saddle Stitching (Power) | .. 6,000 double or 10,000 single stitches per day. | |
| Saddle stitching (foot) | .. 6,000 single stitches. | |
| 17. Numbering consecutive | 12,000 digits per day double | 10,000 per day. |

Recommendations for the fixation of minimum rates of wages in any industry in which any process of printing by letter press, lithography or photogravure or other similar work or work incidental to such process or book binding is carried on except printing presses in Vidarbha area of the Maharashtra State.

| Category | Zone I | Zone II | Zone III |
|--|--------|---------|----------|
| | Rs. | Rs. | Rs. |
| SKILLED " A " | | | |
| 1. Lino-type Operator or Inter-type Operator. | 140 | 135 | 130 |
| 2. Camera Operator. | | | |
| 3. Tri-colour Etcher or Multi-Chromo Etcher. | | | |
| 4. Block Maker (integrated). | | | |
| 5. Rotary Pressman. | | | |
| 6. Commercial Artist or Designer. | | | |
| 7. Litho Artist or Calligrapher. | | | |
| 8. Negative-Positive-Retoucher. | | | |
| 9. Offset Platemaker (Deep-etched). | | | |
| 10. Proof Printer (Multi-colour). | | | |
| 11. Offset Printer. | | | |
| 12. Lay-outman (photogravure). | | | |
| 13. Etcher (photogravure). | | | |
| 14. Retoucher (photogravure). | | | |
| 15. Exercise Books Machineman. | | | |
| 16. Electrician. | | | |
| 17. Mechanic. | | | |
| 18. Accountant or Cashier or Head Clerk. | | | |
| 19. Stenographer. | | | |
| 20. Foreman, Supervisor or Sectional Head who supervises the work of at least 5 employees. | | | |
| 21. Employees by whatever name called doing work of skilled and nature as done by persons falling under the above entries. | | | |
| SKILLED " B " | | | |
| 1. Ludlow Operator or Elrod Operator | 115 | 110 | 105 |
| 2. Monotype Key Board Operator | | | |
| 3. Proof Reader. | | | |
| 4. Compositor (Display and Page-making) | | | |
| 5. Cylinder Pressman (Automatic). | | | |
| 6. Halftone-Etcher. | | | |
| 7. Transfer-Printer or Metal-Printer (Blocks). | | | |

| Category | Zone I | Zone II | Zone III |
|--|--------|---------|----------|
| | Rs. | Rs. | Rs. |
| SKILLED "B"—<i>contd.</i> | | | |
| 8. Engravers. | 115 | 110 | 105 |
| 9. Punch Maker. | | | |
| 10. Die Maker. | | | |
| 11. Matrix Maker. | | | |
| 12. Copy Paster (Litho Offset or Step and Repeat Operator). | | | |
| 13. Transfer Printer or Hand Pressman (Litho Offset). | | | |
| 14. Offset Plate Maker | | | |
| 15. Toucher or Retoucher. | | | |
| 16. Flat Bed Printer (Litho). | | | |
| 17. Embossing Machineman. | | | |
| 18. Envelope Machineman. | | | |
| 19. Book Case Making Machineman. | | | |
| 20. Book Casing in Machineman. | | | |
| 21. Steno-typist. | | | |
| 22. Store-keeper. | | | |
| 23. Employees by whatever name called doing work of skilled 'B' nature as done by persons falling under the above entries. | | | |
| SKILLED "C" | | | |
| 1. Compositor (Running and Normal Job) .. | 100 | 95 | 90 |
| 2. Imposer or Impositor. | | | |
| 3. Mono-type-Caster. | | | |
| 4. Super-type Caster. | | | |
| 5. Type Caster. | | | |
| 6. Kern Maker. | | | |
| 7. Foundryman (Integrated). | | | |
| 8. Line Etcher. | | | |
| 9. Bouter- <i>cum</i> -Mounter. | | | |
| 10. Carpenter. | | | |
| 11. Stereo-typer or Stereo-Caster. | | | |
| 12. Stereo Bouter- <i>cum</i> -Mounter. | | | |
| 13. Cylinder Pressman (Hand Fed). | | | |
| 14. Platen Pressman (Automatic). | | | |
| 15. Number Setter. | | | |
| 16. Die Stamper or Die Plate Printer. | | | |
| 17. Gilder. | | | |
| 18. Inter-lay Cutter. | | | |

| Category | Zone I | Zone II | Zone III |
|--|--------|---------|----------|
| SKILLED "C"—contd. | | | |
| 19. Cylinder Grainer (Photogravure). | | | |
| 20. Binder (Volume & Lodger). | | | |
| 21. Cutter or Gillotinmen. | | | |
| 22. Three Knives Trimmer. | | | |
| 23. Addroma Machineman. | | | |
| 24. Driver. | | | |
| 25. Clerk. | | | |
| 26. Time Keeper. | | | |
| 27. Typist. | | | |
| 28. Assistant Artist. | | | |
| 29. Employees by whatever name called doing work of skilled C nature as done by persons falling under the above entries. | | | |
| SKILLED "D" | | | |
| 1. Copy Holder | 90 | 85 | 80 |
| 2. Tradle Pressman or Platon Pressman. | | | |
| 3. Binder. | | | |
| 4. Sewing Machineman. | | | |
| 5. Folding Machineman. | | | |
| 6. Numbering Machineman. | | | |
| 7. Ruling Machineman. | | | |
| 8. Box Puncher or Treadle Puncher. | | | |
| 9. Scorer or Bander. | | | |
| 10. Box or Envelope Maker (Hand). | | | |
| 11. Wireman or Assistant Electrician. | | | |
| 12. Assistant Machanic. | | | |
| 13. Employees by whatever name called doing work of skilled D nature as done by persons falling under the above entries. | | | |
| SEMISKILLED. | | | |
| 1. Distributor | 80 | 75 | 70 |
| 2. Lino Beller or Borman. | | | |
| 3. Proof Puller or Galley Pressman. | | | |
| 4. Type Cutter or Type Dresser. | | | |
| 5. Type or Found Binder. | | | |
| 6. Metal Caster or Load Melter. | | | |
| 7. Letter press Fooder or Flyman. | | | |

| Category | Zone I | Zone II | Zone III |
|---|--------|---------|----------|
| SEMI-SKILLED—contd | | | |
| 8. Roller Maker or Caster | 80 | 75 | 70 |
| 9. Assistant Etcher. | | | |
| 10. Assistant Camera Operator or Darkroom Assistant. | | | |
| 11. Assistant Copy Paster. | | | |
| 12. Assistant Transfer Printer. | | | |
| 13. Assistant Plate Maker. | | | |
| 14. Assistant Toucher. | | | |
| 15. Plate Grainer. | | | |
| 16. Stone Grinder. | | | |
| 17. Offset Feeder. | | | |
| 18. Flat Bed Fooder. | | | |
| 19. Roller Stitcher. | | | |
| 20. Ink Grinder. | | | |
| 21. Steroo Bellor. | | | |
| 22. Rotery Baller. | | | |
| 23. Cylinder Baller (Photogravure). | | | |
| 24. Knife Sharpener. | | | |
| 25. Assistant Embossing Machineman. | | | |
| 26. Varnisher. | | | |
| 27. Waxingman. | | | |
| 28. Gold Powderer. | | | |
| 29. Rulling feeder. | | | |
| 30. Reemingman. | | | |
| 31. Lable Puncher. | | | |
| 32. Perforator. | | | |
| 33. Wire Stitcher. | | | |
| 34. Counter. | | | |
| 35. Numberer or Pagingman. | | | |
| 36. Checker. | | | |
| 37. Numbering Feeder. | | | |
| 38. Folder (Hand). | | | |
| 39. Assistant Carpenter. | | | |
| 40. Packer. | | | |
| 41. Assistant Binder (integrated). | | | |
| 42. Gumming Machineman. | | | |
| 43. Employees by whatever name called doing work of semi-skilled nature as done by persons falling under the above entries. | | | |

| Category | Zone I | Zone II | Zone III |
|--|--------|---------|----------|
| UNSKILLED. | | | |
| 1. Baller or Inker | 70 | 65 | 60 |
| 2. Type Jet Breaker or Polisher. | | | |
| 3. Binding Boy. | | | |
| 4. Helper. | | | |
| 5. Pcon. | | | |
| 6. Watchman. | | | |
| 7. Sweeper. | | | |
| 8. Cleaner. | | | |
| 9. Mazdoor. | | | |
| 10. Employees by whatever name called doing work of unskilled nature as done by persons falling under the above entries. | | | |

Additional special allowance which will be variable only on rise, for every 10 points over Bombay Working Class Cost of Living Index at 480 (Maharashtra Government) on the basis that an average of the said index figure for 6 months from the date of introduction of the above minimum wages shall be calculated and the additional special allowance, if warranted, shall be paid at the rate specified above for the next six months. In the like manner calculation and payment of additional special allowance, if warranted, shall be made every 6 months to compensate the rise in Cost of Living over the said index figure of 480.

| | Rs. 1.50 per month | Rs. 1.25 per month | Re. 1 per month |
|------------------------------|--------------------|--------------------|-----------------|
| Additional special allowance | | | |

(N.B.—Bombay Working Class of Living Index is and shall be the basis for calculating the Additional special Allowance for all the zones fixed under this recommendation, irrespective of the any other Cost of Living Index prevalent in any zone).

ZONES—

Zone I.—Shall comprise of the area within the limits of the Municipal Corporation of Nagpur.

Zone II.—Shall comprise of the areas within the municipal or the village panchayat limits of Amravati, Akola, Gondia, Chanda, Wardha, Yeotmal, Khamgaon, Kamptee, Achalpur, Malkapur (Buldhana), Bhandara, Buldana and Wani.

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

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

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

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

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

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

| | | | 1st year (per cent) | 2nd year (per cent) | 3rd year (per cent) |
|--------------|----|----|------------------------|------------------------|------------------------|
| Skilled 'A' | .. | .. | 60 | 70 | 80 |
| Skilled 'B' | .. | .. | 60 | 70 | 80 |
| Skilled 'C' | .. | .. | 60 | 75 | .. |
| Skilled 'D' | .. | .. | 60 | 75 | .. |
| Semi-skilled | .. | .. | 60 | .. | .. |

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

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

The norms for minimum out-turn for working of 8 hours.

| | | | | |
|--|----|--|----|-----------------------|
| 1. Mono-operator | .. | 12 pt. English | .. | 40,000 ens. |
| Mono-operator | .. | 12 pt. Nagari | .. | 24,000 ens. |
| 2. Mono-caster | .. | 12 pt. English | .. | 42,000 ens. |
| Mono-caster | .. | 12 pt. Nagari | .. | 42,000 ens. |
| 3. Page-making | .. | { 20×26 20×30 (D. Crown 16 pps.) | .. | } 2 forms per day. |
| 4. Imposer | .. | { 20×30 (D. Crown 16 pps.) | .. |  | } 5 forms per day. |
| 5. Lino-operator | .. | 12 pt. English | .. | 30,000 corrected ens. |
| 6. Hand composing (with distribution). | .. | 12 pt. English | .. | 3,000 corrected ems. |
| Hand Mono Akhand | .. | 12 pt. Nagari | .. | 2,000 corrected ems. |
| Hand Degree | .. | 12 pt. Nagari | .. | 1,600 corrected ems. |

| | | | | | | |
|-----|--|----------------------|----|-------------------------------|-----------------------|------------------------------|
| 7. | Distributor | .. | .. | 12 pt.-English | .. | 10,200 ems per day. |
| | Akhand | .. | .. | 12 pt. Nagari | .. | 8,000 ems. |
| | Degree | .. | .. | 12 pt. Nagari | .. | 6,000 ems. |
| 8. | Type casting (hand) | .. | .. | 12 pt. | .. | 12 kilos per day. |
| | Super Caster | .. | .. | | .. | 30 kilos per day. |
| 9. | Proof Readers | .. | .. | D. Crown 16 pp. | .. | 4 forms per day. |
| | (any two languages for new entrants) | | | | | |
| 10. | Printing, Cylinder make ready and print. | (D. Crown and Demy.) | D. | 6,000 impressions per day. | | |
| | Platen or Treadle (Power) | .. | .. | Make ready and print. | .. | 6,000 impressions per day. |
| | Platen or Treadle (Foot) | .. | .. | Make ready and print. | .. | 5,000 impressions per day. |
| 11. | Machine folding | .. | .. | Double fool-scape bigger size | .. | 20,000 sheets per day. |
| | | | | | .. | 15,000 sheets per day. |
| 12. | Hand-folding | .. | .. | 3 folds | .. | 3,000 sheets per day. |
| 13. | Collating | .. | .. | | .. | D/D forms 15,000 per day. |
| 14. | Ruling size fool-scape both sides | | | | .. | 10,000 sheets per day. |
| 15. | Sweing (Hand) | .. | .. | 1,600 Sections per day. | (6 cuts, 3 sagments) | |
| | Sewing (Machine) | .. | .. | 8,000 sections per day. | (6 cuts, 3 sagments.) | |
| 16. | Saddle stitching (power) | .. | .. | 6,000 double or 10,000 | .. | single stiches per day. |
| | Saddle stitching (foot) | .. | .. | 6,000 single stitches. | | |
| 17. | Numbering consecutive | .. | .. | 12,000 digits per day | .. | ouble 10,000 digits per day. |

Recommendation for the fixation of the minimum rates of wages in any industry in which any process of printing by letter press, lithography or photogravure or other similar work or work incidental to such process or book binding is carried on in Maharashtra State excluding Bombay and Vidarbha Areas (*i. e.* Marathwada Area).

| Category | Zone I | Zone II |
|--|--------|---------|
| <i>Skilled " A "</i> | | |
| 1. Lino-type Operator or Inter-type Operator | .. 135 | 130 |
| 2. Camera Operator | .. .. | .. |
| 3. Tricolour Etcher or Multi Chrome Etcher | .. .. | .. |
| 4. Block Maker (integrated). | | |
| 5. Rottery Pressman | .. .. | .. |
| 6. Commercial artist or Designer | .. .. | .. |
| 7. Litho Artist or Calligrapher. | .. .. | .. |
| 8. Negative-Positive-Retoucher. | .. .. | .. |

| Category | Zone I | Zone II |
|----------|--------|---------|
|----------|--------|---------|

Skilled "A"—contd.

- | | | | | |
|--|----|----|--|--|
| 9. Offset Plate Maker (Deep etched) | .. | .. | | |
| 10. Proof Printer (Multi Colour) | .. | .. | | |
| 11. Offset Printer. | | | | |
| 12. Lay-outman (Photogravure) | .. | .. | | |
| 13. Etcher (Photogravure) | .. | .. | | |
| 14. Retoucher (Photogravure) | .. | .. | | |
| 15. Exercise Book Machineman | .. | .. | | |
| 16. Electrician | .. | .. | | |
| 17. Mechanic | .. | .. | | |
| 18. Accountant or cashier or Head Clerk | .. | .. | | |
| 19. Stenographer | .. | .. | | |
| 20. Foreman, Supervisor or sectional Head who supervises the work of at least 5 employees. | | | | |
| 21. Employees by whatever name called doing work of skilled 'A' nature as done by persons falling under the above entries. | | | | |

Skilled "B"

- | | | | | |
|--|----|----|-----|-----|
| 1. Ludlew Operator of Elrod Operator | .. | .. | 110 | 105 |
| 2. Monotype key Board Operator | .. | .. | | |
| 3. Proof Reader | .. | .. | | |
| 4. Compositor (Display and Pagemaking) | .. | .. | | |
| 5. Cylinder pressman (Automatic) | .. | .. | | |
| 6. Halftone Etcher | .. | .. | | |
| 7. Transfer Printer or Metal Printer (Blocks) | .. | .. | | |
| 8. Engraver | .. | .. | | |
| 9. Punch Maker | .. | .. | | |
| 10. Die Maker | .. | .. | | |
| 11. Matrix Maker | .. | .. | | |
| 12. Copy Paster (Litho Offset) or step and Repeat Operator. | | | | |
| 13. Transfer Printer or Hand pressman (Litho Offset) | .. | .. | | |
| 14. Offset Plate Maker | .. | .. | | |
| 15. Toucher or Retoucher | .. | .. | | |
| 16. Flat Bed Printer (Litho) | .. | .. | | |
| 17. Embossing Machineman | .. | .. | | |
| 18. Envelope Machineman | .. | .. | | |
| 19. Book Case Making Machineman | .. | .. | | |
| 20. Book Casing in Machineman | .. | .. | | |
| 21. Steno typist | .. | .. | | |
| 22. Store Keeper | .. | .. | | |
| 23. Employees by whatever name called doing work of skilled 'B' nature as done by persons falling under the above entries. | | | | |

| Category | Zone I | Zone II |
|---|--------|---------|
| <i>Skilled " C "</i> | | |
| 1. Compositor (Running and Normal Job) .. | 95 | 90 |
| 2. Imposer or Impositor | | |
| 3. Mono-type Caster | | |
| 4. Super type Caster | | |
| 5. Type Caster | | |
| 6. Kern Maker | | |
| 7. Foundryman (integrated) | | |
| 8. Line Etcher | | |
| 9. Router-cum-Mounter | | |
| 10. Carpenter | | |
| 11. Stereo type or Stereo Caster | | |
| 12. Stereo Router-cum-Mounter | | |
| 13. Cylinder Pressman (Hand Fed) | | |
| 14. Platen Pressman (Automatic) | | |
| 15. Number Setter | | |
| 16. Die Stamper or Die Plate printer | | |
| 17. Gilder | | |
| 18. Inter-lay-Cutter | | |
| 19. Cylinder Grainer (Photogravure) | | |
| 20. Binder (Volume and Ledger) | | |
| 21. Cutter or Gillotinmen | | |
| 22. Three Enives Trimmer | | |
| 23. Addresser Machineman | | |
| 24. Driver | | |
| 25. Clerk | | |
| 26. Time Keeper | | |
| 27. Typist | | |
| 28. Assistant Artist | | |
| 29. Employees by whatever name called doing work of skilled ' C ' nature as done by persons falling under the above entries. | | |
| <i>Skilled " D "</i> | | |
| 1. Copy Holder | 85 | 80 |
| 2. Treadle Pressman or platen Pressman | | |
| 3. Binder | | |
| 4. Sewing Machineman | | |
| 5. Folding Machineman | | |
| 6. Numbering Machineman | | |
| 7. Ruling Machineman | | |
| 8. Box Puncher or Treadel Puncher | | |
| 9. Scorer or Binder | | |
| 10. Box or Envelop Maker (Hand) | | |

Category

Zone I

Zone II

Skilled "D"—contd.

11. Wireman or Assistant Electrician.. .. .
12. Assistant Mechanic
13. Employees by whatever name called doing work of skilled 'D' nature as done by persons falling under the above entries.

Semi-skilled

- | | | |
|---|----|----|
| 1. Distributor | 75 | 70 |
| 2. Lino Baller or Barman | | |
| 3. Proof Puller or Galley Pressman | | |
| 4. Type Cutter or Type Dresser | | |
| 5. Type or Fount Binder | | |
| 6. Metal Caster or Lead Melter. | | |
| 7. Letter Press Feeder or Flyman | | |
| 8. Roller Maker or Caster | | |
| 9. Assistant Etcher | | |
| 10. Assistant Camera Operator or Darkroom Assistant | | |
| 11. Assistant Copy Paster | | |
| 12. Assistant Tracer Printer | | |
| 13. Assistant Plato Maker | | |
| 14. Assistant Toucher | | |
| 15. Plate Grainer | | |
| 16. Stone Grinder | | |
| 17. Offset Feeder | | |
| 18. Flat bed Feeder. | | |
| 19. Roller Stitcher | | |
| 20. Ink Grinder | | |
| 21. Stereo Baller | | |
| 22. Rotary Baller | | |
| 23. Cylinder Baller (Photogravure) | | |
| 24. Knife Sharpner | | |
| 25. Assistant Embossing Machineman.. .. . | | |
| 26. Varnisher | | |
| 27. Waxingman | | |
| 28. Gold Powderer | | |
| 29. Ruling Feeder | | |
| 30. Reemingman | | |
| 31. Lable Puncher | | |
| 32. Preforator | | |
| 33. Wire Stitcher | | |
| 34. Counter | | |
| 35. Numberer or Pagingman | | |
| 36. Checker | | |

| Category | Zone I | Zone II |
|--|-----------------------|--------------------|
| <i>Semi Skilled—contd.</i> | | |
| | Rs. | Rs. |
| 37. Numbering Feeder | | |
| 38. Folder (Hand) | | |
| 39. Assistant Carpenter | | |
| 40. Packer | | |
| 41. Assistant Binder (Integrated) | | |
| 42. Gumming Machineman | | |
| 43. Employees by whatever name called doing work of Semi-skilled nature as done by persons falling under the above entries. | | |
| <i>Unskilled.</i> | | |
| 1. Baller or Inker | 65 | 60 |
| 2. Type-Jet Breaker or Polisher | | |
| 3. Binding Boy | | |
| 4. Helper | | |
| 5. Peon. | | |
| 6. Watchman. | | |
| 7. Sweeper | | |
| 8. Cleaner | | |
| 9. Mazdoor | | |
| 10. Employees by whatever name called doing work of Unskilled nature as done by persons falling under the above entries. | | |
| Additional Special Allowance which will be variable only on rise, for every 10 points over Bombay Working Class Cost of Living Index at 480 (Maharashtra Govt.) on the basis that an average of the said Index Figure for 6 months from the date of introduction of the above Minimum Wages shall be calculated and the additional special allowances, if warranted, shall be paid at the rate specified above for the next 6 months. In the like manner, calculation and payment thereof, of additional special allowance, if warranted, shall be made every 6 months to compensate the rise in Cost of Living over the said Index Figure of 480. | Rs. 1.25 per month | Re. 1 per month |

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

ZONES—

Zone I : shall comprise of the area within the municipal limits of Aurangabad, Nanded, Jalna, Latur and Parbhani.

Zone II : shall comprise of all other places not included in Zone I above :

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

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

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

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

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

| | | | 1st Year (Percentage) | 2nd Year (Percentage) | 3rd Year (Percentage) |
|--------------|----|----|--------------------------|--------------------------|--------------------------|
| Skilled 'A' | .. | .. | 60 | 70 | 80 |
| Skilled 'B' | .. | .. | 60 | 70 | 80 |
| Skilled 'C' | .. | .. | 60 | 75 | .... |
| Skilled 'D' | .. | .. | 60 | 75 | .... |
| Semi-skilled | .. | .. | 60 | .... | .... |

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

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

The norms for minimum out-turn for working of 8 hours.

| | | | | | |
|------------------|----|----|----------------|----|-------------|
| 1. Mono-Operator | .. | .. | 12 Pt. English | .. | 40,000 ens. |
| Mono-Operator | .. | .. | 12 Pt. Nagari | .. | 24,000 ens. |
| 2. Mono-Caster | .. | .. | 12 Pt. English | .. | 42,000 ens. |
| Mono-Caster | .. | .. | 12 Pt. Nagari | .. | 42,000 ens. |

| | | |
|--|--|---|
| 3. Page-making | 20 × 26 20 × 30 | .. } 2 formes per day. |
| 4. Imposer | (D. Crown 16 pps. 20 × 30. (D. Crown 16 pps.) | .. } 5 formes per day. |
| 5. Lino-Operator | 12 Pt. English | .. 30,000 corrected ens. |
| 6. Hand composing (with distribution). | 12 Pt. English | .. 3,000 corrected ens. |
| Hand Mono Akhand Degree .. | 12 Pt. Nagari | .. 2,000 corrected ems. |
| Hand Degree | 12 Pt. Nagari | .. 1,600 corrected ems. |
| 7. Distributor | 12 Pt. English | .. 10,200 ems per day. |
| Akhand | 12 Pt. Nagari | .. 8,000 ems. |
| Degree | 12 Pt. Nagari | .. 6,000 ems. |
| 8. Type casting (hand) .. | 12 Pt. | .. 12 Kilos per day. |
| Super Caster | | .. 30 Kilos per day. |
| 9. Proof Readers (for new entrance any two languages). | D. Crown 16 pps. | .. 4 formes per day. |
| 10. Printing, Cylinder make ready and print. | (D. Crown & D. Demy). | 6,000 impressions per day. |
| Platen or Treadle (power) | Make ready and print .. | 6,000 impressions per day. |
| Platen or Treadle (foot) | Make ready and print .. | 5,000 impressions per day. |
| 11. Machine folding | Double fool-scape .. | 20,000 sheets per day. |
| | Bigger size .. | 15,000 sheets per day. |
| 12. Hand-folding | 3 folds .. | 3,000 sheets per day. |
| 13. Gollating .. .. | .... | D/D formes 15,000 per day. |
| 14. Ruling size fool-scape both side .. | .... | 10,000 sheets per day. |
| 15. Sewing (hand) | 1,600 Sections per day .. | (6 cuts, 3 sagments). |
| Sewing (Machine) | 8,000 Sections per day .. | (6 cuts, 3 sagments). |
| 16. Saddle stitching (power) | .. | 6,000 double or 10,000 single stitches per day. |
| Saddle stitching (foot) | .. | 6,000 single stitches. |
| 17. Numbering consecutive .. | .. | 12,000 digits per day double 10,000 digits per day. |

CHAPTER VII

Acknowledgements

The Committee takes this opportunity to place on record its appreciation for the co-operation rendered by employers and their organizations as well as by employees and their Unions during the course of the inquiry.

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

The Committee desires to place on record its high appreciation of the services rendered by the Secretary of the Committee, Shri H. A. Sathe, Assistant Commissioner of Labour, Bombay during the work of the Committee at different stages.

The Committee is also thankful to the staff of the Committee consisting of Shri V. Vagaskar, Superintendent, Shri K. T. Joglekar, Senior Clerk, Shri K. C. Dixit, Steno., Shri S. R. Kadam, Clerk-typist, Smt. K. S. Kharvatkar, Clerk-typist and Shri Badekar, Peon for their untiring and unsparing services to the Committee.

Chairman

(Signed) P. G. KHER.

Members

(Signed) J. W. D'SOUZA.

(Signed) D. D. GANGAL.

(Signed) B. N. JAKKAL.

(Signed) P. N. BANHATTI.

(Signed) R. T. PUND.

(Signed) RAM MAHADIK.

(Signed) S. W. DHABE.

(Signed) VIJENDRA KABRA.

Secretary.

(Signed) H. A. SATHE.

Bombay, dated 28th September 1964.

Minute of Dissent

Although I have signed the Report, and agree regarding the classification of occupations and other views, in respect of revision of wages of letter press industry in Vidarbha only. I do not agree with my brother Members on the following points for the reasons mentioned below :—

I beg to place on record my dissent on the point of inclusion of Nagpur at par with Poona. In my opinion Nagpur should not be placed at par with

Poona, but should be placed in the lower position. At present, Nagpur is placed on an equal footing with the former Zone IV in the Bhat Committee Report.

The principles on which the State should be divided into Zones for fixing minimum wages as mentioned in the Bhat Committee Report are :—

- (1) Population, (2) Development of trade and Industry ; (3) Development of letter press Industry ; (4) Political and administrative status ;
- (5) Cost of living and (6) Income side of the Press.

(1) *Population.*—The population of Nagpur has increased considerably. The increase is due to the shifting of many offices of the Central Government to Nagpur. The increase in population is also due to the general trend of village people to come to cities owing to the glamour of the city life. This has not added much to the printing trade of Nagpur except some invitations and other petty jobs.

(2) Though the population has increased no new Industries have been started in or nearby Nagpur requiring printing material from the Nagpur Printers. On the other hand, the Nagpur University has started its own press and the Zilla Parishad has got its own press. In case of Poona we find that many new big industries have started working near Poona, requiring lot of stationery, publicity material and other printed material. Nagpur Mudrak Sangh stated that there is no enough work throughout the whole year. This fact also shows that it is not proper to put Nagpur on the same level with Poona.

(3) The printing trade in Nagpur and other cities of Vidarbha is in a backward condition. One of the reasons is that the industry started very late in the Vidarbha region. There was no press worth the name except A. I. R. up to 1930. At present, though the number of presses have increased (in Nagpur the number is 108 while at Poona 157), the number of presses employing more than ten workers is only 30 (this figure includes newspaper presses, litho presses) while in Poona the number of presses employing more than 10 workers is 66. (Printers Directory of Maharashtra Mudran Parishad). This clearly shows, the condition of the printing trade at Nagpur is thus in an under-developed State, which is not the case with Poona.

(4) The price index is not the only criterion on which the revision of the minimum wage should be based. The rise in the minimum wage over the

previous minimum wage should not be more than the corresponding rise in the cost of living.

(5) Before 1956 Nagpur was the capital of the then Madhya Pradesh. As Nagpur lost its position of the capital city of a State many industrialists shifted their offices from Nagpur to either Bhopal or Bombay. The printing work of these firms was also shifted from Nagpur. Poona is singled out as regards printing trade (which was started as far back as 1880), because of the century old educational institutions and exceptional literary activities. Poona can be proud of a number of publishers of repute who publish general literature side by side with text-books. The presses are fed by these publishers all the year round. Nagpur and I may say the whole of Vidarbha have got only a few publishers who publish books other than text-books. Some of these publishers get their books printed from Poona and Bombay. The result is that bulk work is carried out of Vidarbha and Nagpur. While visiting Poona presses, no press owner complained about lack of work. We found that all the presses at Poona have sufficient work throughout the year. Nagpur does not hold such a position in industrial, educational or literary activities. The result is that the presses remain idle for over two months in a year. We have to take into consideration this point while revising the minimum wages. Even the Muzumdar Minimum Wages Committee which had given its decision without giving proper consideration to what the owners representations contained did not put Nagpur on the same level with Poona-Ahmedabad.

(6) We have to take into consideration the earnings of the Nagpur presses. Nagpur Mudrak Sangh has supplied their rate-card to all the members of the Committee. So also we have before us the rate-card of the Poona Press Owners' Association. The rate for composing a crown 8vo form in 12 pt. type in Nagpur is Rs. 40.00 while in Poona it is Rs. 55.00 according to respective rate-cards. Similar is the case with other sizes and classes of work. It will be seen from this that the Nagpur printers get about 30 per cent. to 35 per cent. less amount than what the Poona printers get. How is it then, proper to put Nagpur at par with Poona?

(7) The rise in the minimum wage should be in proportion to the minimum wage fixed previously in that city or that part of the State. If the rise is out of proportion the industry is bound to be crippled and the printing presses in those places will not be able to keep pace with the printing industry at other places.

The rates proposed by my brother members and the previous rates and the percentage of rise is given below :—

| | | | Prevailing rates of minimum wage. | Proposed rates of minimum wage. | Percentage of rise: |
|--------------|----|----|-----------------------------------|---------------------------------|---------------------|
| | | | Rs. nP. | Rs. nP. | |
| Unskilled | .. | .. | 40·00 | 70·00 | 75·00 |
| Semi-skilled | .. | .. | 50·00 | 80·00 | 60·00 |
| Skilled D | .. | .. | 65·00 | 90·00 | 38·00 |
| Skilled C | .. | .. | 65·00 | 100·00 | 53·84 |
| Skilled B | .. | .. | 65·00 | 115·00 | 76·92 |

Overall rise : 60·75

The rise proposed is very much and it is beyond the capacity of the letter press printers to bear the burden of this rise, as it is not possible to increase the rates of printing by about 70 per cent overnight.

The percentage of rise in the price index of January 1964 over that of 1955 for Bombay, Sholapur and Nagpur is 43·49, 57·72 per cent and 65·77.

The overall percentage of rise in the minimum wages proposed for Bombay, Poona and Sholapur is 19·27 per cent, 30·95 per cent and 86·66 per cent respectively as will be seen from the following figures.

BOMBAY

| 1956 wages | proposed wages | Rise in percentage |
|------------------|----------------|--------------------|
| Rs. | Rs. | |
| 70 | 85 | 21·4 |
| 80 | 95 | 19·00 |
| 90 | 105 | 16·67 |
| 95 | 115 | 21·05 |
| 110 | 130 | 18·02 |
| Overall increase | | 19·27 |

POONA

| 1956 wages | Proposed wages- | Rise in percentage |
|------------|-----------------|------------------------|
| Rs. | Rs. | |
| 52 | 70 | 34·61 |
| 65 | 80 | 23·01 |
| 75 | 90 | 20·00 |
| 75 | 100 | 33·33 |
| 80 | 115 | 43·75 |
| | | 30·95 |
| SHOLAPUR | | |
| 45 | 65 | 44·44 |
| 60 | 75 | 25·00 |
| 70 | 85 | 21·43 |
| 70 | 95 | 35·71 |
| 70 | 110 | 57·71 |
| | | Overall increase 36·66 |

It is evident from the figures given above that the rise in the wages proposed is not in proportion to the rise in the cost index number but is much lower. This is because while revising the wages due consideration has been given to the capacity of industry to pay at those places. The percentage of rise of the proposed wages over the old wages at Nagpur is 60·75 per cent is more than the rise of the rise in the cost index number. To raise the wages in such a proportion is an injustice to the printers of Nagpur and no consideration was given to the capacity to pay of the Nagpur letter press industry by my brother members.

Hence I am compelled to propose a different wage structure for Nagpur letter press industry. My proposal is as follows :—

| | | | |
|--------------|----|----|---------|
| | | | Rs. nP. |
| Unskilled | .. | .. | 65·00 |
| Semi-skilled | .. | .. | 72·50 |
| Skilled D | .. | .. | 82·50 |
| Skilled C | .. | .. | 90·00 |
| Skilled B | .. | .. | 105·00 |
| Skilled A | .. | .. | 130·00 |

The rise proposed by the above figures for Nagpur over the Wages proposed by the previous Muzamdar Committee will be as follows :—

| | | | Rs. nP. |
|------------------|----|----|--------------|
| Unskilled | .. | .. | 65·05 |
| Semi-skilled | .. | .. | 45·00 |
| Skilled D | .. | .. | 27·00 |
| Skilled C | .. | .. | 38·05 |
| Skilled B | .. | .. | 61·05 |
| Overall increase | | | <u>47·05</u> |

The mean of the averages of the maximum wages being paid at present obtained from the data collected at visits and from the questionnaires supplied by the Office for Nagpur is as follows :—

| Category | Visits | | Questionnaire | Mean |
|-------------------------|---------|---------|---------------|---------|
| | Rs. nP. | Rs. nP. | Rs. nP. | Rs. nP. |
| Unskilled-helper .. | .. | 41·00 | 55·00 | 48·00 |
| Semiskilled-Distributor | .. | 73·00 | 55·00 | 64·00 |
| Skilled D Treadle man | .. | 85·00 | 82·00 | 83·50 |
| Skilled C Compositor | .. | 99·00 | 78·00 | 88·50 |

It will be seen from the figures above, average maximum wage being paid to helper at present is Rs. 48·00 while I have suggested Rs. 65·00 ;

| | Rs. nP. | Rs. nP. |
|-----------------------|---------|---------|
| for Distributor .. | 64·50 | 72·50 |
| for Treadleman .. | 83·60 | 82·50 |
| and for Compositor .. | 88·50 | 90·00 |

This rise over the average maximum wages is far above the capacity of the general printers of Vidarbha. Yet taking into consideration the general rise in prices and the wages prevalent in other industries, and to attract new entrants to the industry, I have ventured to suggest the wages mentioned above for Nagpur in Vidarbha area. In view of the suggestions now made regarding Nagpur the rates of wages for places in the remaining zones of Vidarbha may be suitably fixed.

The rise suggested by me being above the average of maximum wages being paid at present, time should be given to the owners to adjust themselves and effect the rise proposed. My suggestion is that a rise of 50 per cent should be enforced immediately and the remaining 50 per cent. rise should be effected within a period of 12 months. This will not put the printers to a loss, as it is not possible to increase their rates by about 50 per cent. overnight.

P. N. BANHATTI.

Views on the Note of Dissent

Observations of the majority Members of the Committee on the note of dissent submitted by Shri P. N. Banhatti, one of the employers' representatives on the Committee.

1. We have carefully considered the note of dissent and we respectfully beg to differ from the views of our colleague Shri P. N. Banhatti for the following reasons :—

2. With regard to the formation of Zones, we have based our conclusions on the reasons given below :—

(1) Population, (2) Extent of urbanization, (3) No. of units and size thereof, (4) Living conditions and cost of living index and variations therein, (5) Conditions of industry in different areas of the State, (6) Wages paid by the comparable industries, (7) Recommendations made by other Committees and already accepted by the Government regarding classification of Zones, categories of workers and minimum rates of wages prescribed.

3. The contention of Shri Banhatti that Nagpur should not be placed on par with Poona, but that it should be included in Zone-III along with Amravati, Akola, Wardha, Sangli, Miraj, Nasik and Parbhani, is untenable and cannot be accepted in the light of facts and materials collected by the Committee through visits and replies to the questionnaire etc. The following table will clarify the majority point of view as to why Nagpur ought to be on par with Poona and not with other small cities referred to above.

| Place | Population | Central Government classification | No. of Presses. |
|-----------|------------|-----------------------------------|--|
| Bombay | 41,52,056 | A | Above 800 |
| Nagpur | 6,43,659 | B 1 | 146—170 (Employees Association, W. Union). |
| Poona | 5,97,562 | B | 142—165 (Directory). |
| Amravati | 1,37,875 | .... | 30 |
| Akola | 1,15,760 | .... | 26—28 |
| Wardha | 49,113 | .... | 8—10 |
| Sangli | 73,838 | .... | 15 |
| Miraj | 53,345 | .... | 10—12 |
| Parbhani | 36,795 | .... | 4 |
| Baramati | .... | .... | 4 |
| Kurduwadi | .... | .... | 2 |

It will thus be seen from the above table that the number of presses both in Nagpur and Poona is more in comparison with those in other cities. Besides, both these cities are practically on all fours with each other so far as high schools, colleges, academics and other educational, cultural and literary institutions are concerned. In our opinion, therefore, the grouping of Nagpur with Poona is absolutely reasonable and it will be unjust to group Nagpur with Wardha, Miraj, Parbhani etc., having printing presses between 4 to 15. The contention of Shri Banhatti that the Presses in Poona have substantial work throughout the year and that the presses in Nagpur are idle for some months in a year is an over statement of fact and not warranted by any material evidence. It is worth noting that the employees of the Government of India get higher D. A. in Nagpur city than the rate of D. A. paid to the employees in Poona. The cost of living in Nagpur is almost identical with that of Bombay. Hence, it is but reasonable to classify Nagpur with Poona if not with Bombay on this account. Besides the Government of Maharashtra has fixed the same rate for printing electoral rolls for Poona and Nagpur.

By looking to the proposed rates for Nagpur in the dissent it will be seen that they are lower even than those recommended for places like Sangli, Miraj or Parbhani and come nearer to those of Baramati or Kurduwadi and smaller towns. According to the dissent the rates of wages for Akola, Amravati, Wardha and Khamgaon will logically be lower than those of any small town or village in the Western Maharashtra. We have already found that the presses at Khamgaon (Vidarbha) have already gone into an unfair competition with the district places of the Western Maharashtra in Government work. By fixing up comparatively very low wages in the Vidarbha area these places will have an added advantage for further competition and this will result in an unhealthy shift of work from the district places and towns of Western Maharashtra to those of Vidarbha.

Even though the demand for minimum rate of wage for an unskilled worker made by the various representatives of the employees and their Unions in the Vidarbha area was higher than the minimum rate of wage recommended for Zone I i.e. Bombay, the majority opinion of the members of the committee consisting of representatives of employers and employees could not accept the same after considering in a dispassionate manner the factors involved in it. The Committee, therefore, propose Rs. 85 as minimum rate of wage for an unskilled workman in Zone I i.e. Bombay and Rs. 15 less i.e. Rs. 70 for towns and cities in Zone II. The Committee has narrowed down this difference to Rs. 5 in respect of Zone III and IV in view of the fact that the variation in

the cost of living is much less. Besides, the employers from Wardha, Akola and Amravati had represented to the Committee that these places should not be grouped with Nagpur. It would be seen that the grouping of Nagpur with Poona is not only reasonable but is justified by the relevant factors which are required to be taken into consideration while fixing Zones and classifying cities and towns therein. It is the considered view of the majority Members of the Committee that the industry, in general, will be stabilized and will progress if the existing rates of wages are adequately revised in upward direction. This will not only attract talented and skilled personnel to the industry but will make for the growth and prosperity of the industry. On account of low wages the existing personnel is leaving the Printing Industry and joining other industries where better wages are offered. The rise in wages will give great incentive to the recruitment of right type of labour in future.

While considering the recommendations, the Government should take into account the views of the majority members of the Committee on the note of dissent submitted by our colleague Shri P. N. Banhatti.

P. G. KHER,

Chairman.

J. W. D'SOUZA,

B. N. JAKKAL,

RAM MAHADIK,

VIJENDRA KABRA, } *Members.*

D. D. GANGAL,

R. T. PUND,

S. W. DHABE.

Bombay, dated 28th September 1964.

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